

**Controlling attrition of graduate teachers in Misungwi district
community secondary schools in Tanzania**

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The study investigated the strategies undertaken towards controlling attrition of graduate teachers in community secondary schools in Tanzania with a focus on Misungwi District in Mwanza Region. Five research objectives and questions guided the study. Qualitative research approach and a case study design were employed for the study. Relevant data were collected from the DSEO, School heads, graduate teachers, WECs, teachers who left teaching profession and chairperson of each secondary school boards. Simple random sampling stratified sampling and purposive sampling procedures were used to select a total of 72 respondents. Semi-structured interviews, questionnaires, focused group discussion and documentary review were deployed. The findings of the study revealed that controlling of graduate teachers' attrition in community secondary schools requires a combination of several factors including socio-economic factors, cultural aspects, professional development and empowerment, demographic attributes, and location of individual school. In light of the research findings, it is concluded that the government and education stakeholders, have to work in partnership so as to improve teachers' working conditions in community secondary schools. The measure would help to capture and retain graduate teachers not only within the schools but also in the teaching profession. In the same vein, moral and material support are of great value and useful in enhancing effective control of graduate teachers' attrition in CSSs. The study recommended further that the MoEVT and local government authority should ensure that they offer best terms and conditions of service, including attractive pay package comparable to other professions requiring similar qualifications. Provision of incentives such as teaching allowance and improving good working environment like rent and hardship environment allowances together with reviewing teaching entry qualification and certification status will help controlling of teachers' attrition in CSSs. Further research in community secondary schools could be done to find out if difference in social and economic development has any impact on graduate teachers' attrition in CSSs .