

An exploration of training needs of head teachers in educational supervision in Kinondoni

Municipality, Dar es Salaam

Hassan Abdul Kalinga

M.A. (Education)

University of Dar es Salaam, School of Education, 2013

The purpose of the study was to explore the training needs of head teachers in educational supervision in Kinondoni Municipality, Dar es Salaam. The study was purely qualitative with 32 respondents. The key informants of the study were head teachers, District Educational Officer, Ward Education Coordinators, and district Chief Inspector of Schools. The target population was head teachers of last twenty low performing schools in Kinondoni Municipality. The data was collected through interviews, observations and document analysis. Data was analysed thematically by designing detailed descriptions putting themes into categories. The findings of the study revealed that the vision of the head teacher was paramount for school excellence; teaching of the curriculum was top priority; programmes for individual pupils' indifferences were implemented; collaborative leadership practiced in the administration and most major decisions regarding academic or non academic were made in consensus with the staff. Furthermore the study revealed that head teachers needed training in areas related to financial management, academic management, human resource management, office management and planning and coordination. The findings of the study showed deficiencies between the current educational supervisory practice of primary school head teachers and the desired practice. The findings of the study also revealed various implications including the importance of effective managerial skills in supervising tasks as well as implementing effective academic, co-curricular and discipline programmes for school excellence. The study concluded that supervision of education system among the head teachers were doubtful due to lack of knowledge and skills pertaining to leadership. Thus the study recommended a need for in – service management training for head teachers to ensure smooth supervision of education for quality improvement. The training among other areas should entail academic supervision and financial management.