

## ABSTRACT

Teacher turnover poses a threat to the education sector by limiting or reducing the availability of qualified teachers to undertake teaching services. The purpose of this study was to assess the perspectives on effects of teacher turnover on students' academic performance in secondary schools in Gem Sub County, Siaya County. The objectives of the study were to; determine the rate of teacher turnover in secondary schools, examine the effects of teacher turnover on the learning activities in secondary schools, establish the relationship between teacher turnover and the syllabus coverage in secondary schools from the perspectives of head-teachers, teachers and students and to find out how teachers, head-teachers and students cope with the challenges of teacher turnover in secondary schools. The study was guided by a conceptual framework which proposed that if teachers possess desired qualities of a good teacher then teacher turnover can be minimized. The research design was a descriptive survey research design. The study estimated the perspectives on effects of teacher turnover in 14 secondary schools out of 42 secondary schools in Gem Sub County. This involved 14 Head-teachers, 163 teachers and 371 students. To obtain the sample of the study, stratified random sampling was used. Data was collected using questionnaires, document analysis guide and interviews. Pilot study was used to verify reliability while validity was determined using the contents of the instruments. The data was analyzed using frequency distribution tables, measures of central tendency and percentages. The main reasons of turnover reported in the study were resignation for non-teaching jobs or further studies, poor working conditions, poor transport system, social security, poor medical services, maternity commitments and school policies. The main effects of turnover reported were teacher shortage, poor syllabus coverage, impact on students' academic performance, disruption of teaching learning and school planning, increased workload and reputation of the school. Coping strategies as reported by the Head-teachers, teachers and students included employment of trained and untrained teachers under Board of Management (BOM), merging classes, working for longer hours, forming small groups, peer teaching, reporting to school early and leaving very late. The study recommends that a body of experts is needed to carry out job evaluation amongst teachers, identify areas of material shortages in schools and recommend measures to the government for the rehabilitation of our schools and the teaching profession in Kenya. The study also recommends that there should be an adoption of programmes geared towards the achievement of objectives, standardization of entry behaviours and discipline on the job within the teaching profession to help reduce teacher turnover. The study further recommends that efforts should be geared towards a comprehensive scheme of study leave with pay and such schemes will be more beneficial if coordinated through professional institutions which will ensure that every advances this will curb resignation for further studies which was one of the reasons for teacher turnover. It is therefore necessary that controlling agencies should address themselves about this turnover and restore to schools the quality and dignity intended for them. This calls for an adoption of programmes geared towards the achievement of objectives, standardization of entry behaviours and discipline on the job.