

## ABSTRACT

The purpose of this study was to find out the effects of team building on academic performance by public secondary schools in Rarieda Sub-County. The objectives of the study were to: determine the team building activities used by public secondary schools in Rarieda Sub-County; determine academic performance of public secondary schools in Rarieda Sub-County and to find out the effects of team building on academic performance in National Examinations by public secondary schools in Rarieda Sub-County. Related literature was reviewed in line with these objectives. It was conceptualized that schools whose members of staff highly operated as teams were likely to experience high academic performance in National Examinations, while those that lowly operated as teams experienced relatively low academic performance. The research design was descriptive survey design with a total 298 members of the teaching staff by public secondary schools in Rarieda Sub-County as the population of the study. A sample of ninety one (91) respondents comprising of public secondary school teachers was selected from thirteen sampled schools in Rarieda Sub-County out of 34 existing public secondary schools using stratified random sampling technique. An optimum proportion of 30% was drawn from each stratum to satisfy the requirements of optimality and representativeness. From each of the 13 selected schools, the Principals, Deputy Principals and Director of Studies were purposively selected thus constituting 39 respondents so as to maximize variation in school administrative responses. Four Heads of Departments from each of the selected schools were randomly sampled giving 52 Heads of Departments. Schools that sat for KCSE in 2010, 2011 and 2012 were chosen. The schools were stratified as girls' boarding, boys' boarding, mixed day and mixed boarding and day schools. The validity and reliability of KCSE document analysis guide and structured Academic Administrators' Questionnaire (AAQ) were tested through a pilot method in two public secondary schools that were not included in the study sample. Two experts in the department of Curriculum and Educational Management of Jaramogi Oginga Odinga University of Science and Technology evaluated and provided suggestions on validity and reliability. Three research questions were answered. The data collected were analyzed by both descriptive and inferential statistics. Quantitative data were analyzed using the Statistical Package for Social Sciences (version 16) whereas qualitative data were sorted out according to the research themes. The researcher analyzed the data using descriptive and inferential statistics. Descriptive statistics used were mean; frequency/percentage and standard deviation. Data were presented in form of tables. The inferential statistic used was Spearman Rank Order Correlation Coefficient. The study summarized the findings in line with the objectives. The study found a significant positive relationship between team building and academic performance in National Examinations. The study concluded that high level of usage of team building positively affect academic performance in National Examinations. The study recommended emphasis on team building in the management of schools.