



## **PERFORMANCE MANAGEMENT AT LUTEETE SECONDARY SCHOOL**

### **ABSTRACT**

The study was entitled “performance management at Luteete secondary school”. The study was initiated because there was poor performance in secondary schools. The study was guided by objectives which included; performance management practices in Luteete S S, Performance management challenges and the strategies which can be used to mitigate performance management challenges in the school. The study adopted a cross sectional case study based design where Luteete secondary school was used as the main unit of analysis. The target population was 56 from which a sample of 49 was selected using stratified sampling. Analysis was done using statistical package for social scientists (SPSS).

The research findings on performance management practices were; planning, monitoring and evaluation existed, vision was clear, goals were clear, good performers were rewarded and supervisors never tolerated failures. The main challenges were resource inadequacy and poor handling of grievances. The strategies proposed included rewarding good performers, training supervisors and top management, periodic refresher training and exposing staff to new skills.

The study recommended; Employees involvement in setting performance standards, regular departmental and staff meetings ,effective assessments by top administrators , teachers and school administrators engaging in constant follow ups on performance reports by supervisors, getting partners such as World Bank, church members, MPs to provide additional facilitation to the school.

The study proposes that other studies need to be made in areas such, curriculum development and students capacity to learn, students discipline and academic achievement and ICT and the performance of rural schools.