



## **EXAMINING TEACHER ENGAGEMENT: A CASE OF PRIVATE SECONDARY SCHOOLS WITHIN KAMPALA CAPITAL CITY AUTHORITY**

### **ABSTRACT**

The study was about examining teacher engagement in private secondary schools in Kampala Capital City Authority. It sought to examine the level of teacher engagement in private secondary schools, factors that influence teacher engagement and identify possible strategies for improving teacher engagement. The research design of the study was cross sectional and quantitative technique was used in the analysis of the findings. A sample size of 205 was drawn from private secondary schools however 191 responded. Primary data was collected using self administered questionnaires and simple random sampling was used to select respondents to whom questionnaires were administered. The findings of the study indicate that teacher engagement in private secondary schools is quite good and yet it had appeared, the private schools were experiencing low employee engagement. These results could be attributed to certain changes that could have taken place between 2011-2013 like changes in recognition and reward system, creation of an enabling, supportive and inspirational work environment, change in performance standards, change in job characteristics and others. The study recommends that private secondary school management should provide organizational support, improve

subordinate - supervise interpersonal relationship. Other strategies could be through continuously explaining to teachers how their tasks contribute to the school's vision and mission. Teachers should at all times be kept informed about future developments in the school. The school management should at all times continue having open communication about issues that affect all teachers and need for continuously coaching and mentoring, training and development of staff through out the year.