

## Effect of Principals' Practices of Transformational Leadership on Teachers' Commitment in Public Secondary Schools of Trans-Nzoia County, Kenya.

### Abstract.

The study investigated the effect of principals' transformational leadership practices on teachers' commitment in public secondary schools of Trans-Nzoia County. Theoretical framework was hinged upon Bass' transformational leadership theory that elucidates what leaders undertake to achieve greater magnitudes of development in their institutions. Descriptive research design was utilized in the study. The study's target population of 240 principals and 2400 teachers from public secondary schools of Trans-Nzoia County was considered and from which a sample of 30 principals and 322 teachers totaling 352 respondents was determined through the use of Morgan formula. Stratified and simple random sampling techniques were used to sample the required sample size. The instruments used for data collection were questionnaires for teachers, focus group discussions for teachers and interviews schedules for principals. The validity of instruments in the study was ascertained through construct validity technique. A test-retest technique using Spearman rank correlation was undertaken to determine reliability of instruments and was accepted at 0.82. Qualitatively, data was analyzed thematically through content analysis. Quantitative data was analyzed by use of both descriptive and inferential statistics using frequencies, percentages, standard deviation, chi-square, and Spearman rank correlation. Statistical Package for Social Sciences (SPSS) version 23 helped in data analysis. Findings revealed that principals' practices of transformational leadership had a significant effect on teachers' commitment with a positive correlation  $p=0.0005$ . This study recommends that principals should embody individualized consideration and often engage teachers in decision making processes to make them be part and parcel and own the school. It is anticipated that the study outcomes will be useful to teachers' who may perform better as a result of being motivated, inspired and appreciated by their principals.

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