

ABSTRACT

Kenya government through Ministry of Education has invested heavily on teacher appraisal with the hope of improving education standards. This has been evidenced through funds directed to the department of Quality Assurance and Standards in charge of teachers' appraisal within the Ministry of Education since the government introduced subsidized secondary education in 2003. Despite the massive investment by government on teachers' appraisal which is indicated by teacher standards, classroom management and appraisal criteria, much is yet to be achieved. This is evident by significant drop in academic performance in most secondary schools in Homa Bay sub-county in the year 2016 KCSE. In the review of various literatures, there are no studies collectively linking teacher standards, classroom environment management and appraisal criteria with academic performance. Consequently, the effect of teacher appraisal in regard to the said dimensions is unknown. Therefore, the purpose of this study will be to determine how teacher appraisal affects academic performance in schools in Homa Bay sub-county. Specific objectives of the study will be: to establish the effect of teacher standards on academic performance of secondary schools in Homa Bay sub-county, to determine the effect of appraisal of classroom environment on academic performance of secondary schools in Homa Bay sub-county and to examine the effect of appraisal criteria on academic performance of secondary schools in Homa Bay sub-county. The study will be guided by Goal setting theory, using a correlation design. Target population will be 393 teachers drawn from 64 secondary schools in within Homa Bay sub-county from which the sample will be drawn. The sample size will be 134 teachers where selection will be based on Yamane's simplified formula for proportions. Data collection will be done using questionnaires to be issued to respondents. Validity of the research instrument will be determined through expert opinion review and content validity index (CVI) calculated, while reliability test will be determined using Cronbach's Alpha. The data will be analyzed using linear regression. The findings of this study may be of great help to managers in designing better strategies to help improve academic performance in areas of weaknesses in teacher performance appraisal system to make it achieve its intended purpose. Finally, the study will contribute to the field of academicians by enriching researchers with more knowledge on teacher appraisal system and even to carry out further research on the aspects this study findings.