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Constraints faced by Female Head Teachers in their Performance as Decision Makers: A Case Study of Selected Government Aided Primary Schools in Amuria District.

The 21st Century is witnessing women defying the socio-cultural set ups that discriminate against them and are taking up leadership, administrative and management positions as decision makers with back up by “Affirmative Action” taken by many governments. This study sought to examine the constraints Female Head teachers face in their performance as decision makers in selected government aided primary schools in Amuria district in Uganda. A survey method was used to collect data from a sample of 139 respondents from 10 female headed primary schools. Interviews, questionnaires, focus group discussions and observation techniques were used. The collected data were presented on frequency tables, interpreted and analysed using descriptive statistics.

The findings revealed that female head teachers face many constraints as they perform their decision making roles. It came out that the socio-cultural aspect is one of the constraints but not the major one to performance of female head teachers as revealed by the findings. The constraints include infrastructural/resource inadequacy, inadequate support supervision, socio-cultural influence, inadequate knowledge and skills and unrealistic policies and they have significant effect on school performance in Primary Leaving Examination (PLE). The study recommends that government appoints more women to head schools, build their capacity and give them more support, resources and facilities so as to boost their performance as decision makers. The study also recommends government to train head teachers in administration and management. The study recommends similar studies to be undertaken on male head teachers and in other parts of the country so as to get the general picture of experiences of all head teachers.

Key Words: Constraints, Female Head Teachers, Performance, Decision Makers Government Aided Primary Schools, Amuria District.