

**EDUCATIONAL LEADERSHIP PRACTICES IN PRIMARY SCHOOLS
OF BENCH SHEKO ZONE**



**JIMMA UNIVERSITY
COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES
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Declaration

The undersigned declared that this thesis is my original work and has not been presented for a degree in any other university, and that all source of materials used for the thesis have been duly acknowledged.

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Letter of Approval

The undersigned certify that they have read and here by recommended to jimma university to accept the thesis submitted by WorkinehHailu entitled "*Educational Leadership Practice in primary schools of Bench Sheko Zone* "in partial fulfillment of the requirements for the award of a Masters Degree in Educational Leadership.

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Abstract

The purpose of the study was to examine the practice of educational leadership in primary schools. The case of guraferdaworeda bench sheko zone. The study employed descriptive survey method and was conducted in eight primary schools. To collect the relevant data questionnaire, interview and document analysis were used during the study. Data was gathered from 80 teachers, 12 school principals and vice principals, 4 supervisors, 5 educational office heads and stakeholders and were analyzing using five rating scales and mean. The participants of the study were selected randomly and conveniently based on their responsibility. The review of literature focused on leadership in education within this concept, the concept of leadership, theoretical background of leadership, leadership styles, leadership skills of leaders and managerial functions of school leadership. Descriptive survey method was supported by qualitative study that was employed to study the practices. To collect the relevant data questionnaire of both closed and open ended questions were used. Interview and document analysis were conducted during the study. Accordingly, questionnaire was prepared to be filled by teachers and principals, and interviews were administered for cluster supervisor and educational office heads and stakeholder. The data obtained through questionnaires were analyzed using statistical tool such as mean. On the basis of this data principals are found to be less effective in their leadership due to lack of experience and qualification in the profession. Finally, based on the findings and conclusions, recommendations were made on capacity building and empowering of principals to do their work effectively, in turn, encouraging participatory approach of leadership. Furthermore, bench sheko zone, guraferdaworeda education sector and other concerning body are responsible to give directives and guidelines in the case that whenever shortcomings and gaps are observed and the schools should work hard on implementing school improvement programs to improve school community relations. From the findings of the study the researcher conclude that leaders have a great gap to improve schools and school program me. The overall recommendation of the study was to improve Leadership aspiration, awareness creation and raising program should be conducted through providing training, workshops and experience share.

Key words:*Bench Sheko Zone Educational Leadership, Practices ,and Primary Schools.*

List of Acronyms & Abbreviations

ACE:Advanced Certificate In Education

CPD: Continuous Professional Development

CRC: Cluster Resource Center

EMI: Ethiopian Management Institute

EMIS: Education Management Information System

ESDP: Education Sector Development program

ETP: Education and Training policy

GEQIP: General Education Quality Improvement Program

GOE :Government of Ethiopia

HR: Human Resource

HRD: Human Resources Development

HRM: Human Resource Management

ICT: Information Communication Technology

LD: Leadership Development

MD: Management Development

MAP: Management and Administration Program

MOE: Ministry of Education

OECD: Organization for Economic Co-operation and Development

PAP: Program Action Plan

REB: Regional Education Bureau

SIP: School improvement program

TDP: Teachers Development Program

WEO: Woreda Education Office