

Abstract

Quality education revolves around the quality of teaching, effective teacher Training management and teacher accountability in the education system (African Development Bank 2022). The education sector world over has been experiencing fast and fundamental changes in its organizational environment in the past decade (Ochola, 2019). To respond to this changing trends effectively Education sector world over has adopted the performance contracting to enhance service delivery. It is at the backdrop of this changing environment in education sector that this study was conceptualized. The purpose of this research study was to determine the influence of the involvement of school Principals in the training of staff in the implementation of performance contracting in public secondary schools in Machakos County, Kenya. The study adopted a descriptive survey design. The sample size was 489 respondents comprising of 9 sub county directors of teachers' service commission Kenya, 120 Principals and 360 Teachers. Purposive sampling was used to sample the sub county directors Teacher's Service Commission, Kenya. Random sampling was used to select Principals and Proportionate sampling was used to select teachers from the selected schools to participate in the study. A questionnaire was used to collect data from Principals and teachers while an interview schedule was used to collect data from sub county directors Teachers Service Commission. Tables, charts and correlation analysis was used to report quantitative data while qualitative data was presented through narratives. The study found that there was a statistically significant relationship between Principals' involvement in the training of personnel and the implementation of performance contracting in public secondary schools in Machakos County, Kenya. The study concluded that personnel training positively influences the implementation of performance contracting in public secondary schools in Machakos county Kenya.