

## Abstract

The Kenyan government froze teacher recruitment in 1998 due to high expenditure in the education sector and subsequently lifted the ban in 2001 but on re-placement basis. By 2002 the shortfall of teachers had risen to 12,479 country-wide. The study was undertaken with the purpose of analyzing the factors that influence teacher attrition in secondary schools in Kisumu City with the aim of improving the quality of Education. The specific objectives were to identify, analyse the factors that influence teacher attrition and to find out how teacher shortage was addressed in the schools. An Ex-post facto research design was adopted in this study. All the 24 secondary schools in the city formed the sample. A questionnaire was used to collect data which was translated into a summary sheet. Frequency tables and percentages were used to assess the responses procured. The study identified the factors, and further revealed that job opportunities, further studies and health! death had greater influence on teacher shortage. The schools' administration re-allocated subjects or hired Board of Governors (B. O. G) teachers in order to curb the teacher deficit. It was therefore recommended that vacant positions be filled immediately, government to make teaching an attractive profession through salary reviews and introduce in-service and seminars on health matters.