



Challenges Facing New Primary Head Teachers in Botswana

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ABSTRACT Head teachers are central in educational leadership and this role is assigned to both veteran and novice ones. The main objective of this study was to investigate challenges newly appointed head teachers face during their initial years of providing leadership in Botswana primary schools without induction. The study employed a descriptive design which used both semi-structured interview and open-ended questionnaire. Fourteen participants were purposively selected. The findings indicate that new head teachers face challenges due to inadequate induction, lack of financial skills, inadequate resources, lack of interpersonal skills and inadequate structural support. It was concluded that induction is integral in leadership skills development. The recommendation is that the Ministry of Basic Education needs to develop a well-structured programme for all newly appointed head teachers before their deployment and provide them with structural support such as visitation to schools. The regions too should be encouraged to use such a programme systematically.