

## Abstract

This paper discusses the results of a research study that was carried out in an effort to assess the effectiveness of the Teachers Service Commission in maintaining a balanced teaching force in all secondary schools in Kenya. The research had two main hypotheses: HO 1 Teachers are equitably distributed in all provinces in Kenya and H02 Teacher related factors have an impact on the role of the Commission in teacher distribution. The analysis of the data revealed that there are disparities in teacher distribution between subject areas and regions. These disparities can be viewed as indicators of potential ineffectiveness in the Teachers Service Commission's role in maintaining a balanced teaching force at the secondary school level.