

The effects of retraining the workforce as one of the factors affecting performance was determined in this project through investigation of some retraining programmes designed for the teaching staff of Braeburn Kisumu International School. Those programmes included in-service training based on specific need assessment, job shadowing to enhance good practice and tradition, Bachelor and Masters of philosophy to take general teaching and implementation of the British curriculum to a higher level. That initiative by the school was and still is to improve the performance output of its teaching staff and in turn resolve the mismatch that appears to exist between training received in colleges and universities and the actual work place performance. The objective of this study was to investigate the effects of retraining the workforce on performance at Braeburn Kisumu International School. The research design used was a case study because it allowed an in-depth investigation of the effects of retraining on performance and brings about deeper insights and better understanding of the need to retrain the workforce in order to realize desired performance. The population of the study consisted of twenty teachers and four assistant teachers, who formed the total number of the entire teaching staff of the school. That population was suitable because teachers are the key human resource component that directly influences the school's performance which in turn contributes to its growth. The data for this study consisted of both secondary and primary data. Secondary data was obtained from documented information from the school's records while primary data was collected by means of structured questionnaire. No sampling technique was employed because the study population was not very large and information obtained from every respondent was crucial, therefore census was used instead. The questionnaires were distributed to the teachers forming the study population using drop and later pick method. Data was analyzed using descriptive statistics. The use of computer software package SPSS was also employed. Qualitative data collected from this study was analyzed by content analysis. Data obtained from this study was presented using tables, figures, charts and graphs. The study showed that the initiative taken by the school management to retrain its teaching workforce had notable impact on performance. That was established through investigating its effects on specific performance indicators which included student's academic performance and examination pass rate, teacher-student relationship, enrollment of students and teachers' execution of the new curriculum framework in relation to record keeping. The study made recommendations to the institution to establish effective follow up and review mechanisms of those programmes to ensure that such human resource

development activities improve performance in different sectors and achieve its desired outcome. Those programmes included in-service training based on specific needs, job shadowing to enhance good practice and tradition and bachelor and masters of philosophy to take teaching and curriculum implementation to a higher level. The study also recommended a need to carry out a study on the non- teaching staff to determine their level of commitment as a tool and how this among others can contribute to the general performance of the institution as a business entity.