The issue of organisational direction for organisations worldwide has generated growing interest in the recent past. As a result, formation of strategic plan by many organisations has attracted growing concerns due to environmental pursuit of organisational growth and survival in the long run. This study explores the link between formulation of school strategic plans with employee motivation, availability of funds, support by top school leadership, government policy and employee knowhow. The paper specifically analyses the factors that influence the formulation of strategic plans in secondary schools in Embu North District, Embu County, Kenya. The study was carried out in 24 public secondary schools in Embu North District, Embu County, Kenya. The following persons were involved; 24 Principals, 24 Chairpersons of Board of Governors and 24 Chairpersons of Parents Teachers Association in all the schools. Data was collected primarily through structured questionnaire and analysed using spearman's rank correlation analysis. The findings at 0.05 significance level indicated that employee motivation, availability of funds, support by top school leadership, government policy and employee skills had a statistical relationship with formulation of strategic plans in public secondary schools in Embu North district.