

## **IMPLEMENTATION OF PERFORMANCE MANAGEMENT SYSTEM (PMS) IN SCHOOLS: SUCCESS FACTORS**

**MACHENG BOIPONO, TSOMELE GOITSEONE TSOMELE & RAMMOLAI MOGADIME**

Department of Agricultural Economics, Education and Extension, Botswana College of Agriculture,  
Gaborone, Botswana

### **ABSTRACT**

The study interrogated the implementation of a performance management system in Gaborone secondary schools in Botswana which the aim of suggesting factors that could contribute to its successful implementation. The study adopted a qualitative approach using one on one interviews and observations for data collection targeting members of the staff development committee in the thirteen (13) junior secondary schools in Gaborone. Snowball sampling was used to select participants and in all, thirty four (34) teachers were interviewed. Before coding, the data collected was subjected to interpretive validity by sharing interpretations with participants.

To ensure intra researcher reliability, data was coded twice realizing a high consistency between the two codings. The coded data was then divided into meaningful units. Relationships between units were extracted to come up with meaningful conclusive themes that described success factor for implementation of PMS in Gaborone secondary schools. The study revealed that design and implementation, effective communication and feedback, motivation and clear assessment strategy are essential for the success of PMS.

**KEYWORDS:** Implementation, Performance Management System, Success Factors