

Review Form 3

Journal Name:	Asian Journal of Education and Social Studies
Manuscript Number:	Ms_AJESS_129814
Title of the Manuscript:	GENDER DYNAMICS IN EDUCATIONAL LEADERSHIP: CHALLENGES FACED BY FEMALE SCHOOL PRINCIPALS
Type of the Article	

PART 1: Comments

	Reviewer's comment	Author's Feedback <i>(Please correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</i>
Please write a few sentences regarding the importance of this manuscript for the scientific community. A minimum of 3-4 sentences may be required for this part.	It is a suitable manuscript. It reveals challenges being faced by school principals. It shows strategies being used by them. The paper gives appropriate recommendations.	Noted
Is the title of the article suitable? (If not please suggest an alternative title)	The title can be modified thus: ASSESSMENT OF CHALLENGES AND STRATEGIES USED BY FEMALE SCHOOL PRINCIPALS	Noted. However, I advocate for the title 'Leadership Dynamics in Female Education' as the paper not only delineates challenges but also investigates the underlying dynamics and complexities that contribute to these challenges. Furthermore, it comprehensively examines the leadership practices employed by female educational leaders."
Is the abstract of the article comprehensive? Do you suggest the addition (or deletion) of some points in this section? Please write your suggestions here.	The abstract is comprehensive. The instrument used to collect data and how the data was analysed should be included.	Done. The following statement has been added in the abstract: <i>A purposive and convenience sampling strategy was employed to select 12 female administrators for participation in semi-structured interviews. This study employed thematic analysis to uncover recurring patterns and themes within the interview data.</i>
Is the manuscript scientifically correct? Please write here.	It is not scientifically correct because there are no research questions, hypotheses and instrument	<ul style="list-style-type: none"> - P5 paragraph 2, this has been added to clarify the methods used. [<i>Two research instruments; semi-structured interview guide and focus groups were developed and used.</i>] - While research questions are essential for framing the inquiry and guiding the research direction, they are often broader and more exploratory in nature. Research objectives provide a more structured and focused approach that is better suited to the rigorous demands of scientific research. <p>Action: I have converted the objectives into questions as follows:</p> <ol style="list-style-type: none"> 1. <i>What are the subordinate-derived challenges encountered by female educational leaders?</i> 2. <i>What are the effective strategies that female leaders can employ to mitigate and overcome the challenges they encounter?</i>
Are the references sufficient and recent? If you have suggestions of additional references, please mention them in the review form.	They are sufficient	Noted

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<p>Is the language/English quality of the article suitable for scholarly communications?</p>	<p>Yes. It is suitable for scholarly communication.</p>	<p>Noted</p>
<p>Optional/General comments</p>	<p>The author should tell us something about gender dynamics in educational leadership and some challenges faced by female school principals. The author should present the problem of the research clearly in the author's word. There should be research questions or hypotheses. The author should tell us how data was collected, what instrument was used to collect data and how the analysis was done.</p>	<ul style="list-style-type: none"> - The study is about challenges. The challenges appears in the abstract, results & discussions and in the summer section - Problem statement is presented before objectives of the study - Research objectives are generally considered to be more scientific than research questions. Here's the reason: Specificity and Measurability: Research objectives are characterized by being specific, measurable, achievable, relevant, and time-bound (SMART). This focus on concrete outcomes aligns with the scientific method's emphasis on empirical evidence and quantifiable results. They are also Action-Oriented: Research objectives are framed as actions the researcher intends to take. However, most non-positivists argue that qualitative studies must be framed by Research questions, so I converted them into questions as shown above - Done, as shown above, Data collection procedure has been included. The following statement was added in Page 5, para last: <i>The educators signed a consent form where they agreed to be recorded and interviews were done in the comfort of their offices and recording was done using a smart phone. For focus group, permission was sought from the Regional Education Officer (REO) to use the educators during one of their meetings that is normally on Mondays at the REO's office.</i>

PART 2:

	<p>Reviewer's comment</p>	<p>Author's comment (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)</p>
<p>Are there ethical issues in this manuscript?</p>	<p><i>(If yes, Kindly please write down the ethical issues here in details)</i></p>	