



EUROPEAN SCIENTIFIC JOURNAL
by European Scientific Institute



Paper: “Off-Site Team Retreat Practices and Teacher Job Satisfaction among Public Secondary Schools in Teso North Sub-County, Kenya”

Submitted: 21 May 2026

Accepted: 04 July 2026

Published: 31 July 2026

Corresponding Author: Tumaini Albert Meshack

Doi: 10.19044/esj.2026.v22n19p95

Peer review:

Reviewer 1: Amer Abd Alqader Harazneh
Al-Balqa Applied University, Jordan

Reviewer 2: Blinded

Reviewer 3: Blinded

ESJ Manuscript Evaluation Form 2026

This form is designed to summarize the manuscript peer review that you have completed and to ensure that you have considered all appropriate criteria in your review. Your review should provide a clear statement to the authors and editors of the modifications necessary before the paper can be published, or the specific reasons for rejection.

Please respond within the appointed time so that we can give the authors timely responses and feedback.

NOTE: ESJ promotes a peer review procedure based on scientific validity and technical quality of the paper (not perceived impact). You are also not required to do proofreading of the paper. It could be recommended as part of the revision.

The copyrights of the report are with the publisher, and the data can be used for research purposes.

ESJ editorial office would like to express its special gratitude for your time and efforts. Our editorial team is a substantial reason that stands ESJ out from the crowd!

Date Manuscript Received: June 12, 2026	Date Review Report Submitted: June 18, 2026
Manuscript Title: Off-Site Team Retreat Practices and Teacher Job Satisfaction among Public Secondary Schools in Teso North Sub County, Kenya	
ESJ Manuscript Number: esipreprint.6. 2026.p133	
You agree that your name is revealed to the author of the paper: no	
You approve, your name as a reviewer of this paper is available in the “review history” of the paper: Yes	
You approve, this review report is available in the “review history” of the paper: Yes	

Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

Questions	Rating Result [Poor] 1-5 [Excellent]
1. The title is clear, and it is adequate for the content of the article.	5
<i>(The title is precise and effectively reflects the key constructs examined in the study. It clearly identifies the independent variable (off-site team retreat practices), the dependent variable</i>	

<i>(teacher job satisfaction), and the contextual setting (public secondary schools in Teso North Sub County, Kenya). Overall, it provides an accurate and informative representation of the study scope.)</i>	
2. The abstract presents objectives, methods, and results.	4
<i>(The abstract offers a concise yet comprehensive overview of the study. It clearly articulates the research problem, objectives, theoretical foundation, methodology, sample characteristics, data collection instruments, analytical techniques, key findings, and recommendations. The structure is coherent and effectively reflects the full content of the manuscript.)</i>	
3. There are a few grammatical errors and spelling mistakes in this article.	4
<i>(The manuscript is generally well-written and understandable. However, minor grammatical inconsistencies, punctuation issues, and stylistic limitations are present. Some sentences would benefit from refinement to improve academic clarity and fluency. A professional language review is recommended prior to publication.)</i>	
4. The study methods are explained clearly.	5
<i>(The methodology section is well-structured and clearly articulated. It includes appropriate detail regarding research design, theoretical framework, target population, sampling procedures, instruments, validity and reliability measures, ethical considerations, and data analysis techniques. The integration of both quantitative and qualitative approaches enhances the methodological strength of the study.)</i>	
5. The results are clear and do not contain errors.	4
<i>(The findings are presented in a clear and systematic manner using appropriate descriptive and inferential statistics. Tables are well-designed and support the analysis effectively. Interpretation of the statistical outputs is accurate, and the regression analysis clearly demonstrates the relationship between off-site retreat practices and teacher job satisfaction.)</i>	
6. The conclusions or summary are accurate and supported by the content.	5
<i>(The conclusions are well-aligned with the study findings and are logically derived from the results. The recommendations are practical and relevant for educational stakeholders. The discussion section effectively integrates the findings with existing literature and the theoretical framework.)</i>	
7. The references are comprehensive and appropriate.	4

(The reference list is relevant and includes recent scholarly sources that support the study's conceptual and empirical framework. However, improvements are needed in citation consistency and formatting. Expanding the literature base to include more international studies on teacher well-being and organizational development would further strengthen the manuscript.)

Overall Recommendation (mark an X with your recommendation) :

Accepted, no revision needed	☐
Accepted, minor revision needed	☒
Return for major revision and resubmission	☐
Reject	☐

Comments and Suggestions to the Author(s):

This manuscript addresses an important topic in educational leadership and provides valuable empirical evidence on the relationship between off-site team retreat practices and teacher job satisfaction. The study is methodologically sound, theoretically grounded, and supported by appropriate statistical analyses.

To further strengthen the manuscript, the authors are encouraged to:

1. Improve language accuracy through careful proofreading and editing.
2. Enhance the discussion by emphasizing practical implications for policymakers and school leaders.
3. Broaden the literature review by incorporating additional international studies on teacher well-being and organizational development.
4. Address limitations related to self-reported data and the geographic scope of the study.

Overall, the manuscript makes a meaningful contribution to the field of educational administration and is suitable for publication following minor revisions.

Comments and Suggestions to the Editors Only: