

# CURRICULUM VITAE



## Charity Mukiri Limboro, PhD

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### KEY COMPETENCES

- An educationist and curriculum specialist with over 25 years of experience in education sector
- A seasoned researcher in gender and education research. She has a wealth of experience in designing, implementing and conducting baseline surveys and M&E; and qualitative studies.
- Well versed with qualitative and quantitative methods of data collection and analysis
- Experienced in conducting in-depth unstructured interviews and Focused Group Discussions (FGDs)
- Have excellent computer skills, including use of NVivo computer aided qualitative data analysis software
- Experienced avid trainer of trainers
- Have excellent report writing skills – has written impressive reports for: UKaid Baseline survey for GEC WWW project (2014), Kenya; Concern Worldwide MAP Baseline Survey (2014); and Kenya Community Development Foundation '*Pamoja Twaweza Project*' Baseline Survey (2015), Uwezo Kenya (2011; 2012 Annual Assessment Reports); Teacher Preparation in Africa (TPA): Kenya Case study, (2011); World Bank's report on Teaching for Improved Learning: A Classroom Observation and Communication Study (2012); WERK, 2015, 2016 and 2017 qualitative studies
- Have excellent interpersonal and teamwork skills as evidenced by a track record of working well with teams
- Mentoring younger researchers

## **EDUCATIONAL BACKGROUND:**

- 2012: PhD in Curriculum Studies, Kenyatta University, Kenya
- 2004: Master of Education , University of Nairobi, Kenya
- 1993: Bachelor of Education, (English & Literature), University of Nairobi, Kenya
- 1988: Kenya Advance Certificate of Education, Kyeni Girls High School
- 1986: Kenya Certificate Education, St. Mary's Girls (Egoji)
- 1982: Kenya Certificate of Primary Education, Kitheo Primary School

## **WORK EXPERIENCE**

- 2012 to date: Lecturer, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University
- 2006-2011: Tutorial Fellow, Department of Educational Management, Policy and Curriculum Studies, Kenyatta University
- 1997-2005: Deputy Head teacher, Masii Girls, Machakos
- 1993-1996: Assistant teacher, Lema Girls, Machakos

## **Recent Research and Consultancy Experience:**

### **Education Development Trust (August 2018-December 2018)**

Lead consultant of a qualitative research study on the re-enrolment and retention of adolescent mothers in ASAL regions of Kenya. The aim of this study is to examine the socio-economic and cultural factors that enable teenage mothers to re-enrol in school, scale the academic ladder and become successful.

### **My role in the study**

In close collaboration with Education Development Trust, design and conduct, an innovative and comprehensive research study on the re-enrolment and retention of adolescent mothers in 4 counties – Turkana, Samburu, Kilifi and Tana River. Specifically, will be in charge of:

- Overall quality assurance
- Development of research instruments
- Training of research Assistants
- lead field data collection
- data analysis and report writing.

### **Women Educational Researchers of Kenya (WERK): 2017 August - 2023 March**

Lead researcher of the research and M&E component of the DFID funded Girl Education Challenge Transition Window – best known as *Wasicahana Yetu Wafaulu* (Let Our Girls Succeed) project (2017-2023). The aim of the project is to improve enrolment, retention and learning outcomes of 72,000 marginalised girls in slums and ASALs in Kenya. The project implemented is being implemented by a consortium led by Education Development Trust. Other consortium partners are Concern Worldwide, Kesho Kenya, Pastoralists' Girls Initiative and Ananda Marga Universal Relief Team (AMURT). The project is being implemented in 8 counties (2 urban slums and 6 Arid and semi-arid counties).

### **My role in the project includes:**

- In charge of the overall evaluation and management of the M&E and research components that include the intellectual, administrative, ethical and quality aspects of the project evaluation from its conception through to its finalisation, including the communication of any project outcomes
- Coordinating the county evaluation coordinators to ensure that tasks are delivered in a timely manner
- Designing Monitoring and Evaluation framework for the project at different evaluation points
- Adapting EGRA and EGMA; and SEGRA and SEGMA tests for baseline, mid-line and end-line
- Key facilitator/TOT for EGRA and EGMA; and SeGMA and SeGRA assessments
- Designing of spot-checks, monitoring tools to collect quarterly and annual data on school attendance, enrolment and internal academic achievement
- Technical oversight of field monitoring of over 300 schools in 8 counties (Nairobi, Mombasa, Kilifi, Kwale, Tana River, Marsabit and Samburu)
- Technical support in design and implementation of in-depth case study
- Supporting knowledge management and learning component of the project.

### **Child Hope (UK): 2017 Nov – April 2018**

Contracted by Child Hope (UK) to support the design, adaptation and pilot of the Secondary Grade Reading Assessment (SeGRA) and Secondary Grade Mathematics Assessment (SeGMA). My task was to adapt three SeGRA and SeGMA sub-tasks for each in English; give technical backstopping during pilot and revise the tests for approval by the Fund Manager in the readiness for baseline survey for Girls Education Challenge in Ethiopia for Child Hope (UK).

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### **Kenyatta University Consultancy Unit: 2017 March -2018 April**

Senior researcher in a study on Teacher Deployment and Utilization funded by Ministry of Education State Department of Basic Education and World Bank/Global Partnership For Education primary Education Development (Priede). My role in the project included: Coordination of data collection in four counties, data collection, qualitative data analysis and report writing

### **Women Educational Researchers of Kenya (WERK): March 2013 - March 2017**

Lead Researcher in Monitoring & Evaluation and research component of Girl Education Challenge Window (GEC\_1) dubbed *Wasichana Wote Wasome (Let All Girls Learn)* funded by UKaid. The main aim was improve enrolment, retention and learning outcomes of marginalised girls in slums and ASALs in Kenya. WERK was the independent M&E partner in the project implemented by a consortium led by Education Development Trust with PwC as Fund Managers and Coffey as Evaluation Managers. Other consortium partners were Concern Worldwide, Girl Child Network and Ananda Marga Universal Relief Team (AMURT). My overall responsibility was project management, communication and quality assurance of the Wasichana Wote Wasome M&E component or as specifically outlined above in the GEC\_T window or Wasichana Wetu Wafaulu which is a scaled up project after a successful implementation the GEC\_1 (2013-2017)

### **UNICEF Concurrent Validity Study (CVS): 2016 October -Jan 2017**

Team leader for UNICEF (Kenya) project on Concurrent Validity Study (CVS). Led a team of 26 assessors and 4 supervisors. The study sought to determine the validity and reliability of their Multiple Indicator Cluster Survey (MICS) by: 1) Comparing the performance of the MICS reading Instruments against the Early Grade Reading Assessment (EGRA), 2) Comparing the performance of the MICS Maths instrument against the Early Grade Maths Assessment (EGMA) and, 3) Assessing the consistency of scores between interviewers.

### **University of Nairobi Chancellor's Visitation Panel: March 2016- 2017 April**

Member of the University of Nairobi Chancellor's Visitation Panel. The Panel's mandate was to review the Universities academic programmes, infrastructure and resources, administrative and governance structures, systems and procedures to inform the repositioning of the University. My specific duties include data collection, analysis and report writing based on information from industry, employers, alumni, staff, students, unions and university management.

### **KCDF Baseline Survey 2014 Sept- March 2015**

Lead Researcher in Baseline Survey in '**Pamoja Twaweza Project *Yes we can make holistic education for our children happen***' by Kenya Community Development Foundation

### **Concern Worldwide: 2013 Nov- April 2014**

Lead Researcher - Baseline Survey in '*Most Vulnerable Children Access and Complete Primary Education (MAP) 2012 – 2016*' by Concern Worldwide.

### **WOMEN EDUCATIONAL RESEACHERS OF KENYA (WERK): 2012 March - August**

Researcher in Education for Minority Project. The project sought to reduce the growing Inequalities (among the marginalised communities) in the Kenyan education sector, towards Education for All by 2015. Project of the Ministry of State for Development of Northern Kenya and other Arid Lands (MDNKOAL).

### **WOMEN EDUCATIONAL RESEACHERS OF KENYA (WERK): 2011 Sept-November**

Researcher in ***Teaching for Improved Learning: A Classroom Observation and Communication Study*** by World Bank.

### **WOMEN EDUCATIONAL RESEACHERS OF KENYA (WERK): 2011 Aug-December**

Lead Researcher in Baseline Survey for Red Cross 'on suitable educational Programmes in Madogo and Dertu Boransis villages in Tana River District'- Kenya.

### **University of Sussex: Feb 2010 - March 2011**

Researcher in Teacher Preparation and Continuing Professional Development in Africa: ***How Do teachers learn how to teach Reading and Mathematics and how does their training influence their practice? A project for University of Sussex by Hewlett Foundation.***

### **Own and Associates: 2009 (June-August)**

Researcher in a Baseline Survey for Own and Associates on “Violence against Girls – A Project in Wenje Division, Tana River District, Kenya”.

### **Hewlett and Gates Foundations, Kenya: 2008 (September)**

Baseline Survey Assistant Researcher: Carried out a Baseline Survey on “Quality Education in Developing Countries Initiative-Country Education Profile of Kenya” a project for Hewlett and Gates Foundations, Kenya.

## **OTHER RESEARCH-BASED WORK**

### **Centre for British Teachers currently Education Development Trust: 2012 (Jan -June)**

Consultant trainer with CfBT on the project: Decentralized Education Activity (DEMA). This involved training of the educational managers (DEOs and secondary school Principals) how to develop Strategic Plans and general coordination to ensure that all the districts allocated to me had developed a strategic Plans by the end of May 2012.

### **Uwezo East Africa 2012 (March)**

External monitoring of the Uwezo Uganda volunteer training and assessment process. Tasks Included participation in the volunteer training exercise and the assessment in order to audit adherence to standards. Assignment for Uwezo East Africa.

### **Uwezo Kenya: 2011 (Feb- April)**

M&E Consultant for Uwezo Kenya National Assessment Project 2011. The exercise involved a participatory analysis and monitoring of volunteer recruitment process; the training process; observing the actual data collection process and auditing the entire assessment process. Assignment for Uwezo East Africa.

### **2009 to 2015: Key facilitator with Uwezo Kenya Initiative**

Trained as ToT (master trainer) by Uwezo Kenya to offer Technical Support for the National Assessment as Trainer for Regional and District coordinators. My key responsibilities included:

- Training of District and Regional coordinators
- Giving support to District and Regional coordinators
- Compiling and submitting reports
- Report writing for the 2011 Uwezo annual report

**1998 (August). Resource Person, US PEACE CORPS, TRAINING SCHOOL:** Facilitated a Training Workshop on ***“Problems Facing Young People in Schools and the Intervention Strategies”***.

## **Workshops and Training Experience**

Have participated in the following workshops and trainings:

2009 (March): Participated in the Uwezo-Kenya National Workshop for Training of Trainers and Piloting of Tools for Literacy and Numeracy Assessment, Voi District.

2009 (April): Trained as regional coordinator and carried out a pilot study on literacy and Numeracy level of children aged 3-16 years - a project by Uwezo Kenya Initiative

2008 (April): Attended a proposal Training Workshop for Grant Competition Organised by Lake Victoria Research Initiative (VICRES) Jinja-Resort, Uganda.

2008 (May): Validation Workshop on the Report of the Baseline Survey of Education in Kajiado District, Kenya.

2008 (May): Competency Framework Workshop for Training on Pilot Testing of the Competency Framework for the Primary School Teachers in Kenya held at the Academy for Educational Development, Nairobi.

2007 (April): A Proposal Writing Training Workshop for Grant Competition hosted by Lake Victoria Research Initiative (VICRES), Jinja-Resort Uganda.

1999 (August): Training workshop in Educational Management for Secondary School Head Teachers and Deputies by Kenya Education Staff Institute (KESI), Machakos.

1997 (April): In-service Workshop on Guidance and Counseling, by Ministry of Education, Masii Boys, Machakos.

1995 (March): In-service Workshop for Secondary School Teachers of English sponsored by British Council, Machakos.

## **Conference Presentations**

- 6-10 August 2018: Presented a paper entitled: **Role of Learning Materials in Revalorizing Teaching: African Perspective. African Confederation of Principals Conference (ACP), Pride Inn Paradise Beach Resort, Mombasa Kenya.**
- 14-17 Sept. 2015: Presented a paper entitled: **Gender and Teacher Pedagogical Practices in Schools in Nairobi Informal settlements and Kilifi County, Kenya, UKFIET International Conference on Education, University of Oxford, London UK.**

- 18-20 May, 2015. Presented a paper entitled: Quality Learning Environments and Girls Education in Informal settlements and Arid and Semi- Arid lands at the **International Conference on Education at Kenyatta University, Nairobi Kenya.**
- 20-21 Feb. 2012. Presented a paper with Grace Bunyi, Charles Magoma and Joyce Wangia entitled: Teacher preparation: Adequate for positive learning outcomes? at the **International Conference on education hosted by Kenyatta University, Nairobi Kenya.**
- Presented a paper with Grace Bunyi and Jotham Olembo entitled: Skills Training and Labour Market Requirement: A Case of Kenya Institutes of Technology, at the **International Conference on education hosted by Kenyatta University, Nairobi Kenya.**
- 22-23 July 2011. Presented a paper with Joyce Wangia, Grace Bunyi, Sam Muthwii and Charles Magoma entitled: Teacher Preparation and Continuing Professional Development in Africa: How do teachers learn how to teach Reading and Mathematics and how does their training influence their practice?, at the **International Conference on education hosted by Kenyatta University, Nairobi Kenya.**

## Publications

- Limboro C. M (2018). 'Influence of Teacher Pedagogical Practices on Gender in Nairobi Informal Settlements and Kilifi County Schools, Kenya. *Journal of Education and Practice* Vol.9, No.7, pp.36-46.
- *Bunyi, G., Joyce Wangia, J., Magoma, C. & Limboro, C. (2013). Teacher Preparation & Continuing Professional Development in Kenya, ISBN:978-9966-7495-8-1*
- Limboro, C., Wesonga, D. Wamahiu, S. Muyaka, J., Khamis, A., Magoma, C. Njoroge, P. & Watola, C (2018). WERK - Girl Education Challenge – GEC Wasichana Wote Wasome (Let All Girls Learn) Project Baseline Study: *Utafiti foundation: www.utafiti.com*

## Manuscripts accepted for publication

- Limboro, C.M (2018). 'Learning Environments and Pupils Participation in Primary Education in Nairobi Urban Slums: Implications for Sustainable Development' *Msingi Journal*. Kenyatta University

## Other responsibilities

- 2012-to date Chairman Women Educational Researchers of Kenya (WERK)
- 2016 to date: Chairman graduate defense at the department level
- 2012 to date: Post Graduates thesis and research projects supervision and examination
- 2013 to date: Member of Departmental Post Graduate Board of Examiners
- 2015: Member of School of Education Curriculum Committee
- 2010 -2014: Teaching Practice Zone Coordinator, Kenyatta University
- 2017 to Date: Staff Mentor