

**MADELEINE SOPHIE BARAT ACHIENG' (Sr.) (Dr.)**

**INSTITUTE OF THE BLESSED VIRGIN MARY (LORETO SISTERS)**

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### **CAREER STATEMENT**

Sr. Dr. Madeleine Sophie is a passionate educationist who believes in education that forms, informs and transforms. She is an experienced teacher and administrator. She has taught and managed Loreto Institutions for the last 32 years. She completed her Doctoral studies in Educational Administration and Planning from The Catholic University of Eastern Africa and worked as an adjunct lecturer at Daystar University. She is currently a lecturer at the Catholic University of Eastern Africa, Faculty of Education. Her research interests are on inclusive and equitable quality lifelong education among other topical issues. She has several publications in internationally peer reviewed journals. Dr. Madeleine is also a member representative of WERK Board (Women Educational Researchers of Kenya) whose vision is to create a society in which women and girls enjoy the right to quality inclusive and equitable education and whose mission is to work in partnership with organizations to conduct educational and social research that informs advocacy, advisory and action.

### **KEY SKILLS**

- Superb knowledge in handling administrative duties in educational institutions
- Experience in planning and implementing educational policies
- Sound managerial, decision-making and team leadership skills
- A creative and innovative team player
- Good interpersonal and communication skills
- Developing working relationships with local and international agencies
- Flexible and Adaptable in work environment

## **EDUCATION**

■ 2014-2021 -Doctor of Philosophy (PhD) in Education Educational Administration and Planning, Catholic University of Eastern Africa (*First Class Honors*)

■ 2003-2007 -Master of Education (M.Ed.) (Educational Administration) University of Nairobi (*First Class Honors*)

■ 1993-1996 -Bachelor of Education (B.Ed.) Arts Degree Catholic University of Eastern Africa (*First Class Honors*)

■ 1989-1990 -Diploma in Education, Siriba Teacher's college (*First Class honors*)

■ 1982-1984 - Bishop Njenga Girls (A-level Certificate)

■ 1979-1982 - Asumbi Girls' High School (O-level Certificate)

■ 1973- 1978 - Rang'ala Girls Primary School (Certificate of Primary Education)

## **PROFESSIONAL TRAINING**

1. **1996** - Colloquium for the Ministry of Teaching.
2. **2000**- Guidance and Counseling as an Enhancement to School Discipline.
3. **2002**- Certificate in Education Management (K.E.S.I).
4. **2007**- Effective Communication and use of Goal Setting Techniques.
5. **2007**- The art of Leadership for Principals of Secondary Schools.
6. **2007**- Financial Management course.
7. **2008**- Advanced Education Management Training.
8. **2008**- In service Training for Secondary Mathematics and Science Teachers.
9. **2012**- Certificate in Human Psycho Spiritual Development (UK).
10. **2013**- Research Methodology Training (RMT) for PhD Candidates.
11. **2015**- Amani Certificate in Counselling.
12. **2016** – Communication and Media Skills for Youth and Social Work.

13. **2017-** Advanced Research Design Course (PASGR) (Partnership for African Social & Governance Research).
14. **2017-** Comparative Case Analysis Module (PASGR).
15. **2018-** Value-Centered Leadership 1 (USA).
16. **2020-** Value-Centered Leadership 11 (USA).

## **WORKSHOPS, TRAININGS & CONFERENCES**

1. **1997-** East Asian Jesuit Education Conference, Secondary School Administrators' Program, HUA HIN, Thailand.
2. **1997-** Maintenance and Change in the New Millennium, HUA HIN, Thailand.
3. **2000-** Guidance and Counseling as an Enhancement to School Discipline. (N.A.R.E.T).
4. **2005-** Kenya Education Sector Support Program (KESSP).
5. **2006-** SMASSE Project Principal's workshop.
6. **2007-** Risk of Education.
7. **2008-** Provincial Workshop on Instructional Materials in Secondary Schools.
8. **2009-** Workshop for Principals and Bursars on Financial Management.
9. **2010-** Learner Friendly Schools and Vision 2030.
10. **2011-** Loreto International Gathering in Toronto.
  
11. **2014-** 7<sup>th</sup> **Interdisciplinary** Session for Advancing Education: A Challenge to Institutions of Learning.
12. **2015-** 1st Interdisciplinary Session 2015- The Role of Higher Education in Promoting Inter-Religious and Cross-Cultural Dialogues to Curb Terrorism in Africa.
13. **2015-** African Sisters Education Collaborative. Research Workshop of East & Central Africa.
14. **2022 April-** Evidence Based Advocacy that links Advocacy at Local, National and International Levels.
15. **2022 May-** Understanding Gender and Gender Inequalities in Education.

## **ACADEMIC EMPLOYMENT**

**1990-1992** -The Kenya High School

Subjects taught: CRE and Home Science

**1992-1993** - St. Teresa's Girls Secondary school

Subjects taught; CRE and Home Science

**1996-1998** - Loreto High School, Matunda.

- Subjects taught; CRE and Home Science

-Head of guidance and counselling.

-Sr. in charge of Loreto community.

**1993- 2003** - St. Teresa's Girls Secondary School

-Y.C. S Patron and Class Teacher

-Deputy Principal (2001-2003)

-Superior of Loreto Sisters in Eastleigh

**2004-2007** - St. Teresa's Girls Secondary School

- The School Principal

-Executive committee member NSSHA

-Treasurer HIV/AIDS committee NSSHA

**2007-2010** -Loreto High School, Matunda

- The School Principal

-Member of Examination committee KSSHA, Eldoret West

-SMASSE Inset Centre Principal

- Council member, Loreto Institute.

**2017-2021** - Community Leader, Students' House- Loreto Institute

**2018- 2021** - Loreto Education Secretary, Eastern Africa Province.

**2022- 2023** -Daystar University

**2023-** - The Catholic University of Eastern Africa

## **WORK EXPERIENCE**

**2023-** The Catholic University of Eastern Africa, Faculty of Education

**2022** Daystar University, Department of Education

**2022-** Member Representative in the Board - (Women Educational Researchers Of Kenya)

**2021-**Education Consultant - Romicon Investors Company Ltd

**Technical Proposals written for Funding on:**

■ Examining short-term and intermediate outcomes of Comprehensive Sexual Education that are related to learners' knowledge, skills, behaviors and attitudes towards the topics and learning objectives covered in the CSE Curriculum (UNESCO).

■ Final Evaluation of the Advanced Regional Training Program in Education for Sustainable Development (ESD) for ECCE, Primary and TIVET Teacher Educators in Southern Africa- sustainability starts with Teachers (UNESCO).

■ An Investment Case for Expanding Early Childhood Development Services in Tanzania (UNICEF).

■ Final Evaluation of "UNESCO" Project: Better Education for Africa's Rise (BEAR II).

■ Environmental Action-Based Learning Programs on Climate Change Mitigation in selected primary schools in Arid and Semi-Arid Counties in Kenya.

■ The Role of School Re-entry Policy in enhancing Gender Equality in selected public primary schools in Kisii County, Kenya.

## **Education Secretary**

### **Loreto Institute, Nairobi 2018 - 2020**

■ Handled administrative duties of Loreto schools and supervising both teaching and support staff.

■ managed budgets and ensured that funds are allocated properly for the benefit of Loreto Fraternity.

■ Reviewed and adjusted educational policies following the state and county rules.

■ handled relations with local agencies, parents and other private and public schools.

■ Planned and implemented student programs which included development of students' skills.

■ Handled complaints of staff, parents and students (in enhanced quality education).

■ Initiated and monitored purchase of goods, services and equipment for Loreto Schools.

### **Leader of Loreto Community Loreto Institute, Nairobi**

#### **2017- 2018**

■ Handled administrative duties of Loreto Community.

■ Developed and implemented programs for Loreto Support Staff.

■ Provided counseling to staff facing personal challenges.

■ Maintained staff and community asset records and prepared annual financial reports.

- Established and helped support staff to achieve Loreto goals and objectives.

### **School Principal and Head of SMASSE Inset Centre,**

#### **Loreto Matunda 2007 - 2010**

- In-charge of administrative duties of the school and supervised teaching/support staff.
- Managed examination set- guidelines and marking schemes.
- Promoted mathematics and sciences in the learner's world.
- Managed school budgets and ensured effective allocation of funds.
- Supported relations with local agencies, parents and other schools.
- Planned and implemented student programs which included skills development.
- handled complaints of staff, parents and students and ensured quality in education.
- Initiated and monitored the development of school infrastructure, purchase of goods and equipment for the school.

### **School Principal St. Teresa's Girls Secondary School, Nairobi**

#### **2004 - 2007**

- Organized and raised funds for handling HIV/AIDs administrative expenses of the school
- Promoted admission policies and increased intake for science and mathematics among students
- (Developed, Implemented academic programs and oversaw overall effect on students' progress)
- provided counseling to under-performing students and teachers facing personal issues
- Maintained students and school's asset record and prepared annual reports
- Established, helped teaching and support staff achieve school's goals and objectives

### **Deputy School Principal St. Teresa's Girls Secondary School, Nairobi**

#### **2001 - 2003**

- Organized and raised funds for handling administrative expenses of the school
- Modified admissions policies and attracted students for admission from neighboring estates
- Handled daily administrative activities of the school and directed student programs

- 📌 Developed, implemented academic programs and oversaw overall effect on students' progress
- 📌 Provided counseling to students and teachers facing personal challenges
- 📌 Maintained students and school's asset records and prepared annual reports
- 📌 Established, helped teaching and support staff achieve school's goals and objectives

## **Head of Career Coaching and Guidance in Loreto Community & in Loreto High School,**

### **Matunda**

#### **1996 - 1998**

- 📌 Coordinated the overall development of guidance and counselling school manual policy
- 📌 Trained students and teachers on effective life skills and personal discipline
- 📌 Organized career talks and shows for students in the school
- 📌 Assisted students to identify personal goals, develop leadership skills and planning career moves
- 📌 Collaborated in developing actionable career goals for students
- 📌 Assisted students in subject choice and review of performance goals
- 📌 Provided guidance and counselling to students, teachers and support staff

## **PUBLICATIONS**

1. Achieng', M. S. B., Opiri, J., & Andayi, G. M. (2020). Teachers' perception of values education on character formation: A case of Loreto private schools in Nairobi, Kenya. *The International Journal of Humanities & Social Studies*, 8(1), 136-143. doi: 10.24940/theijhss/2020/v8/i1/HS2001-053.
2. Achieng', M. S. B., Opiri, J., & Andayi, G. M. (2020). Financing education for equity and quality: A review of Kenya's free primary education policy. *International Journal of Management and Commerce Innovations*, 7(2), 1244-1250.
3. Barat, S., & Odundo, P. A. (2020). Financing secondary education in Kenya through the bursary scheme: Accessibility and impact on completion rates in Nairobi Province. *International Journal of Management and Commerce Innovations*, 7(2), 1478-1489.

4. Achieng', M. S. B., & Njui, H. (2020). Free day secondary education funding and student retention across gender in Migori County, Kenya. *Journal of Educational Research*, 5(7), 56-77.
5. Achieng', M. S. B., & Njui, H. (2020). Parental participation in free day secondary education and student retention: A case of Migori County, Kenya. *Journal of Educational Research*, 5(7), 78-89.
6. Achieng', M. S. B., Nduku, E., & Njui, H. (2021). Funding amounts of free day secondary education and student retention: A case of Migori County, Kenya. *Journal of Educational Research*, 6(1), 19-34.
7. Achieng', M. S. B., Nduku, E., & Njui, H. (2021). Disbursement process of FDSE funds and its influence on student retention: A case of Migori County, Kenya. *Journal of Educational Research*, 6(1), 1-18.
8. Koros, P., & Achieng', M. S. B. (2023). Competency based curriculum preparedness: Perception of teachers in selected public and private primary schools in Kenya. *Journal of Educational Research*, 9(6), 6-14.
9. Koros, P., & Sophie, M. (2023). Role of universities in promoting sustainable quality education: A review of implementation of SDG4. *Journal of Popular Education in Africa*, 7(4), 62-71.
10. Koros, P., & Achieng', M. S. B. (2023). Gender inclusion in TVET institutions: A review of policy implementation in Kenyan Technical Institutes. *Journal of Language*

*Gender and Literature Studies*, 1(1), 1-7.

#### **AWARDS AND HONOURS**

1. **2010-** POYA AWARD, Emerging the Principal of the Year, Eldoret West)

#### **MEMBERSHIP OF ORGANIZATIONS**



1. Member of Association of Sisterhood of Kenya
2. Member of Women Educational Researchers of Kenya

### **SEMINAR SERIES BY WERK (WOMEN EDUCATIONAL RESEARCHERS OF KENYA)**

**2022 April-** “Mindful Compassion”

“Gender, Skilling and Mentorship”.

**2023 May-** Analyzing and Interpreting Quantitative Data in Social Science Research.

**2023 June-** Elements of WERK’s Strategic Plan: Presentation and Discussions.

**2023 July-** Youth Skills Day: What stands between Youth and Work?

**2023 August-** Policy informed research: Providing compelling and credible evidence.

**2023 September-** Pre-Service Teachers’ Pedagogical Knowledge and Perception of Climate Change Education.

**2023 November-**How to analyze Qualitative Data using QDA, Miner lite/MaxQDA

### **PAPERS PRESENTED**

1. **2014-** *Ethics in teaching profession in the light of Patristic Education:* Presented at the 7<sup>th</sup>(Interdisciplinary) Session, Faculty of Education, Catholic University of Eastern Africa, Lang’ata Campus, Nairobi, Kenya.
2. **2014-** *Secularization of schools: Patristic perspective:* Presented at the Second Round-Table Discussion, Catholic University of Eastern Africa, Lang’ata Campus, Nairobi, Kenya.
3. **2015-** *Defeating the scourge of terrorism: An eclectic approach:* Presented at the (1<sup>st</sup>) Interdisciplinary Session, Catholic University of Eastern Africa, Lang’ata Campus, Nairobi, Kenya.
4. **2017-** *Financing education for equity and quality: A review of Kenya’s education sector since the introduction of Free Primary Education.* Presented at the 10<sup>th</sup> Interdisciplinary Session. Faculty of Education, Catholic University of Eastern Africa, Lang’ata Campus, Nairobi, Kenya.

5. **2018-** *Teachers' perception of values education on character formation: A case of Loreto Private schools in Nairobi County.* Presented at Christ the Teacher Institute of Education. Nairobi, Kenya.

6. **2023** – *Gender inclusion in TVET institutions: A review of policy implementation in Kenyan Technical Institutes.* Presented at the 9<sup>th</sup> International Conference, Kenyatta University. Nairobi, Kenya (3rd and 4th of October 2023).

#### **COMMUNITY INTERESTS AND ENGAGEMENT:**

1. Supporting Youth Programs/ Life Skills.
2. Promoting issues of Justice through advocacy; empowering the Girl Child/Women at different levels in the Society.
3. Care of Environment /Promoting Integrity of Creation.
4. Organizing Prayer Weekends/Workshops for Different Groups.
5. Promoting 'Cosmotheandrian' Education (Right relationships).
6. Conducting in-service workshops on Servant Leadership for different groups.
7. Engaging in CUEA's Community Service Programs.

#### **CONSULTANCY SERVICES:**

2021- Romicon Investors Company Ltd (Education Consultant)

#### **REFEREES**

##### **1. Sr. Mary Gitau**

##### **Province Leader**

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**4. His Grace the Arch. Bishop**

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