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Vision
To be a world class leader in educational assessment and certification

Mission
To assess abilities and certify learner achievements in conformity with global standards

The KNEC Mandate
According to section 10 of the Kenya National Examinations Council Act No. 29 of 2012; KNEC is mandated to:

a. Set and maintain examination standards;

b. Conduct public academic, technical and other national examinations within Kenya at basic and tertiary levels;

c. Award certificates or diplomas to candidates in such examinations;

d. Confirm authenticity of certificates or diplomas issued by the Council upon request by the government, public institutions, learning institutions, employers and other interested parties;

e. Undertake research on educational assessment;

f. Advice any public institution on the development and use of any system of assessment when requested to do so, and in accordance with such terms and conditions as shall be mutually agreed between the Council and the public institution;

g. Promote the international recognition of qualifications conferred by the Council;

h. Advice the Government on any policy decision that is relevant to, or has implications on the functions of the Council or the administration of examinations in Kenya;

i. Do anything incidental or conducive to the performance of any of the preceding functions.

KNEC Core Functions
The core functions of the Council are to:

a. Develop examination policies, procedures and regulations;

b. Develop national examination tests;

c. Register candidates for the KNEC examinations;

d. Conduct examinations and process the results;

e. Award certificates and diplomas to successful candidates;

f. Conduct educational assessment research;

g. Carry out equation of certificates and diplomas issued by other credible examining boards;

h. Conduct examinations on behalf of foreign examination boards;

i. Advise the Government on matters pertaining to examinations and certification.
Core Values
The Council observes the National Values and Principles of Governance outlined in Article 10 of the Constitution of Kenya 2010. The Council has domesticated the National Values into Council Values and are stated in the Council’s Strategic Plan as follows:

The Council values are:
- Accountability;
- Integrity;
- Team Spirit;
- Professionalism;
- Inclusiveness;
- Quality Customer Service;
- Innovativeness.

The KNEC Business
The business of KNEC is to administer examinations and award certificates to successful candidates, equate certificates issued by other examining bodies, and to carry out research on educational assessment.
Dear readers,

We are proud to present to you information on activities undertaken between January and June 2018.

The bulletin highlights information on different activities carried out which includes: Studies carried out and dissemination of the findings; inaugural visit by the Cabinet Secretary Amb. Dr. Amina Mohammed; conferences KNEC participated in; the Corporate Social Responsibilities undertaken among others. We also have some articles on the new members of staff who joined KNEC fraternity and on one staff who retired during the period.

We value excellent customer care and therefore our service charter was reviewed and the sixth edition is out. You can access it at the back page of this bulletin. This is a very important tool when it comes to our image and we should all endeavor to adhere to the timelines outlined on the charter.

Towards this achievement, let us remember that we can only succeed in this area, if we have the customer at heart and we go out of our way to ensure their experience with the Council is memorable, in a positive way.

We wish to encourage and invite members of staff to send articles about personal experiences or encounters while performing KNEC work, workshops or training attended and activities in their area of operation. The success of development of the bulletin shall highly depend on your contributions.

We hope you will find the bulletin informative and interesting and we do look forward to your feedback on how we can make the bulletin more captivating, even as you share your own experiences.

Karibuni and have a blissful read.

Caroline Karicho

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The strength of a house is determined by the foundation on which it stands. The period which has just ended is equated to the foundation of our house. This is the period in which our cycle begins; if we get it right then our processes shall be driven smoothly. Our processes begin with registration of candidates all the way to release of results and issuance of certificates. I want to appreciate your input during this period.

I want to recognize achievements made in these two quarters. Tremendous improvements have been made in customer service by developing the query management information system (QMIS). With the rolling out of the QMIS our stakeholders have embraced the system and hundreds of queries have been lodged through the platform. I want to urge all of us to support this system in order to achieve effective and efficient customer care service. Towards improving customer care, the service charter was also reviewed. It is upon all staff to observe implementation of the service charter in order to achieve our commitment to the same.

Research and Quality Assurance Division conducted studies on learner achievement as a way of promoting quality education. The findings of the studies were disseminated through national and county dialogues; different stakeholders gave their feedback during dissemination of the findings on how to improve the quality of education. Our mandate is being realized through such studies.

We are in the process of migrating to the new ISO 9001:2015 standard. All members were sensitized through trainings and we are looking forward to successful migration.

Our peak season is imminent and I want to congratulate all of you for the excellent work done during the same time last year and I urge you to keep up the same spirit for the well being of our children in this nation.

May God bless you!!

Dr. Mercy G. Karogo (MBS)
INAUGURAL VISIT OF CABINET SECRETARY
AMBASSADOR, DR. AMINA MOHAMED
(By Nicole Mugodo)

Amb. Dr. Amina Mohamed making her maiden speech at KNEC

It was a red letter day for the Kenya National Examinations Council. The Cabinet Secretary in charge of education Amb. Dr. Amina Mohammed made her inaugural visit to the KNEC Caledonia offices on March 7, 2018.

The Cabinet Secretary was accompanied by dignitaries from the Ministry of Education; among them; Principal Secretary of Basic Education Dr. Belio Kipsang and Education Chief Administrative Secretary Hon. Simon Kachapin.

In attendance were: The KNEC Chairman Prof. George Magoha, the acting CEO Dr. Mercy Karogo and Council Members; Mrs. Rosemary Saina, Colonel (Rt.) Leonard Owambo, Dr. Julius Jwan, Dr. Nancy Macharia and Dr. John Onsati together with KNEC staff members.

The acting CEO Dr. Mercy Karogo congratulated Dr. Amina Mohammed on her new role as the cabinet secretary in charge of education and welcomed her to the fold. The acting CEO gave an overview of KNEC since its inception.

KNEC boasts of its achievement of two years on upholding examination integrity under the leadership of Cabinet Secretary Dr. Fred Matiang’i and the current council chair Prof. George Magoha. Dr. Karogo briefed the Cabinet Secretary on the progress of the ongoing national assessment program.

She said that the programme will enable schools receive prompt feedback and will build on the lessons learnt to improve learner outcomes.
The Council Chairman, Prof. George Magoha in his opening remarks reminisced on the moments before his appointment and added that he was glad to have joined the Council.

The Chairman, who is a strong believer of exam credibility, said, “Stealing from children is the worst thing someone can do”. He said this in reference to the level of exam malpractices witnessed during previous years.

The Chairman talked about the startling statistics of low literacy levels in reference to a study conducted by KNEC that revealed students both in primary and secondary were still struggling with basic literacy competencies.

He further stressed on the importance of maintaining exam credibility as a council charged with the assessment of national exams. He appealed to the Cabinet Secretary to aid the Council in constructing a smart warehouse, adding that the advantage of this facility would be to enhance and ensure best outcomes.

The Chairman emphasized on the importance of every individual making it a point in his or her life to make a change to benefit the poor, or otherwise just stand to be counted as a statistic. He urged all members of the staff to make it their mandate to be patriotic and give results no matter what.

The Chairman, who is a strong believer of exam credibility, said, “Stealing from children is the worst thing someone can do”
The Principal Secretary, Basic Education Dr. Belio Kipsang lauded the KNEC staff input on their role in assessment and pointed out the importance of assessment sighting that assessment is important in anyone’s life. In his speech Dr. Kipsang urged every individual to do what was right; he was quoted saying “We have capabilities and abilities to do what is right”.

Dr. Kipsang added that it was important to recognize that the biggest gift God gave us is children and therefore it is everyone’s responsibility as they grow from one level to another to make sure they go through it the right way. In his last remark he affirmed that if we invested so much time on the rear mirror we would likely cause accidents rather than making it an effort to progress forward. Therefore encouraging staff to move forward and make progress.

Former governor of West Pokot and newly appointed education Chief Administrative Secretary, Hon. Simon Kachapin praised KNEC for the two years it had achieved exam credibility. Hon. Kachapin also commended the Chairman Prof. Magoha and the KNEC staff on their good work especially in reference to the reforms witnessed over the last two years. He also offered the Cabinet Secretary and the KNEC fraternity his unconditional support.

The incumbent Cabinet Secretary, Amb. Amina Mohamed who was the chief guest for this occasion begun her speech by appreciating the KNEC fraternity and offered congratulations on their ardent work as the main examining body in Kenya. She also mentioned that exam credibility was an urgent change that needed to be realized. In ensuring exam credibility, the KNEC staff had given confidence to students, a sigh of hope that their hard work would eventually pay off.

She urged the KNEC staff on the significance of sustaining the momentum as they have been able to give exams the much needed credibility that had been generated as before. “The worst kind of theft is that which happens to the most vulnerable in the society” she said this in a statement pointing out the value of ensuring that exam credibility was upheld and in so doing helping students who were the most vulnerable. She praised the former Education Cabinet Secretary, Dr. Fred Matiang’i, pointing out that she had inherited an amazing record from him. She had this to say, “We as a whole should keep the promise to the children of ensuring the exams are credible”. On the national assessment for monitoring learner achievement (NASMLA), the Cabinet Secretary said it was a good initiative by the Council and that such a program would be essential in monitoring literacy levels in our country.

The Cabinet Secretary noted that the improved figures from the current registration were a reflection of confidence and trust in KNEC. In her tenure as the Cabinet Secretary, she promised to ensure the integrity of exams is maintained. She also offered the KNEC staff her time, energy commitment and passion in order to achieve the best.

The Council extended its hand of hospitality through the acting CEO presenting the Cabinet Secretary with a gift and sharing a cake. Indeed it was a pleasure for the KNEC fraternity to welcome the Cabinet Secretary.
The Government of Kenya will fund, equip, train and deploy staff and sufficient resources to ten model institutions of learning that will be used as centers of learning for inclusive quality education integrating learners with special needs”. These remarks were made by His Excellency the President, Hon. Uhuru Kenyatta when he officially launched the sector policy for learners with disabilities, at the KICC on Friday 25th May 2018.

The President said the policy was long overdue and it was time Kenya and indeed his government demonstrated its seriousness and commitment to inclusive quality education.

"Nearly 10% of the Kenyan Population comprises persons living with disability and a reasonable of the 2.8 million persons comprises of children and young adults. It is my government’s duty to ensure that these children enjoy their lives by accessing quality and inclusive education, just like their able-bodies counterparts,” the President added.

The President further noted that even though realization of quality and inclusive education is a gradual journey and whilst it was not possible to offer a one-size-fits-all solution to the multifaceted challenges, these learners encounter, the policy nevertheless provides an approach to adequately cater for the multifaceted disabilities.

He noted that the enrollment for learners with disabilities has also continually grown over the last couple of years from 40,000 to over 250,000 as it stands currently.

He reiterated the government’s commitment to education, pointing out that in the 2017/2018 financial year, the Treasury disbursed Ksh. 52 billion for free day Primary, 13.4 billion for free day Secondary as well over 3 billion shillings for the National Examinations.

The President ordered The Education PS, in liaison with the Treasury and the Ministry of Education, together with other relevant partners and stakeholders, to come up with a national framework for the required optimal number of institutions needed across the Country to ensure that the Policy is operable.

In the marshall plan, ten model institutions will immediately be fully equipped and adequately resourced to ensure that learners with disabilities have access to quality and inclusive education, including the necessary assistive devices to aid their learning.

The President said, he will be eagerly waiting to open the first of such resource centers in the coming months- much to a rousing applause from the keen audience at the KICC amphitheater.
Outgoing US Ambassador to Kenya, Mr. Robert Godec commended the Government’s efforts in up scaling Education programs in the Country and ensuring that Kenya was ahead of her regional neighbor’s on many fronts. Mr. Godec singled the TUSOME project that is partly funded by the US government, as one of the programs that is a global model and great success. He said TUSOME has managed to put English, Math and Kiswahili on the desks of many Kenyan children even in the most remote areas.

He expressed his gratitude to the Kenyan teachers for their ceaseless dedication and to the varied partners and stakeholders within the education sector who have worked hard to ensure that the program is equally accessible to learners with disability by having it adapted in Braille and the Kenyan Sign Language.

In 2009, the government developed the special needs education policy framework, which in turn needed reviews to make it compatible with among others, the Constitution of Kenya (2010), The Basic Education Act (2013), the Kenya Government’s Strategy Policy – Vision 2030, the UN’s reviewed global Social Development Goals which among other things acknowledge and affirm Education as key driver of development.

This is the first major comprehensive policy in the country to address emerging issues facing learners with disabilities. The policy is a cumulative effort of years of concerted engagements, findings and highlights of previous reports on education including Kamunge Commission Report and Koech Commission Reports of 1988 and 1999 respectively.

The new framework covers both learners and trainees and seeks to acknowledge its spirit and the letter thereof that the ‘person’ with the disability is more important than his or her ‘disability’

The four major objectives that the policy aims to achieve are namely:

• Align education and training services for learners and trainees with disabilities with the relevant national policy framework

• Develop a clear policy framework for the provision of inclusive education and training

• Address the existing policy and implementation gaps in the provision of education and training for learners and trainees with disability

• Develop guidelines for the implementation of the policy

The policy offers clear and articulate approaches to address the challenges and gaps hitherto not incorporated in previous regulations and focuses on some key areas to ensure that learners and trainees with disabilities are well covered on quality and inclusive education.

In the Marshall plan, ten model institutions will immediately be fully equipped and adequately resourced to ensure that learners with disabilities have access to quality and inclusive education.
Some of the areas are:

**Inclusive Education** – by mainstreaming and providing inclusive education and training at all levels of learning.

**Assessment and early intervention** – develop and implement early identification, assessment and intervention standard procedures and guidelines for learners and trainees with disabilities.

**Access to quality and relevant education and training** – enhance equal access retention, progression and transition of all learners and trainees with disabilities at all levels of education and training.

**Quality learning environment, health and safety** – establish barrier-free environment in all institutions of learning and training, and provide for the health, safety and physiological needs of learners and trainees with disabilities.

**Specialized learning resources, assistive devices technology** – provide and maintain quality specialized learning resources and assistive devices, and adopt new technologies to improve learning and training in the targeted disability categories.

**Public participation engagement** – promote participation and involvement of learners and trainees with disabilities and their parents/guardians in decision making in all institutions of learning.

**Advocacy and awareness creation** – promote education and training for learners and trainees through advocacy and awareness creation in line with other relevant policies, conventions and practices.

**Partnership collaboration and coordination** – establish, promote and coordinate partnerships and collaborations with other actors.
and stakeholders in provision of education, training and support services for learners and trainees with disabilities.

**Institutional implementation framework for the sector policy** – facilitate dissemination, resource mobilization, management, coordination, monitoring and evaluation of the policy implantation in collaboration with partners and relevant stakeholders.

"Specialized learning resources and assistive devices, and adopt new technologies to improve learning and training in the targeted disability categories"
The National Assessment Centre was institutionalized by the Ministry of Education (MoE) in 2006 to undertake National Assessments to monitor learner achievement at Basic Education Level as learners progress to different tiers. NAC conducts Monitoring Learner Achievement (MLA) studies using the National Assessment System for Monitoring Learner Achievement Framework which was developed in 2007.

The overriding aim of carrying out National Assessments is to establish learner acquisition of basic skills and competencies spelt out in the national curriculum, as well as to collect empirical data on the school and home characteristics that influence learning outcomes. National Assessments also give policy suggestions towards improvement of the quality of education.

ACHIEVEMENTS

Conduct of Early Grade Mathematics Assessment (EGMA), National Assessment System for Monitoring Learners Achievement Class 3, Monitoring Learner Achievement (MLA) & Southern and Eastern Africa Consortium for Monitoring Educational Quality (SACMEQ) IV Studies

The National Assessment Centre has over the years participated in the Southern and Eastern Africa Consortium for Monitoring Educational Quality (SACMEQ, now SACMEQ); a Research initiative comprising 16 Ministries of Education from 16 countries in which Kenya is a member state. The Chief Executive Officer, KNEC is the National Research Coordinator, representing Kenya in this initiative, while the Coordinator, National Assessment Centre, is the Deputy National Research Coordinator 1. The most recent study under this initiative is the SACMEQ IV Study which was completed in May 2017.

Some of the key findings of the study that guided the discourses at county level were: Low achievement levels in literacy and numeracy; Low achievement of high order skills; gender and regional disparities in achievement; pupil/ student and teacher absenteeism; pupil overage; class repetition and student dropout; use of commercially sourced tests by teachers; lack of ICT skills by pupils and teachers; lack of requisite skills by teachers and head teachers to support learners with special needs and disabilities; lack of assistive devices and other facilities adapted to suit learners with special needs and disabilities, among others.

County Dialogue at Kakamega

The Cabinet Secretary, Amb. Dr. Amina Mohamed attended the final county dialogue which was held in Kakamega on March 28th 2018. It was such a thrilling moment to both the school and the community to learn that the CS chose to be part of the event. The CS had the opportunity to go back to her home county in the new position. Amb. Amina encouraged the students to work hard and become the leaders of tomorrow. She planted a tree as a mark to be remembered for this important event.

The Cabinet Secretary is so passionate about education and assured all the stakeholders that she will give support to ensure the country's standards of education have been uplifted. She further promised to support the reforms implemented by her predecessor Amb. Amina gave an assurance that the credibility of examinations shall remain and that all the stakeholders should focus on the 100% transition of candidates to secondary school demanding that none should fall in the cracks. She pointed out that the direct school book supply shall be maintained and that by July 2018 she shall ensure textbook ration to students is one to one.

Successful completion of the MLA studies: dissemination of the SACMEQ IV Study findings at International Level in May 2017. Dissemination of the NASMLA, Class 3 study findings at National level at KICD in January 2017. The Ag. Coordinator, NAC, presented the Study findings.

Initiation of National Dialogues

On Quality of Education aimed at engaging all stakeholders in discussing the findings of the four studies; a paradigm shift from the conventional practice where study findings were disseminated by the KNEC technical team without, much stakeholder engagement. The Education Quality Dialogues were launched by the then Cabinet Secretary for Education, Fred Matiang’i in Nairobi in February 2018. The Ag. Coordinator National Assessment Centre presented the combined findings of the four studies.

The National Dialogues on Quality of Education were conducted in all the 47 counties in the Republic. The Dialogues were launched at Narok by the Cabinet Secretary, Amb. Amina Mohammed in March 2018 (full story by J. P Maswayi). The Ag. Coordinator, NAC, presented the study findings. In the county forums, stakeholders engaged in dialogues regarding the study findings and came up with county specific interventions towards improvement of education quality in their counties.

The National Assessments is to establish learner acquisition of basic skills and competencies spelt out in the national curriculum, as well as to collect empirical data on the school and home characteristics that influence learning outcomes. National Assessments also give policy suggestions towards improvement of the quality of education.

Key milestones for NAC under this project:

- Successful completion of the MLA studies: dissemination of the SACMEQ IV Study findings at International Level in May 2017.
- Dissemination of the NASMLA, Class 3 study findings at National level at KICD in January 2017.
- The Ag. Coordinator, NAC, presented the Study findings.

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Amb. Amina addressing participants during Kakamega County Dialogues

The CS plants a tree as a reminder of this event
The Cabinet Secretary urged that the findings be disseminated using various platforms. The monitoring and evaluation tool be developed to determine the progress after implementation of the findings.

From the findings presented by National Assessment Centre coordinator, Dr. Assumpta Matei, it was established that some of the factors that deteriorates quality of education included pregnancies, drug and substance abuse, gambling and betting.

This platform was utilized by other stakeholders to contribute on how quality of education can be improved. The secretary KUPPET informed the participants that some of the challenges that affect the quality of education include: dilapidated structures, parental involvement, child labour and cross border issues.

Despite the challenges hindering quality education, some positives were reported during the event. It was observed that there was high enrolment especially in Kakamega County. The transition in the entire region of western was 90%, funding of 700million shillings to the region; improved performance and so far the visit by the Cabinet Secretary to the region.

Higher institutions of learning were not left out. The Cabinet Secretary promised intense reforms in these institutions.

**KCPE School Specific Analysis.**

Apart from the MLA Studies, NAC analyzed and reported on KCPE performance for 4000 schools targeted by the PRIEDE Project for the School Improvement Planning (SIP) interventions.

As a result, NAC helped the schools track their performance in comparison with the national performance for the period 2013-2017, and came up with school specific strategies towards improvement. Although the analysis was meant for the 4000 target schools, it was scaled up to all primary schools.

The school specific analysis is a paradigm shift from the traditional KCPE and KCSE feedback reports released by KNEC every year which largely provide information on national performance.

The school specific analysis highlights comparison of: Overall school mean with the national mean; School subject means with the national subject means; Performance per content / skill per subject; Performance per cognitive domain per subject; Challenges/ misconceptions regarding specific content areas/ skills and suggestions on how to improve.

**Development of web based platform.** In liaison with the MoE, NAC with technical support from the ICT Department developed a digital platform where schools can access their school specific reports online. All primary schools can access their KCPE analysis online using their passwords.

The National Assessment Centre, through the above research activities has not only contributed to the provision of empirical data
upon which policy decisions can be hinged, but also, and most significantly, has accorded its staff, and indeed a notable percentage of KNEC staff opportunities to build its capacity in undertaking research.

The National Assessment Centre thanks the KNEC Council and the CEO in particular for continued guidance and support.

Dr. David Njeng’ere, Deputy Director, Test Development emphasizing a point during the launch in Kakamega County

Despite the challenges hindering quality education, some positives were reported during the event. It was observed that there was high enrolment especially in Kakamega County.
The Kenyan government through the ministry of education is committed to offering quality, affordable and free education to its citizens. This is in line with realization of 2030 objectives and the millennium development goals (MDG’s). In view of this, numerous strategies have been put in place in making sure that this does not only remain a mirage but a reality.

However, in the process of making strides in achieving Education for all (EFA), challenges have come along as far as the quality of education and retention of learners is concerned. Ministry of Education through KNEC has regularly conducted National Assessments to monitor Learner achievements. At the Kenya National Examinations Council, Research department, is a National Assessment Centre coordinated by Dr. Asumpta Matei. KNEC released findings for four studies that were conducted. The findings were launched officially at national and county level.

While addressing the participants at the national launch, the Ag. CEO KNEC, Dr. Mercy Karogo said, “the center seeks to establish pupils competency levels in literacy and numeracy, find out the personal home based and school based factors that influence the learning outcomes of pupils/students in literacy and numeracy and determine the combination of inputs that are associated with pupils/students achievements”.

In her opening remarks during the official launch of national education dialogues launch at the Masai Mara University, Cabinet Secretary for Education Amb. Dr. Amina Mohamed called upon all the education specialists and stakeholders to use the opportunity and dig deep into the NASMLA findings, since this shall form an integral part in policy formulation as the Education sector seeks transformation, “we
are headed to Competency Based Assessment (CBA) and for us to move in the right direction, the Research findings of NASMLA must be taken seriously”. She said.

She promised that all the counties shall be visited and handed their individual performance reports on their status. Present during the launch were: Hon. Simon Kachapin, the chief administrative officer MoE, Dr. Julius Jwan, the CEO Kenya institute of Curriculum Development,

Dr. Mercy Karogo, Ag. CEO KNEC, the world bank representative, County Commissioners, County Commissioners of education, Sub County Commissioners of Education, Education specialists, amongst other ministry and KNEC officials.

During the presentation, Dr. Asumpta Matei, Coordinator NAC, said that the country has realized numerous gains in education sector amongst them: Early Childhood Diploma in Education increased from National Enrolment (NER) of 64.2% in 2012 to 74.9% in 2016; Primary NER rose from 88% in 2012 to 91.2% in 2016. Close to 85% of learners who complete standard 8 (eight) make it to secondary schools; and Secondary NER, although still low, rose from 41.7% in 2012 to 49.5% in 2016.

Dr. Matei reiterated that although Kenya can boast of these achievements, there are still major concerns with the increased access concerning the quality of education. She said MoE through KNEC has regularly contacted national assessments to monitor learner achievements, some of them are: EGMA - Early Grade Mathematics Assessment baseline study of class 2 in 2016. NASMLA - National Assessment System for Monitoring Learner Achievement at class 3 in 2016. SACMEQ – Southern and Eastern African Consortium for Monitoring Educational Quality, IV at class 6 in 2013 - 2017 and MLA – Monitoring Learner Achievement at form 2 in 2014-2017.
The County Commissioner Narok, Mr. Natembeya while addressing the participants cautioned the county administrative officers in cordonning early marriages which was cited in the county report as a key factor that is leading to poor performance by Learners in Arid and semi Arid Lands (ASAL) areas, Mr. Natembeya regretted that amongst the culprits are chiefs and village elders who are promoting this backward acts, he sounded the alarm to all who shall be found culpable to face the full force of the law, in his no nonsense approach the County Commissioner tasked all the education stakeholders in Narok to use the KNEC - NASMLA findings and retrace their steps to find out what is ailing the county, he challenged all parents to embrace new ways of life and shun away from the outdated retrogressive cultures of early marriages and female genital mutilation if the County has to realize meaningful gains.
The Pan African high-level Conference on Education was held in Nairobi between 25th and 27th, April 2018 at the Safari Park Hotel. The theme of the Conference was “Bridging continental and global education frameworks for the Africa we want”.

The culmination of the conference was the creation of the vision; “Nairobi Declaration and Call for Action on Education” The Ministers of Education of Africa, high-level government officials, representatives of the African Union (AU) and the United Nations Organization set out a harmonized vision for the educational transformation to meet the commitments to the 2063 agenda for the Africa we want and the global 2030 agenda for sustainable development.

The declaration reaffirmed the commitment to the 2015 Kigali Statement and to Sustainable Development Goal 4 (SDG4)- Education 2030.

A center piece of the global sustainable development agenda aimed at ensuring inclusive and equitable quality education and lifelong learning opportunities for all; as well as to the Continental Education Strategy for Africa (CESA 16-25) aimed at reorienting Africa’s education and training systems.

A section of the panelists following the proceedings at PACE 2018
This conference attracted the Pan African member states. Since the inception of the first global education movement commenced at the world conference on education for all (EFA) in 1990, Education is recognized as a public good, and a fundamental human right.

In 2015, the international community after inclusive consultation process endorsed 17 Sustainable Development Goals (SDG’s). Education was reiterated as a main driver of development in general and considered fundamental for achieving all the other SDG’s.

PACE aims at “reorienting Africa’s education and training systems to meet the knowledge, competencies, skills, innovation and creativity required to nurture African core values and promote sustainable development at National, Sub-regional and continental levels” said the Permanent secretary for education Dr. Bellio Kipsang during the opening session of the conference.

The Cabinet Secretary for Education, Amb. Amina Mohammed was present at the conference. In her remarks she said, it is nearly three years after the endorsement of the SDG’s and African countries are at different stages of progress in integrating the internationally and regionally agreed targets and practices.

She further said it’s therefore important to use PACE conference to take stock of the progress made and identify both the challenges and opportunities in the education systems in view of ensuring a transformative education for Africa in a meaningful and significant way.
The Cabinet Secretary reiterated that there’s a need to understand and exchange on how this alignment is influencing current education Legislation, Policy, Financing and Monitoring systems, as well as its impact to African countries. She applauded UNESCO and the Government of Kenya in agreeing to convene a Pan African High-level Conference on Education 2018. The conference provided an opportunity to share progress, success stories, challenges and lessons learned by member states. The event allowed Africa to reflect and prepare for two upcoming major global events. In attendance from the Kenya National Examinations Council were, Ag CEO Dr. Mercy Karogo, Patrick Ochich, Director TD, Caroline Karicho, Johnpaul Maswai, Paul Ngie, from Public Communications and Gideon Musiva from Administration-Bookshop.
The Kenya National Examinations Council was among the key stakeholders who participated in the 43rd KESSHA Annual Conference of Principals held at the Wild Waters Centre, Mombasa between 17th and 22nd June 2018.

The Chairman of the Council and the Ag. Chief Executive Officer gave address to the association comprising of about 7,000 members drawn from public and private Secondary Schools in the republic of Kenya.

The conference was graced by the Deputy President, Hon. William Ruto. In his key address, he reiterated to the Principals that the government was committed in time, energy and resources to ensure that education was given the priority it deserves, because teachers impart what is most important and integral information for the future and that is knowledge.

He reminded members that with knowledge, there is bound to be democracy, one can make lifestyle choices and one may actualize reality. He therefore affirmed that teachers must continuously receive support for this to be achieved.

He however reminded the leaders in education on the need to be innovative. “Curriculum shift to Science and Technology is what drives the economy”, he said. He prompted teachers to take imaginative teaching and learning approaches in class; by them asking why not? Instead of why?

On sexual abuse in schools, he reminded the teachers that this would not be condoned and those found guilty would face the full force of law.

The Deputy President also reminded the principals on the huge role they have in the attainment of the Big Four Agenda of the government and the Vision 2030.

In her opening remarks, the Cabinet Secretary, Ministry of Education, Amb. Dr. Amina Mohamed said that the principals bear the heaviest burden, that of guiding the children.

She shared her positive impression made by the impact of the County Dialogue forums on the education sector, and was looking forward to receiving the recommendations given during the forums and which would be used to improve education.

She informed the principals that the Competence Based Curriculum was in top gear. She appreciated the role played by principals and teachers in the administration of the examination and reminded them that the guidelines set by KNEC should always be followed.

She reminded all principals that any irregularity in examination would automatically lead to cancellation. She implored on the principals to remember that children deserve a fair chance and compromising the examination means that their future would be destroyed.
The Cabinet Secretary probed on the teachers and principals to continue preparing the students in readiness for examinations in the coming months. She reminded the principals on the importance of safety and security in schools and asked that the manual on the same be updated to look at the issues that had been raised in several forums. She thanked all sponsors and principals on the role they had played to ensure the conference was such a huge success.

In his speech during the forum, the Chairman of Council, Prof. George Magoha appreciated the integrity and sincerity of the principals and teachers during the administration of the national examinations. He reminded all that the single most important constant for the future is the education of the children.

He beseeched the principals to learn the art of multi-tasking for the benefit of the children. He also reminded principals that the most important thing is for the students to understand the content taught and not completing the syllabus.

He informed the principals that the examination was ready and assured them it was within the syllabus. He reminded all that the results in the last two years, mirror real life and what the students in the few years of the introduction of the 8-4-4 have achieved.

Prof. Magoha challenged the principals to set targets and strive to achieve them. He wished them a fruitful conference with commitment and fidelity to the children being key in their lives.

Dr. Mercy Karogo, the Acting Chief Executive Officer in her speech informed the principals that the feedback reports for the 2017 examination were available and all were encouraged to go through and see the weak areas for the sake of improving.

She zeroed in on the area of project and said that late submission affects the student’s performance. She thus encouraged the principals to appeal on the teachers responsible to ensure they submit the projects in time.

Dr. Karogo reminded the principals that the registration of all candidates is online and with tight timelines and they must therefore ensure they complete the exercise as scheduled. She appealed to those schools using cybers to ensure that the data entered was correct before submitting the same to KNEC, to reduce the number of errors currently being experienced.

She thanked all principals and the teachers for the role they have been playing during the administration of the examinations and wished all participants a fruitful conference.

"In her opening remarks, the Cabinet Secretary, Ministry of Education, Amb. Dr. Amina Mohamed said that the Principals bear the heaviest burden, that of guiding the children"
ISO 9001 is a standard that sets out the requirements of a Quality Management System (QMS). This is meant to help businesses and organizations be more efficient and improve customers' satisfaction. QMS Standards enable an organization to be more effective especially in focusing on delivering on their mandate by making functions and deliverables clear and distinct. The advantages of maintaining a QMS include:

**Improved customer satisfaction:** The major quality management principle within the QMS is customer satisfaction. All processes should strive to improve and maintain high levels of customer satisfaction. Customers here refer to both external (clients) and internal (staff) clients. If customers are satisfied then increased loyalty will be felt leading to increased revenues for the organization.

**Higher operating efficiency:** Through integration of QMS within the organization’s system, there are clear and distinct roles set out by the organization’s procedures. This assists by reducing duplication of duties and improved output by showing clear distinct roles during normal operations within the organization.

**Clear communication:** By developing clear processes, structures, tasks and responsibilities throughout the organization, staff involvement improves work pressure by knowing forehand the tasks involved and the expected outputs.

**Easier succession Management:** through documentation of all procedures used in execution of all processes, succession management is eased since documentation on execution of all processes is available.

**Maintenance of standards guaranteed:** Since the procedure used in execution of a certain process is well documented, the expected output shall be the same regardless of the person who undertakes the activity. The standard of the expected output is well defined and the QMS ensures that any discrepancy detected is rectified before release to the customer.

KNEC was first ISO certified in Quality Management Systems (QMS) in the year 2007 based on ISO 9001:2000 Standard and was later in 2008 recertified under the ISO 9001:2008 which we are currently certified under until 18th September, 2018.

The standards are reviewed every five years and revised if needed by the International Organization for Standardization (ISO), which is an international standard setting body.

"QMS Standards enable an organization to be more effective especially in focusing on delivering on their mandate by making functions and deliverables clear and distinct."
The latest revision is the ISO 9001:2015 and all ISO certified organization are expected to migrate to this standard by 30th September, 2018. The major benefits of migrating into the ISO 9001:2015 standard include:

The Council will be able to address its risks and opportunities in a more structured manner. The requirement that each organization develops a risk and opportunities register ensures that the organization is proactive rather than reactive on issues that may affect its operations. It incorporates Knowledge Management within the QMS. This ensures that the Council shall learn from its past practices and other similar organization by drawing lessons from such practices.

At the same time, there is greater emphasis on leadership and engagement of stakeholders. The new standard is cognizant to the fact that the top leadership in any organization determines the strategic direction, while engaging stakeholder (both internal and external) shall determine the success of the organization in meeting customer needs. The new standard incorporates these two key aspects to ensure customer satisfaction is guaranteed.

The migration journey from the ISO 9001:2008 Standard to the ISO 9001:2015 Standard started in June 2017 with the analysis of gaps that require to be covered in terms of Quality Management System (QMS) documentation. This was followed by the review of all the Council’s procedures by a lead QMS team with representation from all departments. All staff members were later taken through a sensitization forum on the basics of the QMS and their important contribution in integrating the system into our daily activities in February 2018.

The raft of changes introduced in our operations were incorporated into the new procedures and in June 2018 they were approved by management and the Council and after signing of the procedures they were circulated to all staff through a public folder.

One of the requirements in the standard is to carry out Internal Quality audits which were conducted at the beginning of August and a management review meeting held to discuss and rectify issues raised during the audits. The process is currently ongoing with the certifying body Kenya Bureau of Standards (KEBS) expected to conduct a pre-audit visit on 4th September 2018. If successfully audited the Council shall receive its certification by the end of September 2018.
A high powered delegation from The Uganda National Examinations Council Board (UNEB) visited KNEC to benchmark. The team was led by Mr. Alex Kakooza the Permanent Secretary Ministry of Education and Sports, The Executive Secretary UNEB, Mr. Dan N. Odongo, The UNEB Chairperson Prof. M.J.N Okwakol and Ms. Naigaga Laetitia PA to Executive Secretary UNEB.

The delegation was received at the Ministry of Education Headquarters by the Director General (DG) Mr. Elias Abdi on behalf of the Permanent Secretary, Dr. Belio Kipsang; from KNEC was Prof. G. Magoha KNEC Chairman, Dr. Mercy Karogo Ag. CEO KNEC, Andrew Otieno, Deputy Director Research.

The delegation was on a mission to benchmark with KNEC, check on KNEC innovations, the seamless harmony between MoE and KNEC, and visit KNEC facilities at large. The DG welcomed the officers and thanked them for choosing Kenya. “By choosing to benchmark with Kenya it is an indication that indeed the credibility of our institution had been restored” said the Director General, MoE Mr. Elias Abdi.

The Permanent Secretary UNEB Mr. Alex Kakooza said Uganda was also experiencing its fair share of challenges in examinations management, similar to what the sister country had.

The PS explained how the government together with the Examinations Council was able to fix the challenges encountered. “We are greatly proud of Kenya, largely the Kenya National Examinations Council on how it re-invented itself to redeem the lost glory amazingly; that’s why we are here to learn and take the best practices with us to Uganda” said Mr. Kakooza.
The success at the Kenya National Examinations Council is a result of total support from the Government of Kenya through the Ministry of Education in collaboration with the Ministry of State Department of Interior. Prof. Magoha lauded the success which has been realized by the direct support from the President of the Republic of Kenya and the multi agencies.

The Chairman thanked the Kenyan Government for giving the organization full support devoid of any political interference, and implored to UNEB that for them to succeed, the Ugandan government must give them full support.

The Chairman said KNEC has been able to achieve its successes because of a number of innovations put in place, some of these innovations include but not limited to:

Schools are closed and only candidates sitting exams remain in School, the Chairman said this has helped a lot in creating an enabling environment to the candidates; limiting contact of candidates with outsiders; use of multi-agency approach to secure examinations; use of integrated security management and surveillance system; use of secure fully guarded warehouse; use of containers; concentration of all marking center’s within Nairobi and its environs and installation of CCTV in all the marking centers.

The Chairman noted that a lot has been done to restore the credibility of KNEC as majority of Kenyans have given a positive rating on 2016 and 2017 examinations.

The delegation visited the KNEC Mitihani House at Dennis Pritt Road where they met KNEC Senior officers who took them through some examinations processes. A demo was done by Dr. Ibrahim Otieno, Director ICT, on the new OMR machines.

They visited the South C, printing press led by Ngala Moses the Deputy Director reprographics, then a facility tour of the state of the art warehouse at Bollore.
THE EAST AFRICA ESSAY WRITING COMPETITION (By J. P. Maswayi)

Though the East African Examinations Council did fold up many years ago, the East Africa community member states still have a lot in common as far as the education is concerned. A lot is still shared among the members eg. Essay Writing Competition.

The East Africa Community Essay writing competition is an annual activity that brings the following countries together: Kenya, Uganda, Tanzania, Rwanda, Burundi and now the South Sudan. All secondary schools in these member states are open to participate in the exercise. Each school is required to submit an essay of about 1500 words, (one thousand five hundred either in English, French or Kiswahili.

Through Essay writing competition, integration of member state is boosted therefore realization of East Africa Community objectives.

The E.A.C Essay competition adjudication was first done by the Kenya National Examinations Council in 2015. Level one of adjudication is conducted at KNEC before it moves to the regional level. At the region all member states send representatives to determine the overall winner in each category.

The exercise starts by submission of Essays to the Ministry of Education (MoE) headquarters in Nairobi in the awards category. While the first five essays are merit based, numbers 6-10 (six-ten) is based on the following: gender, rural/urban, hard to reach areas or remote schools and special needs cases.

At KNEC, the exercise is organized by Exams Administration Department, Field Administration Division. The current coordinator is Derrick Karugano.
OUTGOING CORRUPTION PREVENTION SUB-COMMITTEE (By Alice Atamba)

As the team of corruption prevention sub-committee members handed over the mantle to the incoming team, they reminiscence on the achievements made. Among the achievements were revising the Corruption Prevention Policy and development of a Whistle Blowing Policy. With implementation of the Whistle Blowing Policy staff shall no longer be afraid of reporting corruption in the organization because they shall be protected.

The CPC members draws attention to the following documents which have vital information for all staff.

Public officer Ethics Act 2003
This is an Act of Parliament to advance the ethics of public officers by providing for a Code of Conduct and Ethics for public officers.

Obligations of Public Officers under Public Ethics Act
Under this Act, a public officers is required to: comply with the law; serve the public efficiently and honestly; maintain appropriate standard of dress and hygiene; observe official working hours; respect constitutional rights and freedoms of others; avoid engaging in corruption; avoid giving false information; observe political neutrality; not to solicit or collect harambees in office or use official position to collect harambees; not to sexually harass members of the public or other officers; employment and promotion based on integrity, suitability and competence; not to accept gifts or favours from people dealing with the office; submit financial declarations bi-annually; report improper orders or instructions given.

Leadership & Integrity Act, 2012
The primary purpose of this Act is to ensure that State Officers respect the values, principles and requirements of the Constitution, also operationalize Chapter 6 of the Constitution of Kenya.

Code of Conduct and Ethics
Ethics is concerned with morals, character and conduct, i.e. what is right and wrong, just and unjust. They are the minimum regulations/standards to be complied with by all Public Officers. Intended to restore integrity, efficiency accountability, transparency, professionalism and responsiveness in the public service.

Considered from the perspective of ‘Rights Based Approach to corruption,’ the Code creates obligations on public officers and rights for citizens e.g. respect, courtesy, prompt efficient and quality service and corruption free service.

Wealth Declaration
Every public officer is obligated to submit bi-annually, a declaration of income, assets and liabilities of himself, spouse(s) and his dependent children less than 18 years.

Declaration is confidential and is kept for at least 5 years after the officer ceases to be a public officer.

Failure to submit a declaration or clarification or submitting a false declaration, punishment is a fine not exceeding Kshs.1 million or jail term not exceeding 1 year or both.

What to Avoid
Do it later attitude!
It is difficult!
Cut and paste!
Just for compliance!
We can’t eradicate corruption after all!

Parting shot: “We are free to choose our actions … but we are not free to change the consequences of those actions” - Stephen R. Covey
A comprehensive creation of awareness session on the KNEC staff retirement benefits scheme (K.S.R.B.S) for KNEC staff was a welcome relief on March 7th 2018. The sensitization could not have come at a better time as the staff listened raptly to the presentations from the benefit scheme officials and the service provider. 

The session was enlightening and most members were able to familiarize themselves with the benefits scheme. The Trust Secretary Justina Korir commenced the session by giving the staff an overview on the officials of the retirement benefit scheme. The scheme comprises of four elected members and sponsor nominated members who include the KNEC Chairman Prof. George Magoha, the acting CEO Dr. Mercy Karogo and Dr. Julius Jwan and our esteemed service provider Rebecca Chege from Zamara Actuaries, Administrators and Consultants Limited formerly known as Alexander Forbes Kenya.

The Board of Trustees Chairman Mr. Wabwile was happy to report that the intended 2 billion mark scheme fund value had been attained in the current financial year. The Trust Chairman then proceeded to give members a wide range of information on what services the scheme offers. He confirmed that an Annual General Meeting will be held in a month's time and the agenda leaning towards fund management, custody and the general administration of the scheme which would later be followed by an elaborate question and answer section where members will be free to ask questions.

He emphasized on the importance of filling in the nomination of beneficiary form and keeping it updated. The nomination of beneficiary form has information such as who will benefit from the scheme in the event of the demise of a member.

This form would also be used by trustees to allocate funds and expressly ensure that loved ones are offered some form of relief. The beneficiary form should be filled at the Human Resource office where the Human Resource Officer acts as a witness. Those nearing retirement were also advised to always consult wisely and widely before choosing a service provider, this is to ensure that they get the best service provider and that their monthly pension will be guaranteed.

The members receive annual statements which should be filed in order to keep track of the progress and annual contributions from members of the scheme. Mr. Wabwile brought to the attention of the staff a voluntary contribution option for those interested. The additional voluntary contribution allows a member to contribute more than allocated amount to the pension kitty remitted by a member every month. The benefits that come with additional voluntary contribution is less tax is charged and a member is able to receive more in terms of monthly pension.

Our service provider representative (Zamara Actuaries), Rebecca Chege had an interactive forum with members of staff highlighting key information, answering questions and alleviating reservations the staff had on some concerns. She informed members of the role Zamara Actuaries, Administrators and Consultants Limited as the service provider which works closely with the trustees and the human resource department to ensure maximum efficiency. They not only ensure contributions from members are received, but also being the sole administrators of the pension scheme, they ensure that records are kept in order. She
then gave the staff an overview of the workings of the scheme. The scheme was started on 1st July 2011. The main role of the scheme is to provide income on retirement and also provide relief to the next of kin upon demise.

The scheme is registered with the Kenya Revenue Authority and Retirement Benefits Authority and has 439 registered members and in the last financial year, with a revenue of 1.8 billion collected. These contributions amounted to 12.3 million per month. The scheme also has a board of trustees whose main work is the overall management of the trust. Service providers of the scheme are:

- Scheme administrators – Zamara Actuaries, (Administrators and Consultants Ltd); Scheme Fund Administrators – GenAfrica Fund Managers – African Alliance Fund Managers; Scheme Custodians – Stanbic Bank; Scheme Actuaries – Zamara Actuaries.

Their main function is to ensure that money contributed is invested wisely. She strongly urged those who had started work at KNEC in the case that they had a retirement benefits scheme at their previous place of work they should not cash in on the benefits but rather have them transferred to the KNEC staff retirement benefits scheme. She reiterated on what the trust chairman had talked about on the issue of the importance of updating the nomination forms in the case where circumstances can change.

The young and new employees of KNEC (K.S.R.B.S) were sensitized on the importance of starting their retirement plans sooner rather than later. In the case where one has children who are below the age of 18 years, Rebecca recommended the nomination of a guardian in which case the member should inform the service provider about the needs of the children so that upon passing on the children’s needs are tended to.

JOSEPH MALIA RETIRES FROM KNEC  (By Nicole Mugodo)

When you meet Joseph Malia he does not look a day nearing his retirement. His easy demeanor, strong gait and words filled with wisdom a clear mark of his high standing.

The retirement celebration held in his honor an indication that Malia was a blessing and an inspiration to many.

Malia started working with KNEC in the year 1989 where he was posted to the research section under the leadership of Dr. Musau Kithuka. Two years later he joined the examination administration, Teacher Education. He was transferred to the Reprographics department in Industrial Area eight years later.

Joseph Malia cuts a cake flanked by colleagues to mark a transition
In the year 2005 Malia was appointed as a general administrator where according to him he faced lots of challenges as he was in charge of almost all departments. This role saw him become the project manager of the then proposed new Mihani House, South C where he oversaw its construction.

He was later transferred to Post Schools where he worked for five years. He later worked in the division of Field Administration & Services for two years. His final posting was Teacher Education section where he became the Principal Examination Secretary, a position he held till he retired.

He fondly remembers his mentors as Edah Muiruri and Margaret Kobia who is the current Cabinet Secretary for the Public Service, Youth and Gender Affairs during his early years of service with KNEC. His list of achievements includes the rebuilding and beatification of the Caledonia KNEC offices, the landscaping and building of the South C KNEC offices.

He has mentored some of the KNEC staff like George Ogutu, Benjamin Oseko, Euphemia Kaloki, Tabitha Mulei, Paul Muteti and Christine Musundi.

He praised KNEC for being a good employer, he remains forever grateful to the Council for providing him a platform where his career has grown and flourished and added that he has never regretted his decision of working with the Council. In his parting words of counsel to all is to further their studies, work hard, be of high integrity and always stand by one’s values.
Workplace culture in an important factor to all workplaces. It determines how pleasant or toxic a work environment is. It has a direct influence on how an employee fits into the workplace and an organization's ability to attract and retain employees because it shapes the environment that they work in.

Culture is defined as the character and personality of an organization. It is what makes an organization unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes. Below is an overview of why workplace culture is important and what affects it:

A strong culture, in which members agree upon and care intensely about organizational values, can improve business performance by motivating employees and coordinating their behavior towards a vision and specific performance goals that benefit the organization. A positive workplace culture leads to increased productivity, better employee morale, and the ability to keep skilled workers. Negative attitudes in the workplace, particularly, when these are displayed by management or employees; they can have a dramatic impact on the entire workforce.

An example of workplace culture that applies across organizations include the dressing culture. My first encounter with this was when I joined Strathmore College incorporating Kianda, now Strathmore University in the mid-1990s.

It dawned on me that I needed to return to the market and get some suitable clothing because I would not be making it past the gates if I did not change. There was no debating about how you dressed as there was an acceptable way of dressing and you would certainly have to conform.

That culture is still maintained to date and even with the generation Z, they have to conform as students. It inculcates the importance of being modest and civil in the dressing and this obviously is carried on to the workplace. In every workplace, one is bound to realize there is an accepted way of dressing and those who deviate realize sooner or later they are odd ones.

My third employment was in a relatively new institution with about thirty staff and it meant that it was a close-knit family. There would be a surprise birthday cake for all staff and for new staff, fitting in was the simplest task. On different occasions, some staff would come together and buy pizza for the whole office and everyone would have a piece. Sharing was a culture embraced very well. When one was in distress, everyone came in to support and assist and this therefore was like an extension of the family. The staff welfare had a family kind of setting, where staff would go visit staff who had new born, those hospitalized and in case of an emergency or when one...
needed support, there was some funds for it from the welfare.

The workplace culture in KNEC is obviously different from my other three employers. Having been around for the last eleven months, I can ascertain that the staff are dedicated and productive and work as a team to ensure the goals of the Council are met. They are also motivated as they go about their different roles. I also note that the support systems especially when one is bereaved are vibrant and involve everyone.

In my view, it is at your lowest moment; when you need all the support you can get; that all these make that big difference. Another commendable culture is the flexibility by which people work. If one has to work well past the working hours, the work shall be done, however late the hour. This is not common in many workplaces.

On the flip side, getting integrated into the system and making friends seems like a puzzle to a new employee. This also means that it will take a little longer to adapt to the work environment. I guess the fact that people are in different locations also does not help things much.

There is a possibility that there are different sub cultures in the various locations, which may be hard to catch on due to distance. Compounded by the fact that activities are many that involve staff going out of their offices, there is a possibility of not meeting some people in a long while. I could actually count on the friends I have made and they wouldn’t be more than the fingers of my one hand. It may be different in the other locations of the KNEC offices.

The different departments may consider having integrated teams in their activities to enhance Staff integration and internal networking. On the same note, new employees can purposeful be attached to existing teams for both orientation and hands on acquisition of essential corporate internal links.

Essentially, I believe the experiences we get from the different workplaces or organizations make us richer in the way we adapt to life and make us better persons in the long run.
STANDARDISATION OF EXAMINATION SCORES  
(By Pascal M. Kagete)

This process is one of the least understood by the public and even some education stakeholders, let alone the candidates themselves.

The objective (multiple choice questions) papers, like the Kenya Certificate of Primary Education (KCPE) mathematics paper, is a typical case of a Standardized Achievement Tests – commonly referred to as SAT in psychometrics. They are machine scored/marketed, while some components of it like the composition and insha are manually marked by examiners.

KCPE examination is a norm referenced examination which aims at comparing a candidate’s performance to that of other candidates taking the examination. In order to compare a candidate’s performance with that of other candidates taking the examination, candidates’ scores in each subject or paper must be standardized to give them the same weighting.

Rationale behind the standardization of Raw scores to Standard Scores

Standardization of raw scores to standard scores in an examination, like KCPE, is a process that involves adjusting the raw scores for each paper in the examination to allow for the differences in difficulty and in the extent to which scores scatter/spread (standard deviation). In the process of standardization, the difficulty among the papers is measured in terms of mean raw scores obtained by the candidates, while the differences in scatter are measured in terms of the standard deviation.

A raw score is a mark that is obtained by a candidate before standardization. It is the original mark obtained by the candidate in a test i.e., the number of correctly answered questions. For instance, if a candidate gets 36 correct questions out of 50 in a Science paper, then the raw mark for the candidate is 36. The mean raw score of a test is calculated by dividing the candidates’ total marks by the number of candidates taking the test. The standard deviation of a score is measured by the number of units that score is from the mean score.

In an examination, for example, if $\mu$ is the mean raw mark and $\sigma$ is the standard deviation, three (3) standard deviation units on either side of a normal distribution curve would imply that 99.7% lies within the curve as illustrated in figure 1 below.

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Fig 1 Normal Distribution Curve
INFORMATION SHARING (By Alice Atamba)

Information sharing describes the exchange of data between/within organizations, people and technologies.

Information sharing is considered an important approach to increasing organizational efficiency and performance. Information sharing across or within organizations has become more feasible with advances in information and communication technology.

Using information sharing intelligently, has been proved a more effective way to manage organizations. It is crucial in helping to promptly meet customer and client needs through relationship systems, which share information about products and services access to their customers. You do not become a stranger in your own organization. It is more often to find vital information disseminated to the public and majority of staff are not aware about it; therefore serving customers with regards to such information becomes a challenge and embarrassment when you look lost in your own organization.

Example:
In a paper where the mean raw score of all the candidates is 20 and the standard deviation is 10, the standard score (z) for a candidate whose raw score is 25 would be:

\[ z = 50 + \frac{25 - 20}{10} \times 15 \approx 58 \]

Similarly, in a paper where the mean raw score of all candidates is 35 and a standard deviation is 10, the candidate whose raw score is 25 would be:

\[ z = 50 + \frac{25 - 35}{10} \times 15 \approx 35 \]

Standard Scores

The standard scores as can be seen from the above illustrations are a measure of relative performance and have the ability to tell us how a candidate has performed in comparison to the other candidates. These scores are essential when results from different papers must be combined to give an overall total as is the case in the KCPE examination and are useful for comparing relative performance of candidates from subject to subject or from year to year. Once the raw scores have been standardized, the cut-off scores for Grade A to E are identical for all subjects and therefore maintained at the same level from year to year. The standardized scores are then used for reporting candidates’ performance.

Note:

1. When the scores are standardized the relative positions of the candidates remain unchanged; the top candidate in each subject still remains at the top.

2. The standard scores are essential if scores from several examination papers are to be added to give a total score. It is therefore desired that each paper should contribute equally to the total score.

3. Standardized test scores are scores that are obtained from a test that is administered and scored in a consistent, or “standard” manner.

4. Standardized tests are designed in such a way that the questions, conditions for administering, scoring procedures, and interpretations are consistent and are administered and scored in a predetermined, standard manner.
What happens when information is shared?

Better and faster decision-making. With accurate and reliable information flow across all levels of departments, enable informed decision-making.

Efficient collaboration that promotes synergy - Inter-departmental friction often arises from each department thinking that they contribute more to the company and work harder than others do. With sharing information, we promote strong collaborations and we get it right.

Integrated workflow that makes it easy to build value - Integrated workflows and free flow of information give everyone a better appreciation of how other teams and departments are affected by their actions.

Improved customer delivery - Customers appreciate an organization that can demonstrate its widespread expertise and ability to use it in their benefit. The ability to deliver in time is essential and can help an organization differentiate itself from others.

What happens when information is not shared?

It could lead to decisions that are made using false assumptions and unreliable data. When teams or departments are operating in siloes and not sharing, wrong information may creep in through various ways, which include unclear instructions and expectations, poor listening skills, unreliable data, lack of collaboration among team members.

We should note that Information sharing has clear benefits, but poses risks that must be mitigated. Classified information should only be shared to those who are supposed to access.

CORPORATE SOCIAL RESPONSIBILITY (By Caroline Karicho)

The Kenya National Examinations Council carried out two Corporate Social Responsibility activities during the first half year 2018. The first activity was supporting the Pan African High Level Conference on Education through Bronze sponsorship and the second was visiting the Solai Dam victims.

The second activity was championed by the social group...
KNEC staff led by the Ag. CEO, Dr. Mercy Karogo in solidarity with the Solai Dam victims

M-Family (Mitihani Family) who mobilized staff to donate in cash and materials.

The mobilization resulted with huge donations which included dry foodstuff, more than one hundred and fifty thousand as well as clothing. This activity was boosted by the management who donated some cash and transport to Solai. The victims could not hold their joy and gratitude as they received the donations and said they were overwhelmed by the kind gesture from management and staff. This indeed eased their suffering, even in a little way.

We hope to be able to carry out more CSR activities in the coming half-year and we plead for support from all staff to be able to succeed in this noble cause.

This indeed eased their suffering, even in a little way
Most of us if not all rarely take the 8 cups rule of water. It’s normal though the consequences of not abiding with it seem to be server we going to see how water helps our bodies and those like me who haven’t started drink water by the rule might just get encouraged to start taking water. Water helps in as in various ways as discussed below:

How Much Water Do You Need?
Many individuals meet their daily hydration needs by simply drinking water when they are thirsty, according to a report on nutrient recommendations from the Institute of Medicine of the National Academies. Most people who are in good physical health get enough fluids by drinking Water. If you are not sure about your hydration level, look at your urine. If it is clear, you are in good shape. If it is dark you are probably dehydrated.

Drinking Water May Help to Prevent and Treat Headaches
Dehydration can trigger headaches and migraines in some individuals. Several studies have shown that water can relieve headaches for those who are dehydrated. However, this appears to depend on the type of headache. Drinking water helps you do away with dehydration as it also finishes headaches.
Drinking More Water May Help Relieve Constipation

Constipation is a common problem we all know how uncomfortable that situation is, characterized by infrequent bowel movements and difficulty passing stool. Increasing fluid intake is recommended as a part of the treatment and there is some evidence to back this up. Low water consumption appears to be a risk factor for constipation in Carbonated water shows particularly promising results for constipation relief, although the reason isn’t understood.

Benefits of Drinking water to the skin
Skin cells like any other organ cells require water to function properly. Water is essential to maintain the optimum skin moisture and deliver essential nutrients to the skin cells. It replenishes the skin tissue and increases its elasticity. This helps delay the appearance of signs of ageing like wrinkles and fine lines. Glowing and smooth skin is about drinking water to its rule.

Water Bath
A nice cold shower and a relaxing bath calm the nerves and reduce the stress related damage to the skin. Soak your entire body in cold water for 2 to 3 minutes to rejuvenate the skin. Long exposure of the skin to water can strip off the natural oils, so do not stretch your bathing or shower duration.
LET US HAVE SOME HEAD JOG AND KNOW THE KNOWN YOU DO NOT KNOW. (By Audrey Osano)

- Men can read smaller print than women can... Women can hear better
- Only female mosquitoes bite.
- Wearing headphones for just an hour will increase the bacteria in your ear by 700 times.
- Our eyes are always the same size from birth, but our nose and ears never stop growing.
- It is physically impossible for you to lick your elbow... Almost everyone who reads this will try to lick his or her elbow.
- A snail can sleep for three years.
- The chicken is one of the few things that man eats before it is born and after it is dead.
- No word in the English language rhymes with month, orange, silver, or purple. Did you just try rhyming?
- The only food that does not spoil is honey.

Now you know!!

THE GOLDEN WISH (By Agrippina Oduor)

One day a man went to God complaining about his daily struggles in life and how he wanted God to bless him so that he could become rich and live a successful and struggle-free life. God promised to make him rich. He told the man to think for three years what he wanted so that he gets the riches that would make him happy and bring him the life he desired.

His dilemma was choosing the most expensive item. Would he choose a million acre of land, a billion pieces of gold to last a lifetime? Would he ask God for countless acres of land? After a long and thoughtful search, he settled for the billion pieces of gold. He rehearsed the answer to himself just to be sure, “Let whatever I touch turn into gold” he happily said.

The man went back to God after the three years with his resolution, and God graciously granted His wish. On going back home, he touched the gate to open and it turned into gold. The man leapt in excitement. He opened the door to get into his house; it turned into gold, “Oh this is amazing!” he exclaimed. His wife and children came to hug him they turned into gold too. The excitement slowly began to turn into a tumultuous sea of confusion and melancholy. Every little thing he laid his hand upon, instantly turned into gold.

Eventually the man died of hunger, thirst and sheer exhaustion.

The moral of the story: Contentment is a virtue
Major (Rtd) Peter Lotee is your everyday un-assuming man; tall, goodly, astute. You wont miss his detail if he walked into a room, because he’ll probably say jambo to everyone in the place. The gait in his step would in all likelihood be the first inkling to a purposeful, focused and dedicated career soldier and security expert.

When Knec Bulletin team caught up with Major Lotee, Chief Security Officer, in his office at South C, Nothing in and of him gives. He is simply a member of staff, at least by his clearly displayed tag. Donning a grayish black suit, white shirt and bright colored red tie, he speaks with calm and clarity.

The light grey Mack Book Air Laptop on his desk, on one end, and the neat and uncluttered desk will tell you, you are at a place where the beauty of order meets the gusto and energy of detail and precision - military rudiment.

Maj (Rtd) Peter K Lotee CSMP®
Chief Security Officer

Growing up from a young and challenging childhood and in an area prone to constant security challenges in West Pokot, it was almost as if dynamic circumstances, conspired in divine coincidence to usher Lotee into a military career spanning over 14 years, and rising through the rank and file to a Major before he quit and ventured into cooperate and industrial engagements.

An incidence in 1986, while still growing up would eventually changed the course of his life and redirect his interests and passions towards a military career.

“I was young and I remember the army then, had an operation in my home area where they had set camp in West Pokot. So out of sheer curiosity as a child and fascinated by the vast machinery I just decided to venture and interact with the soldiers,” Lotee recalls.

This one moment besides making Major Lotee an instant celebrity albeit briefly amongst peers in his village then, would later catapult him into a resolve to join the army upon completing his O-level studies.

For Lotee, leadership skills manifested as early as his school days. He was the School Captain in high school, and both as a young catholic leader and community model, he says between light laughter that at one point he once contemplated being a priest.

The leadership skills would later come in handy when he joined the military as a cadet. He was posted to the tank battalion and posted in one of the camps in the upper eastern end of the country.
At the Military, Lotee would passionately give his whole to instruction, a factor he tells our reporter was critical in helping him progress through his career perhaps faster than one would expect, rising from a cadet officer to a troop commander, squadron commander, Officer Commanding at the rank of a Major as at the time of leaving the Military. “Growing up as a child, I was raised by strict parents and my father was a firm man, so perhaps that’s where I first picked the traits. If it’s worth doing, do it right and do it well”.

Military is a tough and much regimented place, where there is character development, professional and academic development that shapes and reorganizes your thinking completely, so much so that you esteem and greatly value your patriotic call and duty in protecting your country. He has served in some of the most challenging of environments, taking him right into the heat of worst of combat situations, right from South Sudan to volatile frontlines of war-ravaged Somalia.

Major Lotee is grateful for the opportunities and contributions the military afforded him. Are there any success stories that stand out from his heyday in? “Countless. But I’d sample three moments. As an instructor for the cadet, I was a motivator for the athletics team; we were able to move from position six to two - which in my estimation was significant.

Two, I’d point to my assignment as a Commanding Officer while at Golgoria in South Sudan, where as a critical part of a team we developed a strategy to secure the camp from adversarial intrusions and hedge it from enemy fire. The highlight of this particular mission was that the UN adopted the strategy. Three, is certainly being a key player in liberating some parts of Somalia from the terrorist controls.

So, what spurred the change from Military to a Civilian undertaking? A devout catholic and family man, Lotee says ours is a brief short life. We then must invest in what really matters and family is very key. Unlike the battlefronts and countless days on end in combat-related assignments where he’d probably only make brief contact with his loved ones, being in the practice, outside the military has gifted Lotee a lot more time for his family, and motivates him every day to press on and give his best. And which way do where expect the Council to go, on matters Security?

Lotee is emphatic about the energy, charisma; competence and detail that should be expended into proper planning for any meaningful and lasting security undertaking.

He points that even at Knec, Security must be a driving theme in our every day work. He draws lessons and parallels from his checkered military engagements. “A lot has changed, and continues to evolve through the classical narrative of security.
“In all things, safety is paramount, and then security follows. Security is a multispectral aspect that cuts across human survival and therefore demands the input of everyone. Security must be inculcated in us. We must guard ourselves first and of course the assets which we represent as an institution, both in skills and competencies represented vide staff and the tangible, physical and non-tangible ones such as information and data”. Security may be a common word but it emanated from the Greek word Se-cura, meaning “to be in a state of no fear”. This state of being free from any threat within or without underscores the importance of putting in place physical, administrative and technical measure to protect both tangible and intangible assets of any organization. Security has always been an important value in traditional societies, but it has become a key value in the present-day societies due to the ever-changing forms of threats globally.

The security world has evolved greatly through time. Whilst in the past, security was left in the able hands of warriors and armies to protect the community from external aggression. In the contemporary world, threats have transformed into transnational crime like terrorism, drug trafficking, cyber crimes, human trafficking and money laundering among others. These forms of threats affect humans in all aspects of life demanding consulted efforts of all in managing crime.

The United Nation Development Program (UNDP) report of 1994 focuses on human security because the term ‘security’ has long been interpreted too narrowly used in the context of security of territory from external aggression and thus suggests that human security involves much more than just the absence of conflict. This formally shifts the emphasis from state security to human security. Human security therefore focuses on economic security, food security, health security, environments security, personal security, community security and political security. Community security on the other hand covers conservation of traditional and cultures, languages and commonly held values. It also includes abolishment of ethnic discrimination, prevention of ethnic conflicts, and protection of indigenous people.

It is visible as one walks through any of the KNEC facilities that there’s a dedicated input visible on the security controls. This is what Lotee had to say “We are at a critical phase where we must lay a firm and solid foundation for posterity - right from policy and procedures, thorough to thorough awareness, that security is the responsibility of all of us.” The Council has been greatly supportive of security initiatives, I hope we can take this esteemed institution to greater heights, protect its image, honor its contributions and together support the colossal call to shape and influence learning and assessment as a global brand.

**OWINY’S RESILIENCE IN GIVING BACK TO THE SOCIETY**

It was a privilege for Owiny to join the rest of the world at the conference which was held at Kisumu National Polytechnic in March 2018 to present a paper. The theme of the year 2018 was Science Technology and Innovations for Wealth Creation and Sustainable Development.

The conference attracted best brains in the world with the researchers, academicians, policy makers, professional bodies and students from all over the world to present their research results, network and build capacity in their various disciplines.

The organizers found it necessary to invite Mr Thomas Owiny to develop a paper on community interactions and adaptation of Science Technology and Innovation since he has wealth of knowledge in transforming lives of people through community partnership. His mission of initiating and promoting development programs within the community in order to achieve the Millennium Development Goals, Sustain Development Goals and Kenya Vision 2030. This has now grown to cover the whole Nyanza, parts of Western and North Eastern region through partnership with various groups, Individual Farmers, NGOs, Government departments, National and International Community. Some of the partners have extended the activities to Somali and Southern Sudan to assist them in Disaster Management in various sectors, majorly in Agriculture.
He was also one of the invited guests at National Environmental Trust Fund (NETFUND) Green Innovations Award Awards (NETFUND GIA) where twenty one NETFUND Innovators under Green Start-ups were making their business presentations during Nairobi Innovation Week at the University of Nairobi. Environmental Awards are a great avenue to generate interest from Kenyans towards sustainable managing their environment. NETFUND host Annual Green Innovations Awards that seeks to instill a culture of self regulation in environmental management in Kenya.

NETFUND envisions a future where Kenyans take personal and community responsibility for the management of the environment. The NETFUND GIA identifies, recognizes, rewards, nurtures innovative projects and ideas in environmental management. The Awards begins with a comprehensive and inclusive awareness program that reaches all levels of the society with particular focus on the bottom of the pyramid (BOP). The NETFUND GIA focus on the thematic areas of Agribusiness, Water, Energy and Resource Based Waste Management. The Sponsors included GOK Vision 2030, USAID, SWEDEN, SlovakAid, Bamburi Cement, Energy Regulatory Commission and WWF.

Tangaza University College made it wiser on September 2017 to include Mr Thomas Owiny to be one of the participants during their 1st Annual Africa Conference on Social Entrepreneurship (AACOSE) under theme of Social Enterprises the Engine of Africa Social Economic Transformation. This was to contribute in creating an interface between social entrepreneurs, academicians, funding/financial institutions and other organizations that shape the entrepreneurship ecosystem in Africa.

It is A Paradigm Shift; moving focus from factors hindering the growth of social enterprises in Africa to Sustainable Solutions. There participants and guests came from different parts of the world, they included key sponsors like European Union, NIC Bank, NETFUND, SESOK, EIMPACT Foundation, The World Bank, AWAN, CocaCola, British Council, Villgro, The Standard Media Group, Umati Capital.

Mr Thomas Owiny got an opportunity to discuss with the participants the innovative activities which they are carrying out within their community under the Entrepreneurial incubation of Science, Technology and innovations for Wealth Creation and Sustainable Development as a sub-theme. He was the only one out 71 presenters who was requested by panelists to present for two consecutive days due to transformative of their activities within the community;
“The highest reward for man’s toil is not what he gets for it, but what he becomes by it.” – John Ruskin.

When you meet him, his friendly and jovial nature does not let on his substantial responsibility and what comes with having such a huge role. It is indeed rare to find a man who loves his job as much as one Hassan Marube, also known as “driver wa CEO”. He takes us through his journey as the driver to the CEO.

Hassan’s typical day starts in the wee hours of the morning at around quarter to three and by quarter to four in the morning; Hassan leaves his house to his designated place of work. As the clock strikes 4:00 a.m., He is already at the office and reports directly to the CEO. As one would presume of a position with such magnitude, challenges are expected but this is not the case for Hassan. His challenges according to him have made him a better person, motivated him to greater heights and provided many opportunities for him, allowing him to face his job in a positive way.

His has not been an effortless journey, he started off as a pool driver and in a twist of events he became the CEO’s driver, a turn of events that surprises him to this very day. He recalls the day it all changed for him, in the year 2015 he was the only driver available on that particular day and was chosen by the transport manager to ferry the CEO to the South C offices and since that day he says his life changed. In what he describes as sheer luck with a touch of God’s blessings, he initially thought it was a weeks’ time capacity and that immediately he would revert back to his old role but it later turned into a role that he has no regrets over.

He welcomed his new role with open arms and great strides. His experience as the driver to the CEO has come as he terms it an “experience worth it all” it has been able to mold him into a better person than he was when he began this role. He does not hide the fact that he enjoys his job thoroughly and feels honored to carry the CEO.

When asked to describe himself briefly in three words, Hassan doesn’t hesitate in pointing out his greatest strengths some of which he has acquired during his time being the driver to the CEO. He starts off by saying he is a good time keeper, very reliable and most of all he prides himself as a good listener. During his free time Hassan goes to church on Sundays, visits family who he values very much, he also keeps up with the latest trends and he also makes sure he has enough rest. Hassan does not fail to thank God for all his triumphs and experiences.
NEW STAFF

PAUL MUNGAI KIMEMIA: CHIEF ICT OFFICER

QUALIFICATIONS:
Paul holds Master of Communications Management from Buckinghamshire New University, UK. He is also a holder of BSC. (Hon) Applied Business Computing from the University of Sunderland, UK.

WORK EXPERIENCE:
Paul worked as the Chief ICT Officer at the University of Nairobi before joining KNEC.

PARTING SHOT:
"A self-taught IT expert with experience on secure ICT usage in corporate environment, ensuring confidentiality, integrity and availability of data and critical system.”

MARIKA KABIBI KATANA: SOFTWARE DEVELOPER

QUALIFICATIONS:
She holds a BSS in Computer Science from Catholic University of Eastern Africa.

WORK EXPERIENCE:
Maria joins KNEC from Cellulant limited where she worked as a software developer.

PARTING SHOT:
A mother of two beautiful kids says this, “I plan on bringing innovative and new ideas on the current and future ways of operation in KNEC in the technology sector”

EMMANUEL OMOGO: SOFTWARE DEVELOPER

QUALIFICATIONS:
Emmanuel Omogo attended the prestigious KCA University and graduated with a Bachelors Degree in IT.

WORK EXPERIENCE:
Previously, he worked as a Software Developer at Fintec International. Away from his work as an IT professional, he likes watching movies, creating game applications, and travelling.
The Kenya National Examinations Council (KNEC) has automated the process of submitting examination related queries by clients. The Query Management Information System (QMIS) is accessible online and therefore, clients do not need to visit KNEC offices physically to raise queries unless they are collecting documents generated after their queries have been resolved.

The Query Management Information System (QMIS) is an electronic system for online submission and processing of queries related to examination results and other services such as (confirmation, equation and certifications) by KNEC stakeholders and General public.

The use of QMIS started on 1st July 2018 and clients have embraced the platform, so far a good number have registered to use the system and many have launched queries. Examples of queries handled by the system includes: Bio data Amendments ie name, photo, gender, year of birth, birth certificate number, citizenship, entry code. Direct Recoveries (only for schools) ie slips, certificates, result printout. Results (Marks) queries ie absenteeism, missing marks and payment queries.

Services are also handled through the system. These includes: certification letter; confirmation statements and equations.

To access the system to launch and track queries\ services, clients should have a computer\mobile phone with internet access. The web address https://qmis.knec.ac.ke is used for accessing the QMIS system.

All requirements for particular queries are displayed by the system for client to scan and attach. Upon successful processing, clients are required to avail original copies of the requirements before collecting their documents. KNEC notifies clients to collect their documents through their emails and short Messaging Service (SMS).

All payments are done through Mpesa, of which the system prompts the client through SMS on the amount and how to pay. One pays only when prompted to pay. The user manual guide is uploaded in the website.