

DR. NORMAN S. KIOGORA

DIRECTOR, KENYA INSTITUTE OF SPECIAL EDUCATION (KISE)

SECRETARY TO THE KISE COUNCIL

EXECUTIVE SUMMARY

Dr. Norman S. Kiogora is the Director of the Kenya Institute of Special Education (KISE) and Secretary to the KISE Council. He is a distinguished education leader with over three decades of experience in teaching, educational administration, institutional leadership, policy implementation and education reform. Since beginning his teaching career in 1993, he has risen through various leadership positions in the education sector, gaining extensive experience in institutional management, strategic planning, curriculum development, quality assurance, research and inclusive education.

Dr. Kiogora has played a pivotal role in advancing inclusive education, curriculum reforms, disability mainstreaming and the integration of Information and Communication Technology (ICT) in Kenya's education sector. At KISE, his leadership has been characterised by innovation, strategic partnerships, capacity building and the development of systems and infrastructure that expand access to quality services for learners with disabilities.

A respected scholar and accomplished educationist, Dr. Kiogora has authored scholarly publications on education, administration and special needs education, including contributions to teacher development through the Commonwealth of Learning. He is widely recognised for his visionary leadership, strategic thinking, integrity, collaborative approach and unwavering commitment to transforming education and improving opportunities and outcomes for learners with disabilities.

EDUCATION BACKGROUND

Dr. Kiogora holds a Doctor of Philosophy (PhD) in Educational Administration from Maasai Mara University, a Master of Education in Educational Administration from the University of Nairobi, and a Bachelor of Education (Arts) from the University of Nairobi.

PROFESSIONAL EXPERIENCE

Dr. Kiogora began his teaching career in 1993 before rising through various leadership positions in the education sector. His career progression includes serving as a classroom teacher, Deputy Head Teacher and Head Teacher at Kianjai Secondary School, Senior Principal at Kathiani Boys and Chief Principal at Moi Forces Academy.

Throughout his career, he has contributed significantly to educational policy, curriculum development, institutional management and education reforms. His expertise spans strategic

planning, organisational development, research, quality assurance, curriculum implementation and the promotion of inclusive education.

He served for five years as Chairman of the Nairobi Principals Association and has continued to contribute to community development and national education initiatives. His leadership experience has provided a strong foundation for his current role in steering KISE towards greater innovation, institutional growth and impact in the special needs education subsector.

LEADERSHIP AND MANAGEMENT

Dr. Kiogora is a visionary and transformational leader known for his strategic thinking, entrepreneurial mindset, integrity, collaborative approach and unwavering commitment to inclusive education. He is recognised for fostering partnerships, driving innovation, empowering people and delivering sustainable, people-centred solutions that improve educational outcomes for learners with disabilities.

Under his leadership, KISE has strengthened its role as a national centre of excellence in special needs education through expanded assessment and rehabilitation services, professional training, research, capacity building, assistive technology development and strategic partnerships with government agencies, development partners, academia, civil society and the private sector.

KEY LEADERSHIP INITIATIVES

- **Capacity Building and Professional Development:** Spearheading capacity-building programmes for EARC and County Special Needs Education officers to strengthen assessment, placement, referral and inclusive education, while supporting continuous professional development of KISE staff.
- **Parental Empowerment:** Leading the development of the Parental Empowerment Centre and convening a national conference on parental empowerment and engagement in nurturing the potential of children with disabilities.
- **Assessment Services:** Strengthening KISE's assessment services through the equipping of the National Psycho-Educational Assessment Centre and introduction of a mobile assessment truck to expand assessment outreach across Kenya.
- **Assistive Technology:** Spearheading the establishment of the KISE Assistive Devices Factory and organising the first Africa Expo on Assistive Devices at KISE to promote accessible, affordable and locally available assistive technologies.
- **Distribution of Assistive Devices:** Overseeing the centralised distribution of assistive devices and specialised learning materials, with the first phase reaching 375 schools across the country.

- **Assessment Innovation:** Spearheading the development and launch of functional assessment tools for gifted and talented individuals, while supporting the development of assessment tools for learners with learning disabilities.
- **Expansion of Professional Training:** Diversifying KISE training programmes through the development and roll-out of programmes in Audiology, Speech and Language Therapy, Kenya Sign Language Interpretation, Functional Assessment and Learner Support Assistance.
- **Disability Mainstreaming and Advocacy:** Advancing disability mainstreaming through training in more than 20 organisations and supporting Kenya Sign Language training for over 1,200 public servants in partnership with NCPWD.
- **National Policy and Accessibility:** Contributing to the Presidential Working Party on Education on matters relating to special needs education and engaging IEBC on accessible electoral participation, resulting in the production of more than 16,000 Braille civic education volumes.
- **Research and Publications:** Authoring three academic journal publications and a book chapter for the Commonwealth of Learning, while contributing to curriculum reform, educational research and ICT integration in education.
- **Strategic Partnerships and Institutional Sustainability:** Expanding partnerships with government, development partners, academia, civil society and the private sector, while overseeing the operationalization of the KISE ARC Hotel and Conference Centre to strengthen institutional sustainability.
- **Environmental Sustainability:** Championing environmental conservation through the establishment of a KISE tree nursery that grew over 60,000 trees in 2023–2024, alongside the implementation of an 80KW solar energy project to promote clean energy and reduce operational costs.

AWARDS AND RECOGNITIONS

During his tenure as the Director of KISE, the Institute has earned numerous national and international accolades in recognition of its commitment to excellence, inclusion and innovation in education. These include the Inclusive Employer Award, Inclusivity in Gender Award, Best EARC Inclusive Education Champion Award, Most Improved State Corporation Award, 3rd Position in the State Corporations Performance Category, and the Inclusive Education and Special Needs Training Excellence Award.

These achievements reflect Dr. Kiogora's visionary leadership and commitment to delivering innovative, people-centred solutions that strengthen inclusive education, expand access to services and improve educational opportunities and outcomes for learners with disabilities.

