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Executive Summary

Dr. Dickens Ngicho is a Lecturer in the Department of Education, School of Education and Social Sciences at the University of Embu, Kenya. He is an education scholar with expertise in teacher education. He holds a Doctor of Philosophy (PhD) in Education and a Master of Education (M.Ed.) in Educational Administration and Planning, both from the University of Embu. His academic and professional work focuses on enhancing the quality, effectiveness, and relevance of education through evidence-based research and innovative pedagogical approaches. His research interests include Competency-Based Teacher Education (CBTE), mathematics instruction, curriculum implementation using different frameworks, teacher preparedness, and educational administration and planning, mathematics pedagogies for teachers, leadership practices in schools, and quality assurance in education. His scholarly work explores effective approaches to teacher preparation, mathematics teaching and learning, curriculum implementation, effective instruction and the successful adoption of competency-based educational reforms. Through his teaching as a teacher registered by Teachers Service Commission (TSC), research, and academic engagement, Dr. Ngicho contributes to the development of competent and reflective educators and to the advancement of effective competency-based educational practices and policies in Kenya and beyond.

Education and Training

- 2023 to 2026-PhD in Education at University of Embu, Kenya. Graduated in 2026 in University of Embu.
- 2018 to 2021-M.Ed. (Educational Administration and Planning). Graduated in 2021 in University of Embu.
- 2014 to 2018 - B.Ed. (Arts) Mathematics and Business Studies. Graduated in 2018 in University of Embu.
- 2017 May-August. Teaching Practice at Kiriani Boys Secondary school.
- 2010 to 2013 - Kenya Certificate of Secondary Education. Achego Mixed Secondary School.

- 2002 to 2009 - Kenya Certificate of Primary Education. God Ndiru Primary School.

Short Courses and Professional Training

- Online assessment and effective use of discussion forum tools on the LMS workshop, University of Embu (2025).
- Early Career Researchers (ECR) Pre-Conference Mentorship Programme, University of Embu in conjunction with EDF-Kenya & EE4A (2025).
- Protocol and etiquette training, University of Embu (2025).

Work Experience

January 2026-August 2026: Teaching Assistant, Department of Education, University of Embu

Duties:

- Lectured three (3) units within the Department of Education.
- Contributed to curriculum development.
- Supervised two (2) PGDE students.

2024 - 2025: Trainer and Project coordinator, University of Embu TVETI

Duties:

- Served as a trainer and project coordinator, University of Embu TVETI.
- Supervised several students work on business and different trade projects.
- Worked as a Part-time Lecturer and marking assistant, Department of Education, University of Embu.

2016 to 2023-Choir trainer (YCS), pianist as well as catholic gospel music composer

Duties and Responsibilities

- Training choir several items for presentation in various university occasions
- Training liturgical songs
- Composing several items for the (YCS) choir of the university which I have recorded with four volumes.

2015 to 2018-Organizing secretary of St. Thomas Aquinas University of Embu (YCS).

Duties and Responsibilities

- Organizing various events in the church
- Master of ceremony during several occasions in the church

2009 to 2013-Secondary School leader at Achego Mixed Secondary School

Duties and Responsibilities

- Making sure that the class is clean and in order
- Presenting the issues raised by students to the management
- Handling disciplinary cases among students
- Delegating various duties to the students

2005 to 2009 - School prefect. God Ndiru Primary School.

Duties and Responsibilities

- Coordinating most of the school activities
- Representing the pupils in staff meeting
- Handling problems that arise among the pupils and making sure that peace and discipline prevails among the pupils.

Achievements

- Awarded a scholarship to pursue a Master of Education in educational administration and planning, University of Embu.
- Awarded a certificate by Tallin University for valuable contribution and active engagement in the development of Competency-Based Teacher Education curriculum within the project ‘Supporting the transformation and implementation of Competency-based Teacher Education Curricula and Process in Kenya’.
- Registered member of the Teachers Service Commission (TSC).
- Composed and recorded catholic gospel volumes: 4 volumes for St. Thomas Aquinas University of Embu, and one for St. Francis of Asisi Muthatare, Embu.

Workshops and Conferences

1. Education Evidence for Action (EE4A) & Education Deans Forum - Kenya (EDF-K) Conference, University of Embu. Presented on: ‘Understanding poor performance in numeracy: Cognitive conflict as a predictor of poor performance in foundational learning. August 26th, 2025.
2. Early Career Researchers (ECR) Pre-Conference Mentorship Programme, University of Embu in conjunction with EDF-Kenya & EE4A. Presented on: “Implementation of competency-based teacher education in mathematics teaching and learning in public teacher training colleges in eastern region, Kenya.” August 25th, 2025.
3. Education Evidence for Action (EE4A) & Education Deans Forum - Kenya (EDF-K) Conference, University of Embu. Theme: “Reimagining Education in Kenya: Reforming Teacher Education for Sustainable Development.” August 27th - 28th, 2025.

Publications

- Ngichio, D. O., Nyaga, M. N., & Obura, E. A. (2026). Impact of competency-based teacher education on mathematical conceptual understanding in Kenyan teacher training colleges. *International Journal of Evaluation and Research in Education*, 15(2), 1426–1434. <https://doi.org/10.11591/ijere.v15i2.38353>
- Gitonga, C. M., Karuku, S., Asweto, C. O., Rugano, P., Nzomo C.M, Ngichio, D.O., Saoke, V. O., & Mulonzi, B. M. (2026). Parental empowerment and engagement as predictors of foundational learning in rural and marginalized areas in Kenya, 7(2):309-327doi:10.37291/jces.591
- Gitonga, C. M., Karuku, S., Asweto, C. O., Rugano, P., Saoke, V. O., Mulonzi, B. M., ... & Ngichio, D. O. (2025). Determinants of parental engagement in early childhood education in Kenya. *Discover Education*, 5(1), 56.
- Saoke, V. O., Ndwiga, Z. N., Githaiga, P. W., Gitonga, C. M., Kubai, K. I., Nzomo, C. M., ... & Ngichio, D. O. (2025). The Relationship Between Teachers' Planning and Content Delivery Using the Five-Stage Lesson Plan Structure: An Analysis of Age, Gender, Experience and Academic Qualifications in Kenya. *European Journal of Education*, 60(1), e70021.

- Ngichio, D. O., Karuku, S., & King'endo, M. (2020). Manifestations and meanings of cognitive conflict among mathematics students in Embu, Kenya. *Educational Research and Reviews*, 15(11), 690-699.

Professional Bodies and Membership

- Registered Member, Teachers Service Commission (TSC).

Skills

- Ability to work within a team and with minimal supervision.
- Hardworking and ambitious.
- Always ready to learn and share knowledge with others.

Hobbies

- Playing keyboard, composing as well as training songs.
- Volunteering
- Reading and writing

PGDE Students' supervision record

S/N	Title	Student	Year awarded
1.	Instructional strategies for social-emotional learning on grade 10 learner's psychological well-being in chemistry	Mercy Makena	2026
2.	Competency-based education approaches for effective mathematics learning in grade 9 in junior schools in Tetu sub-county, Kenya	Bernard Mwanza	2026

Referees

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