

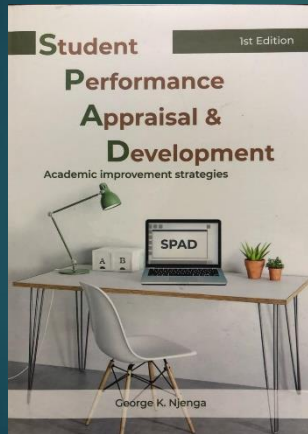


SPAD



na Mariera 2020

STUDENT PERFORMANCE APPRAISAL AND DEVELOPMENT



PRESENTED BY
KEPHA MARIERA



**A Candle Loses Nothing By Lighting
Another**

Defining Characteristics of Generation Z IS:-

2

- ▶ financially focused
- ▶ entrepreneurial
- ▶ all about technology
- ▶ enjoys other people
- ▶ competitive
- ▶ Change is welcomed
- ▶ Diversity doesn't even register with
- ▶ prefers independence
- ▶ wants to be heard
- ▶ can be a lot like their parents

Generation Z Facts & Characteristics³

1. technologically advanced - **Social media-addicted**
2. have **never seen the world without the internet**
3. they absorb tons of **new information** every day.
4. They perceive information visually, **sight and sound generation**
5. Being independent, self-confident and autonomous. They do not rely on their parents as much as previous teen generations did.
6. They short attention spans and are less focused than their predecessors.
7. They are environmentally aware.
8. Multitasking is also one of the positive generation Z traits.

There is a missing piece.
There are four pieces

- ▶ Parenting.
- ▶ Technology.
- ▶ Impatience.
- ▶ Environment.



The ongoing Silent but Lethal Generational Conflict

5

- ▶ There is serious generation gap where Generation Y (1984 – 1996) is missing in school leadership.
- ▶ The worse bit is that Baby boomers (1946 – 1964) are handling Generation Z (1997-2014).
- ▶ The negative effects of Baby Boomers and Generation X (1965-1983) is they **demonize technology** especially the mobile phone. This unknowing declaring conflict with generation Z
- ▶
- ▶ **The Spad model aims at reducing the generational gap for generation Z by involving the students in the academic process.**

We can't escape our
character



Our performance will
always follow us

@Kepha Mariera 2019

Transformational speaker ⁷



- ▶ **ACADEMIC IMPROVEMENT STRATEGIES (SPAD)**
- ▶ **Presented by**
- ▶ **Kepha Mariera**
- ▶ **BED (Hons). Egerton University**
- ▶ **Teacher (MOI FORCES ACADEMY)**
- ▶ **MASTERS Egerton uni (EDUCATION ADMINISTRATION)**



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▶ MOTIVATIONAL SPEAKING

- ▶ 1. Exam
- ▶ 2. final class



WHAT IS

8

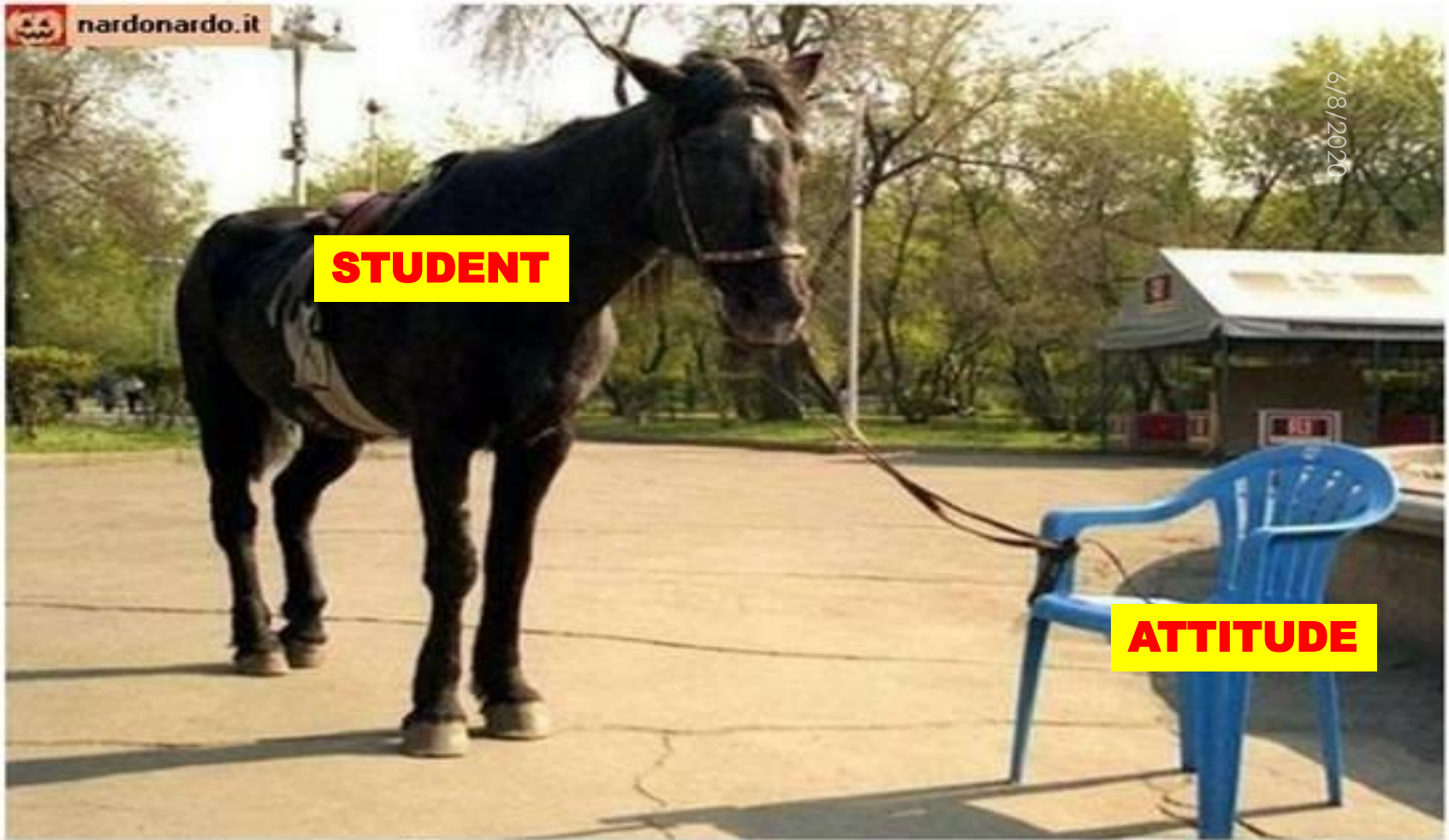


As T-PAD is to Teachers, so is S-PAD to Students



SPAD UNLEASHES OUR POTENTIAL

9



Sometimes the chains that prevent us from being free are more mental than physical

**“Great teachers
engineer learning
experiences
that put students
in the driver's seat
and then get out
of the way.”**

Ben Johnson



LESSON PLANET
Where Teachers Go to Find, Learn, Plan & Inspire

**Only in Kenya
where teachers are
more worried
about KCSE results
than the
candidates.**

Pareto's Principle - The 20-80 Rule

12



SPOON FEEDING STUDENTS

THE JOY RIDERS IN CLASS

THE TPAD IS TIP OF THE ICE BERG

HOW MUCH OF AN ICEBERG DO YOU SEE ?

THE TIP OF THE ICEBERG

13

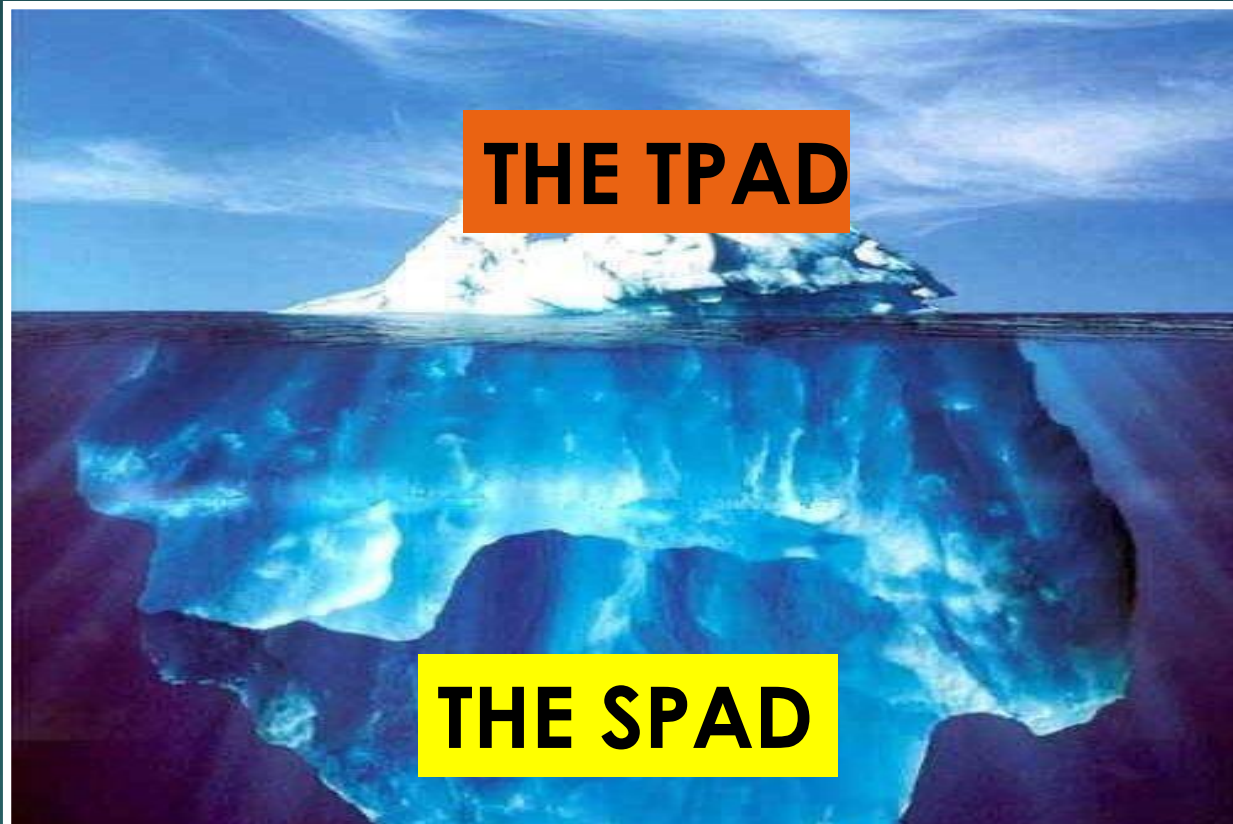


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SMALL PART OF ICEBERG IS VISIBLE.

THE REMAINING IS BELOW SEA LEVEL.

14



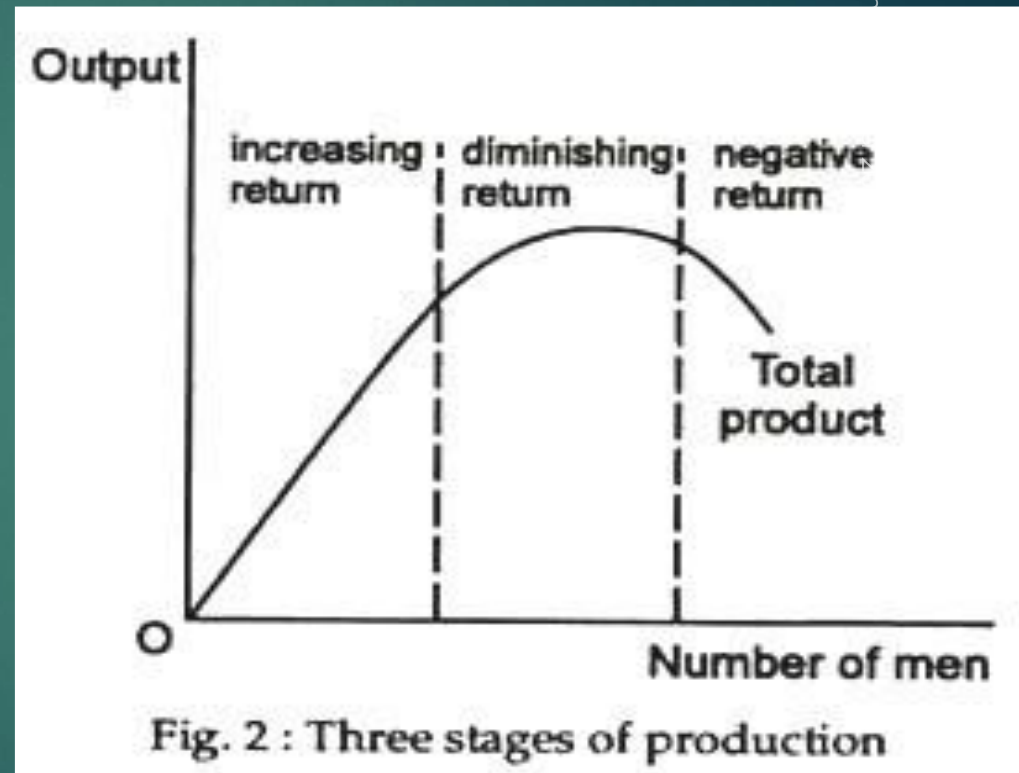
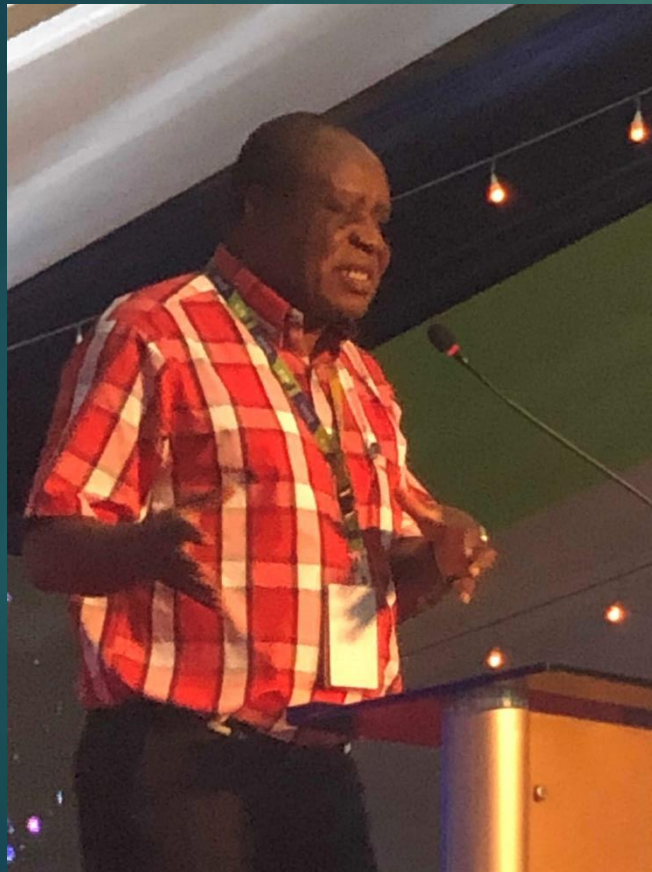
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To make grand and attainable
academic plans: SMART PLANING

The law of diminishing returns or principle of diminishing marginal productivity 15

Prof. Laban Aiyiro

@Kepr



Imagine the more you read the more you cant see a positive change. Why?

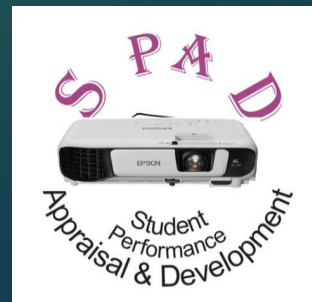
Burden of Proof

16

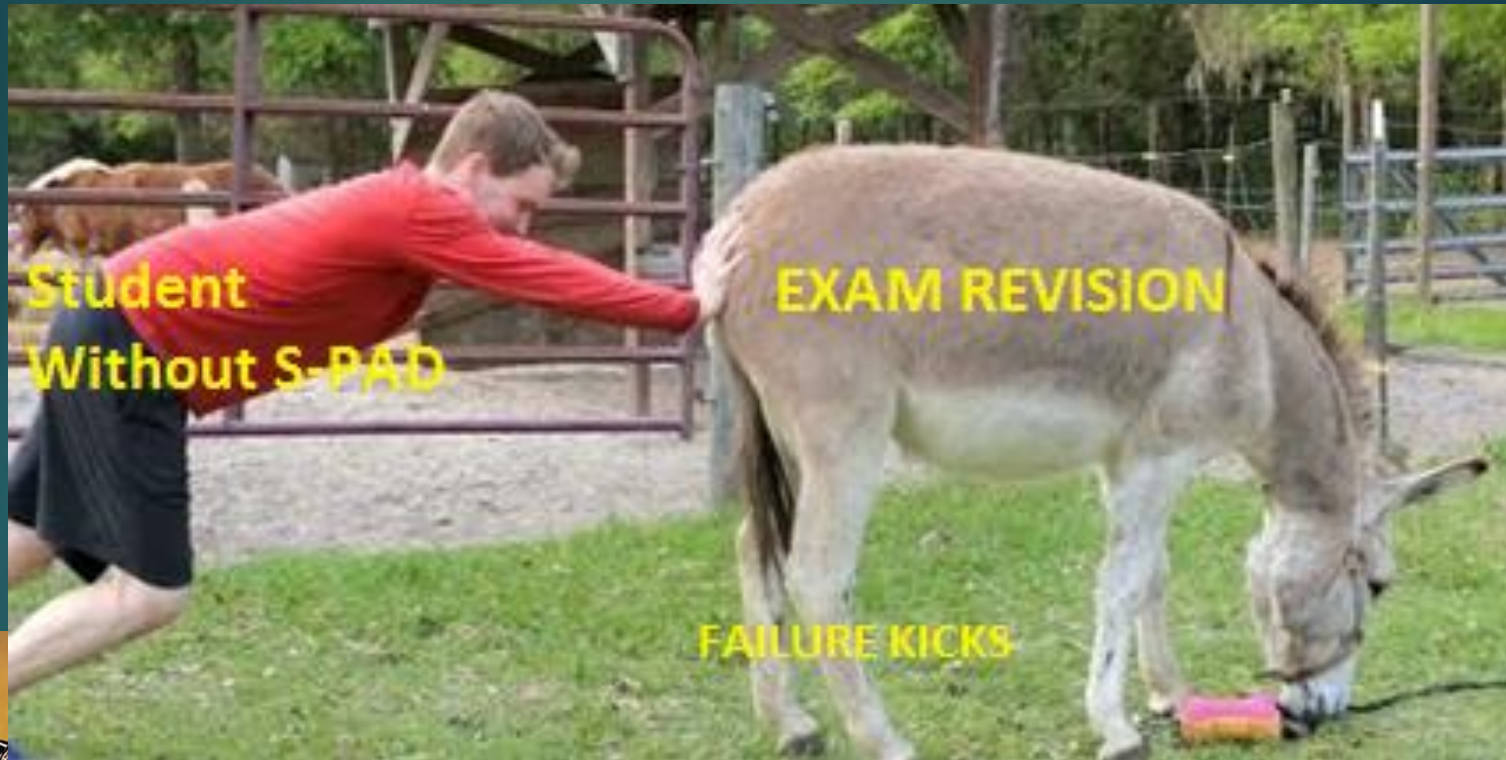
- ▶ Over the years the teachers have been accused of not teaching effectively.
- ▶ Tpad is intended to gather evidence of compliance while
- ▶ Spad seeks to shift the burden of proof to students,
- ▶ Teachers must get the benefit of doubt

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RISK OF BIPOLAR DISORDER



STUDENTS WITHOUT S-PAD THEY ARE VERY HARD WORKING¹⁷



Student
Without S-PAD

EXAM REVISION

FAILURE KICKS



PUSHING UNWILING DONKEY TO THE RIVER



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Teachers Call It Cheating

We call it teamwork

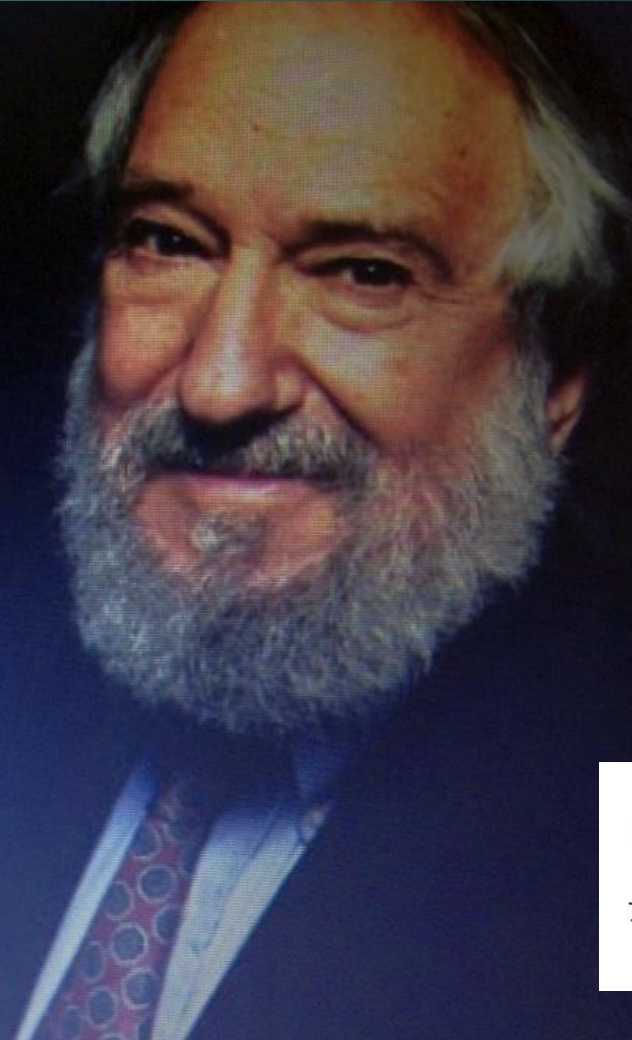
STUDENTS INVOLVEMENT is The Game Changer

19

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“The role of the teacher is to create the conditions for invention rather than provide ready-made knowledge.”

- Seymour Papert



Spaded Student Are Willing Participants in The Race To Win The Mini-score

20

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STUDENTS WITH SPAD ARE SMART WORKING

Student Involvement in fighting illiteracy in Kenya

► The Student Leadership Organizational Structure is borrowed from the military formation of ranks.

► Secondary youths are known to enjoy military movies and attire.



The Strategy Of Reducing The Academic Tail

22

- ▶ Chief Spad Commander
- ▶ Spad Commanders
- ▶ Spad Class Brigadiers
- ▶ Spad Captains
- ▶ Spad Lieutenants



President Uhuru Kenyatta Appoints The First Woman Brigadier
Colonel Fatuma Ahmed to the rank of a Brigadier,

ANALYSIS OF SPAD CATs

23



Sample of analysed peer CAT exams

24

- ▶ [SPAD RESULTS SEASON 1.xlsx](#)

RE: APPOINTMENT OF THE 7 SPAD COMMANDERS

25

1. **SPAD CHIEF COMMANDER** AND Coordinator: Strategies Of Academic Improvement And Development
2. **SPAD PARADE COMMANDER** And Coordinator: Time Management
3. **SPAD _____ COMMANDER** And Coordinator: Learners' Knowledge And Value Addition
4. **SPAD FORM ONE** COMMANDER AND ALSO Coordinator: Promotion Of Co-curricular Activities
5. **SPAD FORM TWO** COMMANDER AND ALSO Coordinator: Personal Safety, Discipline And Students Conduct
6. **SPAD FORM THREE**, COMMANDER AND ALSO Coordinator: Learning Activity, Innovation And ICT Integration
7. **SPAD FORM FOUR**, COMMANDER AND ALSO Coordinator: Collaboration With Parents And Stakeholders

Appointment of Commanders, Brigadiers and Captains

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- ▶ The Brigadiers and Captains are appointed by the Academic Council
- ▶ **This is because if the appointment is left to the Subject teacher, then the subject teachers would end up choosing the same student to be in charge of all the subjects instead of one student per subject.**
- ▶ No student should be a captain of more than one subject.
- ▶ The appointments are reviewed every term.

Duty of Spad Commanders

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- ▶ Check the Academic work of the Brigadiers
- ▶ Report to the principal every day
- ▶ Always be getting the CAT results and keep a copy in your file for brigadiers and captains to refer to when setting targets
- ▶ Ensure Tittles are adopted and written as follows

DUTIES of Spad Class Brigadiers

- ▶ Ensure captains do their work effectively and with high levels of discipline.
- ▶ Check and rubber stamp the notes of all captains.
- ▶ Attend the academic improvement meeting scheduled by the academic council
- ▶ Set progressive class target in consultation with captains
- ▶ Identify the students with overall grade of E and develop a program for them.
- ▶ Ensure the E students get a warning letter
- ▶ Take the roll call for all preps, Rescheduling and remedial lessons.
- ▶ Prepare a Broadsheet from the marks presented by Captains
- ▶ Check Church attendance Cards

Duties Of Spad Captains

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- ▶ **Go for the teacher from the staffroom if 5 minutes late**
- ▶ Note in the exercise book the time the lesson started.
- ▶ Checking and rubberstamping the notes of fellow students in their subject area.
- ▶ Identifying the E students and assigning them Subject lieutenants to assist them by giving and marking assignment.
- ▶ Attend the academic improvement strategy meeting scheduled by the principal once in a week.
- ▶ Liaise with the brigadier to analyse the CAT.
- ▶ Report to the teachers/d. principal any case of academic indiscipline; the one affecting the subject performance.
- ▶ Ensure that students revise past papers and sign at the back of the exercise book.
- ▶ Be the custodian of the subject syllabus and ensure you know the coverage level.
- ▶ Check the micro notes
- ▶ Present the Mark list to Brigadier after peer CAT

@Keena Marjara 2017



Subject Spad Lieutenants

30

- ▶ This a termly duty given by the subject captain to a student to give particular student peer tuition to low performing student in order to boost the subject mean score.
- ▶ The first assignment is to eliminate the E, then D- followed by D.
- ▶ The level of elimination will depend from the school entry behavior and particular subject.
- ▶ To revise the CAT then give the mentored and mark, repeat until 70% is attained

SPAD BADGES & RANKS

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4 Streams

CLASS

SUBJECT



Example of the formation of study groups Page 20

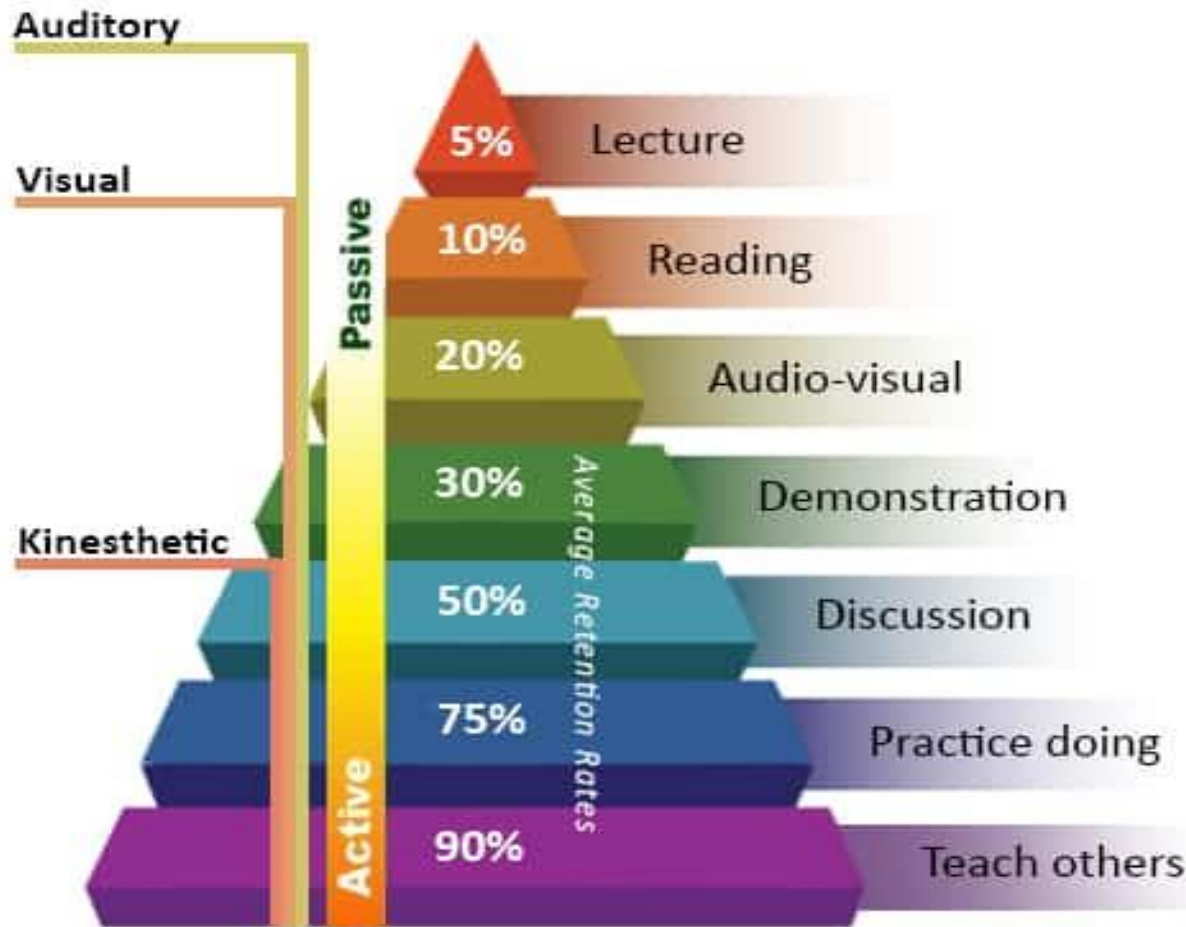
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@Key

	SELECTION OF SUBJECT LIEUTENANTS											
	LEARNERS' KNOWLEDGE AND VALUE ADDITION											
	Strategising on Subject revision and peer support system											
Code Name	A	B	C	D	E	F	G	H	I	J	K	L
Target Subject	121 MAT	232 PHY	231 BIO	233 CHEM	101 ENG	312 GEO	102 KIS	311 HIST	313 CRE	443 AGRI 451 COM	565 BUS	966 L/S
Class Position	1	2	3	4	5	6	7	8	9	10	11	12
Class Position	24	23	22	21	20	19	18	17	16	15	14	13
Class Position	25	26	27	28	29	30	31	32	33	34	35	36
Class Position	37	38	39	40	41	42	43	44	45	46	47	48
Class Position	60	59	58	57	56	55	54	53	52	51	50	49
Total	147	148	149	150	151	152	153	154	155	156	157	158
No. of Members	5	5	5	5	5	5	5	5	5	5	5	5
Average Position	29.4	29.6	29.8	30	30.2	30.4	30.6	30.8	31	31.2	31.4	31.6

The Learning Pyramid

33



Adapted from the NTL Institute of Applied Behavioral Science Learning Pyramid

PEER CAT INSTRUCTIONS

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Name, _____ Admission Number, _____ Date, _____

Peer CAT No _____ Previous peer CAT marks _____ Target _____

Syllabus Coverage % _____ My Lieutenant _____ Sign _____

▶ The Peer CAT shall start as specified

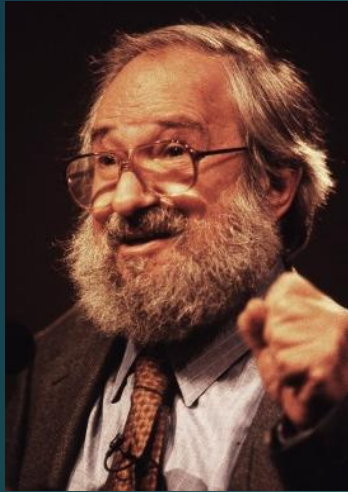
- ▶ half of the questions shall be from week's lesson and some from past papers
- ▶ The Subject captains sets and marks the CAT, the Brigadier is in charge of coordination and reports to the principal.
- ▶ The signed list of the candidates must be submitted to the principal after the peer CAT

Objectives: PEER CAT

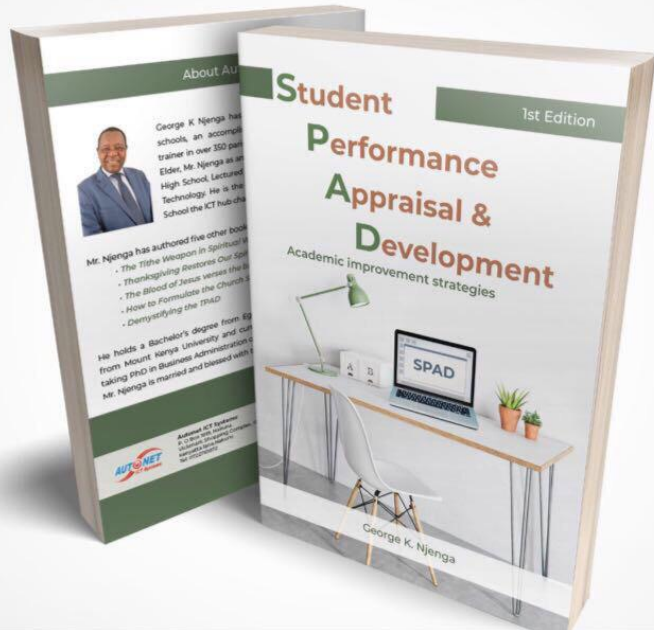
- ▶ The Students To Revise,
- ▶ Reduce Time Wastage During Free Time,
- ▶ Enhanced Team Work
- ▶ Formation Of Study Groups And
- ▶ Reduce The Academic Tail.

✓ There is one thing stronger than all the armies in the world,
and that is an **idea whose time has come.**





► “I am convinced that the best learning takes place when the learner takes charge of their own learning”
Seymour Papert





And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also (2nd Timothy 2:2)

STRATEGISE TO IMPLEMENT SPAD

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- ▶ Life Skills Lesson
- ▶ CAT one marks
- ▶ Motivation
- ▶ Results announcement by students
- ▶ Badges
- ▶ Spad Book for Captains
- ▶ Trips
- ▶ Result Banner
- ▶ Target and Strategies projects

