



REPUBLIC OF KENYA



Centre for Mathematics,  
Science and Technology  
Education in Africa  
(CEMASTEA)

## CEMASTEA INTERESTED PARTIES NEEDS AND EXPECTATIONS

| STAKEHOLDER                                 | NEEDS OF STAKEHOLDER                                                                                                                                                                                                                                                                                     | STAKEHOLDER EXPECTATIONS FROM CEMASTEA                                                                                                                                                      | CEMASTEA'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                                                                                                       |
|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>School level</b>                         |                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                             |                                                                                                                                                                                                                                    |
| Learners (participants).                    | <ol style="list-style-type: none"> <li>Well-coordinated and executed training.</li> <li>Addressing the gaps in PCK</li> </ol>                                                                                                                                                                            | <ol style="list-style-type: none"> <li>Relevant training</li> <li>Timely issuance of certificates</li> <li>Prompt complaints handling</li> </ol>                                            | <ol style="list-style-type: none"> <li>Adherence to training guidelines.</li> <li>Transfer of knowledge and skills learnt to their classrooms.</li> <li>Improved learning outcomes in STEM</li> </ol>                              |
| Heads of Institutions (HOIs and Principals) | <ol style="list-style-type: none"> <li>Need based training</li> <li>Participate in pedagogical leadership programs</li> <li>Dissemination of research findings on STEM.</li> </ol>                                                                                                                       | <ol style="list-style-type: none"> <li>Relevant quality training that is certified</li> <li>Support teachers after training</li> <li>Involve them when conducting STEM research.</li> </ol> | <ol style="list-style-type: none"> <li>Implement policies that promote STEM education</li> <li>Support teachers to transfer knowledge and skills learnt to the classroom.</li> <li>Improved learner performance in STEM</li> </ol> |
| School Boards of Management (BoMs)          | Need based training for their teachers                                                                                                                                                                                                                                                                   | Relevant training for their teachers                                                                                                                                                        | <ol style="list-style-type: none"> <li>Implement policies that promote STEM education</li> <li>Provide resources for STEM education</li> </ol>                                                                                     |
| INSET centres                               | <ol style="list-style-type: none"> <li>Equip the centres</li> <li>Funding for hosting training</li> <li>Guidelines on management of TPD programs</li> <li>Knowledge on budget disbursed to the INSET Centre for different activities.</li> <li>Information on utilization of budget disbursed</li> </ol> | <ol style="list-style-type: none"> <li>Equip them with modern equipment</li> <li>Timely disbursement of funds.</li> <li>Comprehensive information related to training.</li> </ol>           | <ol style="list-style-type: none"> <li>Implement CEMASTEA activities as per TPD management handbook</li> <li>Improved learner performance in STEM</li> <li>Utilization of funds as per approved budget</li> </ol>                  |
| STEM Model Schools                          | 1. Capacity building of teachers and principals in STEM                                                                                                                                                                                                                                                  | 1. Equip them with                                                                                                                                                                          | 1. Initiate STEM projects in their schools                                                                                                                                                                                         |

| STAKEHOLDER                                   | NEEDS OF STAKEHOLDER                                                                                                                 | STAKEHOLDER EXPECTATIONS FROM CEMASTEIA                                                                                                                                                          | CEMASTEIA'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
|                                               | 2. STEM equipment<br>3. Support of teachers in STEM                                                                                  | STEM equipment<br>2. Monitoring and support<br>3. Training of their teachers and principals in STEM                                                                                              | 2. Improved learner performance in STEM<br>3. Improved enrollment in STEM subjects<br>4. Modeling good classroom practices in STEM education |
| Parents and Guardians                         | 1. Effective teaching and learning<br>2. Parental empowerment and engagement<br>3. Enhanced skills and interest in STEM for learners | 1. Capacity building of teachers<br>2. Implementation of activities for learners that promote STEM education such as STEM bootcamps, Kenya Mathematics Olympiad, School visits & STEM Outreaches | Parental engagement with their children in the learning process in STEM                                                                      |
| Local community                               | Good neighborhood relationship                                                                                                       | Adherence to the neighborhood by-laws                                                                                                                                                            | Good neighborhood relationship                                                                                                               |
| Parliament (National Assembly and the Senate) | 1. Prudent utilization of resources<br>2. Transparency and accountability                                                            | 1. Adherence and compliance with legal frameworks<br>2. Timely response to parliamentary questions.                                                                                              | 1. Timely legislation in matters related to the Centre's mandate.<br>2. Timely approval of a budget                                          |
| State Corporations Advisory Committee (SCAC)  | 1. Adherence to corporate standards and principles<br>2. Board of Governors evaluation                                               | 1. Compliance with corporate standards and principles.<br>2. Objective Board of Governors evaluation                                                                                             | 1. Timely issuance of corporate governance guidelines.<br>2. Timely approval of human resource instruments and remuneration guidelines.      |
| Salaries and Remuneration Commission (SRC).   | Compliance with salary remuneration policies and guidelines.                                                                         | Adherence to salary structures and guidelines                                                                                                                                                    | Timely issuance of guidelines on remunerations                                                                                               |
| Kenya National Qualification Agency (KNQA)    | Offer accredited courses                                                                                                             | Offer courses that meet accreditation criteria                                                                                                                                                   | Coordinates and quality-assures qualification awarded in CEMASTEIA                                                                           |
| Kenya National Innovation Agency (KENIA)      | Develop Innovative teaching and learning resources                                                                                   | Participate in KENIA activities                                                                                                                                                                  | 1. Support STEM-based innovations<br>2. To participate in KENIA activities                                                                   |
| National Research Fund (NRF)                  | Conduct research                                                                                                                     | Submission of research                                                                                                                                                                           | Funding research and                                                                                                                         |

| STAKEHOLDER                                                    | NEEDS OF STAKEHOLDER                                                                                                                                                                                   | STAKEHOLDER EXPECTATIONS FROM CEMASTEА                                                                                                                       | CEMASTEА'S EXPECTATIONS FROM THE STAKEHOLDER                                                                       |
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|                                                                |                                                                                                                                                                                                        | funding proposals                                                                                                                                            | dissemination                                                                                                      |
| Commission on Administrative Justice (CAJ)                     | Effective public service and complaints handling                                                                                                                                                       | Compliance with administrative justice requirements                                                                                                          | Guidance on complaints handling and administrative justice                                                         |
| Ethics and Anti-Corruption Commission (EACC)                   | Integrity and accountability in public institutions                                                                                                                                                    | Compliance with anti-corruption and ethics requirements                                                                                                      | Guidance, monitoring and capacity building on ethics and anti-corruption                                           |
| Office of the Data Protection Commissioner (ODPC)              | Protection of personal data                                                                                                                                                                            | Compliance with the Data Protection Act and data protection principles                                                                                       | Guidance and oversight on personal data protection                                                                 |
| Directorate of Occupational Safety and Health Services (DOSHS) | Safe and healthy working environment                                                                                                                                                                   | Compliance with occupational health and safety requirements                                                                                                  | Guidance and inspection on occupational safety and health                                                          |
| <b>County Level stakeholders</b>                               |                                                                                                                                                                                                        |                                                                                                                                                              |                                                                                                                    |
| County Governments                                             | Collaboration in implementing STEM education at the ECDE level.                                                                                                                                        | CEMASTEА conducts quality training that impacts positively to the teachers' classroom practices<br>Quality training of ECDE teachers                         | Support training programs at the County level                                                                      |
| County Education Boards                                        | Comply with education policies and guidelines                                                                                                                                                          | 1. Efficient and effective communication<br>2. Involvement in CEMASTEА programs                                                                              | Support training program at the county level                                                                       |
| County Teacher Capacity Development Committee (CTCDC)          | CEMASTEА to provide guidance on planning and implementation of INSET activities at county level                                                                                                        | 1. Efficient and effective communication<br>2. involvement in CEMASTEА programs<br>3. Certification of participants<br>4. Timely disbursement of SMASE funds | Support training program at the County<br>Prudent utilization of resources                                         |
| <b>National Level Stakeholders</b>                             |                                                                                                                                                                                                        |                                                                                                                                                              |                                                                                                                    |
| MoE                                                            | 1. Enhance competencies of teachers in STEM<br>2. Comply with policies to support teacher capacity development.<br>3. Comply with relevant legal and statutory requirements with regards of management | 1. High uptake of STEM courses in higher learning levels<br>2. improved learning outcomes in STEM education<br>3. increased startups in STEM innovative      | 1. Adequate, reliable and prompt funding<br>2. An enabling policy framework<br>3. Administrative and legal support |

| STAKEHOLDER                                                           | NEEDS OF STAKEHOLDER                                                                                                                                                                                          | STAKEHOLDER EXPECTATIONS FROM CEMASTEА                                                                                                             | CEMASTEА'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                              |
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|                                                                       | of SMASE funds                                                                                                                                                                                                | projects<br>4. Policy recommendations in STEM education                                                                                            |                                                                                                                                           |
| TSC                                                                   | 1. Timely Communication regarding INSET activities<br>2. Comply with TPD policy<br>3. Reports on INSET activities                                                                                             | 1. Provision of relevant training to teachers<br>2. Enhanced competencies of teachers,<br>3. improved performance and competencies in learners     | 1. Facilitative TPD policy<br>2. Timely approval of training requests<br>3. Release teachers to participate in INSET activities           |
| SAGAs in Education (KICD, KEMI, KISE, KNEC, KSG, TVETA, KUCCPS, KSEF) | Collaborate with SAGAs in capacity building of curriculum implementers                                                                                                                                        | 1. Guide on STEM related issues<br>2. Participate in stakeholder engagements<br>3. Support STEM related activities eg robotics competition by KSEF | 1. Support in successful implementation of CEMASTEА programs<br>2. Collaboration in implementing teacher capacity development activities. |
| State Law Office:                                                     | 1. Involvement in Legal and governance advice related to INSET<br>2. Facilitating drafting and submission of legal documents                                                                                  | Compliance with the legal frameworks related to INSET                                                                                              | Timely Legal and governance advice related to INSET                                                                                       |
| Judiciary                                                             | Involvement in Dispensation of justice                                                                                                                                                                        | Compliance with the legal frameworks                                                                                                               | Impartial and timely dispensation of justice.                                                                                             |
| The National Treasury and Economic Planning.                          | Comply with PFM Act, 2012 and PPDA Act, 2015 by;<br>a) Submission of budgets<br>b) Submission of Quarterly and Annual financial reports<br>c) Submission of quarterly and annual Asset and Liability Register | Prudent utilization of allocated resources and financial management                                                                                | 1. Timely disbursement of funds<br>2. Approval of budgets<br>3. Timely issuance of policy guidelines                                      |
| Media                                                                 | Comply with Constitution of Kenya, 2010 Section 35 (b) and Information Act 2015 on provision of information                                                                                                   | Provision of information on STEM Training and Research.                                                                                            | 1. Create brand awareness and visibility about the Centre<br>2. Factual, objective and fair reporting.                                    |
| Kenya National Bureau of Statistics                                   | Provision of accurate information about CEMASTEА                                                                                                                                                              | Provide information in a timely manner                                                                                                             | Timely provision of accurate data and information.                                                                                        |
| Kenya Institute for Public Policy, Research and Analysis (KIPPRA)     | Comply to the guidelines on the development of Intellectual Property Policy                                                                                                                                   | 1. Involvement in development of CEMASTEА Policy on Intellectual Property<br>Compliance with the Intellectual Policy                               | Timely guidance on development of on Intellectual Property Policy                                                                         |

| STAKEHOLDER                                                 | NEEDS OF STAKEHOLDER                                                                                      | STAKEHOLDER EXPECTATIONS FROM CEMASTEIA                                                     | CEMASTEIA'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                             |
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| <b>Regulatory agencies</b>                                  |                                                                                                           |                                                                                             |                                                                                                                                                           |
| Kenya Revenue Authority KRA                                 | Comply with Tax laws e.g PAYE, Withholding taxes, Housing levy, NITA                                      | Timely filing , submission and payment of due tax amounts                                   | Timely issuance of Tax Compliance Certificate                                                                                                             |
| National Environment Management Authority (NEMA)            | 1. Apply for effluent discharge license<br>2. Apply for Environmental Impact Assessment ( EIA)            | Comply with the Environmental Management and Coordination Act, 2007                         | Timely issuance of effluent discharge license                                                                                                             |
| NACOSTI                                                     | 1. Apply for license to conduct research<br>2. Submit allocated budgets for mainstreaming STI in research | Share research findings of CEMASTEIA after conducting research                              | Timely issuance of research license                                                                                                                       |
| KEBS                                                        | Compliance with the certification contract                                                                | Continued collaboration with CEMASTEIA on certification                                     | <ul style="list-style-type: none"> <li>Value addition to the CEMASTEIA system</li> <li>Continued collaboration with CEMASTEIA on certification</li> </ul> |
| Inspectorate of State Corporations                          | Comply with the State Corporation Act,                                                                    | Adherence to guidelines of Mwongozo Code of Conduct for State Corporations                  | <ul style="list-style-type: none"> <li>Capacity build CEMASTEIA Board of Governors</li> <li>Offer guidance to the Board of Governors</li> </ul>           |
| Office of the Auditor General (OAG)                         | Submit financial statement<br>Zero fault audit                                                            | Submit the FY statement by 30th September                                                   | Carry out audits<br>Timely provision of Audit reports                                                                                                     |
| Public Procurement and Regulatory Authority (PPRA)          | Compliance with the PPADA, 2015, PPADR, 2020, circulars and directives                                    | Submission of quarterly reports and annual plans                                            | Capacity building of Procurement Officers                                                                                                                 |
| Kenya National archives and documentation service (KNADS)   | Compliance with Public Archives and Documentation Act Cap. 19                                             | Engagement<br>Proper disposition of records as per the laid down procedures.                | Updates on new guidelines.                                                                                                                                |
| Kenya Association of Records Managers and Archivist (KARMA) | Member registration<br>Good standing with professional body<br>Professional development                   | Annual subscription to membership<br>Attendance of trainings and earning of CPD points      | Management support to attain the CPD points                                                                                                               |
| Public Service Commission (PSC)                             | Manage Public servants and officers                                                                       | Adherence to management guidelines and policies e.g POEA 2003                               | Advisory and policy guidance on human resource management in public service.                                                                              |
| <b>Parliament</b>                                           |                                                                                                           |                                                                                             |                                                                                                                                                           |
| <b>Advisory Agencies</b>                                    |                                                                                                           |                                                                                             |                                                                                                                                                           |
| <b>Private Sector</b>                                       |                                                                                                           |                                                                                             |                                                                                                                                                           |
| <ul style="list-style-type: none"> <li>KEPSA</li> </ul>     | Collaborate with KEPSA in capacity building of Teachers                                                   | 1. Conduct quality training for the teachers in private schools<br>2. Issue certificates to | Provide funding for capacity building of teachers from private schools                                                                                    |

| STAKEHOLDER                                                                                                                                                                                                                                                                                                                                                                                                                             | NEEDS OF STAKEHOLDER                                        | STAKEHOLDER EXPECTATIONS FROM CEMASTEА                                                                                                                                                       | CEMASTEА'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                                                                             |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                             | trained teachers                                                                                                                                                                             |                                                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>Private Sector</li> </ul>                                                                                                                                                                                                                                                                                                                                                                        | Collaboration in TPD programs                               | Quality human resource                                                                                                                                                                       | Program funding                                                                                                                                                                                          |
| <b>Trade Unions and Associations</b>                                                                                                                                                                                                                                                                                                                                                                                                    |                                                             |                                                                                                                                                                                              |                                                                                                                                                                                                          |
| Trade Unions (KNUT, KUPPET)                                                                                                                                                                                                                                                                                                                                                                                                             | Collaborate in capacity building of curriculum implementers | Quality training of teachers                                                                                                                                                                 | Support for CEMASTEА programs                                                                                                                                                                            |
| Heads Associations. (KESSHA, KEPSHA, KPSA, SSHAK, KATTI)                                                                                                                                                                                                                                                                                                                                                                                | Capacity building those who are members of the CTCDC        | <ol style="list-style-type: none"> <li>1. Involvement in CEMASTEА programs</li> <li>2. Timely communication on training programmes</li> </ol>                                                | <ol style="list-style-type: none"> <li>1. Prudent management of SMASE activities</li> <li>2. Support teachers to apply TPD knowledge and skills</li> </ol>                                               |
| <b>Suppliers</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                             |                                                                                                                                                                                              |                                                                                                                                                                                                          |
| Suppliers                                                                                                                                                                                                                                                                                                                                                                                                                               | Compliance with PPADA Act in procurement process            | <ol style="list-style-type: none"> <li>1. Access to CEMASTEА service requirements</li> <li>2. Supply goods and services</li> <li>3. Prompt payment for goods and services</li> </ol>         | <ol style="list-style-type: none"> <li>1. Timely provision of quality goods and services</li> <li>2. Compliance with established laws governing provision of good and services</li> </ol>                |
| <b>Partners</b>                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                             |                                                                                                                                                                                              |                                                                                                                                                                                                          |
| <b>International Partners</b>                                                                                                                                                                                                                                                                                                                                                                                                           |                                                             |                                                                                                                                                                                              |                                                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>Japanese International Cooperation Agency (JICA)</li> <li>MASHAV, Israel</li> <li>UNESCO-IICBA</li> <li>UNESCO-Paris</li> <li>FAWE regional office</li> <li>University of Waterloo, Canada</li> <li>Allan and Gill Gray Philanthropy Rwanda,</li> <li>MOE, Kenya and South Africa partnership.</li> <li>System Analysis Program (SAP) Development</li> <li>African Mathematical Union</li> </ul> | Collaborate in the implementation of partnership programs   | <ol style="list-style-type: none"> <li>1. Timely implementation of signed contracts and agreements</li> <li>2. Adherence to terms and conditions of the signed contracts and MOU.</li> </ol> | <ol style="list-style-type: none"> <li>1. Timely provision of agreed resources</li> <li>2. Adherence to terms and conditions of the signed contracts and MOU.</li> <li>3. Expand partnerships</li> </ol> |

| STAKEHOLDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | NEEDS OF STAKEHOLDER                                      | STAKEHOLDER EXPECTATIONS FROM CEMASTEAM                                                                                                                                                      | CEMASTEAM'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                                            |
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| <ul style="list-style-type: none"> <li>• African Institute for Mathematical Sciences</li> <li>• Africa Academy of Science</li> <li>• Minnesota University</li> <li>• PHET Colorado, USA</li> <li>• Global Peace Foundation</li> <li>• Oracle</li> <li>• Experimento</li> <li>• Kilimanjaro blind Trust</li> <li>• South-East Asia Ministers of Education – Regional Centre for Science and Mathematics (SEAMEO_RECSAM)</li> <li>• INTEL</li> <li>• Raspberry Pi Foundation</li> <li>• VVOB</li> <li>• Echidna Giving</li> <li>• SolarSPELL</li> <li>• Working to Advance Science and Technology Education for African Women (WAAW) Foundation</li> <li>• mEducation Alliance</li> <li>• Aga Khan Education Services</li> </ul> |                                                           |                                                                                                                                                                                              |                                                                                                                                                                          |
| <b>Local Partners</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                           |                                                                                                                                                                                              |                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Education Development Trust, Kenya office</li> <li>• ZERAKI, Kenya office</li> <li>• ISTART,</li> <li>• Masinde Muliro University of Science and</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Collaborate in the implementation of partnership programs | <ol style="list-style-type: none"> <li>1. Timely implementation of signed contracts and agreements</li> <li>2. Adherence to terms and conditions of the signed contracts and MOU.</li> </ol> | <ol style="list-style-type: none"> <li>1. Timely provision of agreed resources</li> <li>2. Adherence to terms and conditions of the signed contracts and MOU.</li> </ol> |

| STAKEHOLDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | NEEDS OF STAKEHOLDER | STAKEHOLDER EXPECTATIONS FROM CEMASTEIA | CEMASTEIA'S EXPECTATIONS FROM THE STAKEHOLDER |
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| <p>Technology and Diversity for education institute</p> <ul style="list-style-type: none"> <li>● Sangyung Enterprises Limited</li> <li>● Global Minimum Inc,</li> <li>● Mwalimu-Plus, Kenya</li> <li>● Junior Achievement – Kenya.</li> <li>● Meru University of Science and Technology</li> <li>● STEM Impact, Kenya, Kenya Medical Training College-Karen,</li> <li>● World Bank Secondary Education Equity and Quality Improvement Programme.</li> <li>● UNICEF – Kenya Office,</li> <li>● British Council – Kenya office</li> <li>● National Museums of Kenya</li> <li>● Kenya Conference for Catholic Bishops</li> <li>● Grace Academy</li> <li>● School Equipment Production Unit (SEPU)</li> <li>● STEMTRIX East Africa Limited</li> <li>● KODRIS – Africa</li> <li>● Dedan Kimathi University.</li> <li>● VVoB</li> <li>● Grow-X Education</li> <li>● Institute of the China-Africa Consortium of</li> <li>● Universities Exchange Mechanism</li> <li>● Global Teacher</li> </ul> |                      |                                         | <p>3. Expand partnerships</p>                 |

| STAKEHOLDER                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | NEEDS OF STAKEHOLDER                                                                                                                                      | STAKEHOLDER EXPECTATIONS FROM CEMASTE A                                | CEMASTEA'S EXPECTATIONS FROM THE STAKEHOLDER |
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| <ul style="list-style-type: none"> <li>Professional Development Institute for Africa (ZJNU)</li> <li>African Foundation for Women and Youth in Education, Science, Technology and Innovation (AFoWYESTI)</li> <li>mEducation Alliance</li> <li>African Olympiad Academy</li> <li>World Being</li> <li>Basic Needs Basic Rights</li> <li>Mizizi Africa Foundation</li> <li>MPesa Foundation Academy</li> <li>JUJA Preparatory</li> <li>University of Nairobi</li> <li>Technical University of Kenya</li> <li>E-Kitabu</li> <li>Soma Siri Afrika</li> </ul> |                                                                                                                                                           |                                                                        |                                              |
| <b>Linkages</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                           |                                                                        |                                              |
| Ministries of education in SMASE-Africa member countries.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Supportive policy environment.                                                                                                                            | Excellent needs-based programs                                         | Provide leadership, resources and personnel. |
| SMASE-Africa Country chapters                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Implementation of country level programs                                                                                                                  | Excellent needs-based programs.<br>Share programs                      | Coordination of programs or projects         |
| Association for the Development of Education in Africa                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Continental secretariat for ADEA's Inter-Country Quality Node on Mathematics and Science Education (ICQN-MSE)                                             | Coordination of ICQN-MSE activities and all related projects           | Leadership, financial and technical support  |
| AUC's Education, Science, Technology and Innovation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | The Co-Chair & Secretariat of the Continental Education Strategy in Africa's Cluster on Science, Technology, Engineering and Mathematics (STEM) education | Coordination of CESA cluster on STEM education and required activities | Leadership, financial and technical support  |
| <b>Partner' Affiliations</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                           |                                                                        |                                              |

| STAKEHOLDER                                                | NEEDS OF STAKEHOLDER                                                                                                                                                                                                                                 | STAKEHOLDER EXPECTATIONS FROM CEMASTEА                                                                                                                      | CEMASTEА'S EXPECTATIONS FROM THE STAKEHOLDER                                                                                                                                 |
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| Africa Federation of Teaching Regulatory Authority (AFTRA) | Associate Member                                                                                                                                                                                                                                     | Participation in AFTRA conferences, contribute to policy-making decisions                                                                                   | Timely invitations to events                                                                                                                                                 |
| Teacher Task Force for Education For All (EFA)             | Associate member                                                                                                                                                                                                                                     | Participation in the annual Task Force forums                                                                                                               | Timely invitations to events                                                                                                                                                 |
| <b>CEMASTEА</b>                                            |                                                                                                                                                                                                                                                      |                                                                                                                                                             |                                                                                                                                                                              |
| CEMASTEА Board of Management                               | <ol style="list-style-type: none"> <li>1. Implement the strategic plan</li> <li>2. Comply with all legal and regulatory requirements</li> </ol>                                                                                                      | <ol style="list-style-type: none"> <li>1. Timely delivery of programs</li> <li>2. Increase in productivity</li> </ol>                                       | Strategic leadership in the implementation of CEMASTEА's programs                                                                                                            |
| CEMASTEА staff                                             | <ol style="list-style-type: none"> <li>1. Provision of working tools and infrastructure</li> <li>2. Capacity building for enhanced competence</li> <li>3. Good leadership</li> <li>4. Career progression</li> <li>5. Remuneration on time</li> </ol> | <ol style="list-style-type: none"> <li>1. Conducive working environment</li> <li>2. Competitive remuneration</li> <li>3. Rewards and recognition</li> </ol> | <ol style="list-style-type: none"> <li>1. Timely and Quality performance of duties and responsibilities</li> <li>2. Adherence to CEMASTEА policies and guidelines</li> </ol> |

Signed



Gladys A. Masai  
Chief Executive Officer  
Date