

SHAIRING OF EXPERIENCE ON ACADEMICS FROM DIASPORA.



PRESENTED TO
NAROK COUNTY SECONDARY SCHOOL HEADS ASSOCIATION.

ON 8TH APRIL 2026

AT MOUNTAIN BREEZE HOTEL- EMBU

BY. DR. PARMALE G. KULUO (Hon.)

PRINCIPAL NKARETA SENIOR SCHOOL.

INTRODUCTION

MY EXPERIENCE WILL BE BASED ON MY VISIT TO 3 COUNTRIES.

➔ SWEDEN

CALIFORNIA USA

MALAYSIA



WHY THIS COUNTRIES.

- SWEDEN, NKARETA HAS AN EXCHANGE PROGRAMME WITH SWEDEN SCHOOLS
- CALIFORNIA. MY CHILDREN ARE ALREADY LEARNING THERE.
- MALAYSIA. I WAS NOMINATED TO ATTEND WORLD SCHOOL SUMMIT HELD IN KUALA LUMPUR.



WHAT IS COMMON ALL IN SCHOOLS IN DIASPORA

➤ SOCIAL MEDIA PLATFORMS.

➤ INTERNET IS A MUST IN ALL SCHOOLS.

- Facebook accounts but Controlled.
- LinkedIn.
- School website.
- www.nkaretaseniorschool.sc.ke
- Telegram Accounts.
- Youtube account.
- Have a school flag and attach to a school anthem.



THE ELEPHANT IN THE ROOM. TRUST AND HONESTY.

- ▶ IN ALL THE THREE COUNTRIES I HAVE BEEN I LEARNT THAT TRUST IS THE BIGGEST PROBLEM WE HAVE.
- ▶ IN SWEDEN, DRIVING UNDER INFLUENCE OF ALCOHOL ATTRACT A DIRECT JAIL TERM. AMERICA, DOMESTIC VIOLENCE CALLS FOR DEPORTATION AND IF AN AMERICAN A DIRECT JAIL TERM DEPENDING WITH THE INJURY AS A RESULTS OF CONFLICT.
- ▶ IN MALAYSIA, A VISA FREE COUNTRY, IF CAUGHT WITH ANY PROHIBITED DRUG IT ATTRACTS A **DEATH SENTENCE!**
- ▶ IN KENYA, NEGOTIATION WITH AUTHORITY IS HIGHLY ENTERTAINED BEFOR ACTION.
- ▶ IN KENYA, THE PROCESS OF BECOMING RICH DOES NOT MATTER AS LONG AS YOU CAN PROOF YOUR INNOSENCE IN THE COURT OF LAW.

IF WE CAN TRUST AND BELIEVE IN WHATEVER WE WANT DONE AT LEAST 50 PERCENT OF OUR SCHOOLS WILL BE SIGNIFICANTLY HAPPY.

EDUCATION AND TEACHING.

- ▶ AGE DEFINES THE LEVEL OF EDUCATION ONE SHOULD ATTEND.
- ▶ TEACHING IS LEARNER CENTRED
- ▶ 98 PERCENT ARE DAY SCHOOLS
- ▶ 98 PER CENT OF SCHOOL ARE MIXED. WHETHER JUNIOR OR SENIOR.
- ▶ A SCHOOL CAN HAVE MORE THAN ONE PRINCIPAL DEPENDING ON ENROLLMENT.
- ▶ STUDENTS USE APPS IN THEIR PHONE TO REPORT TEACHERS ATTENDANCE.
- ▶ IN CALIFORNIA THERE ARE NO STAFFROOMS. TEACHERS HAVE INDIVIDUAL ROOMS WHERE STUDENTS WITH ISSUES WILL VISIT THEM.
- ▶ IN SWEDEN TEACHERS STAFFROOMS ARE MAINLY THEIR OFFICES.
- ▶ IN MALAYSIA, EDUCATION IS ALMOST SIMILAR TO THE KENYAN MODEL IN MANY ASPECTS, BUT DIFFERS IN THE LEVEL OF STRICT ADHERENCE TO RULES.
- ▶ **FORMATIVE ASSESSMENTS ARE PURELY ONLINE BUT ASSIGNMENTS ARE ISSUED IN HARDCOPY.**
- ▶ TRANSITION IS COMPULSORY BECAUSE OF AGE FACTOR AND SEASONS EFFECTS.

FINANCING AND FUNDING.

- KENYA IS TRYING TO CATCH UP AS IT PROVIDE FREE DAY SECONDARY SCHOOL.
- IN SWEDEN ITS ILLEGAL TO CHARGE ANY AMOUNT OF MONEY AS FEES.
- ITS COMPLETELY FREE FROM PRE - SCHOOL TO SENIOR SCHOOL. INFAC T IN UPPER SCHOOL LEVEL STUDENTS ARE PAID STIPEND TO ATTEND CLASSES
- LUNCH IS FULLY PROVIDEND BY THE STATE FOR THE STUDENTS, TEACHERS AND SUPPORT STAFF.
- STUDENTS OVER 16YRS ARE ALLOWED TO DRIVE PERSONAL VEHICLES WHICH HAVE DIFFERENT INTENTITY.
- PRIVATE SCHOOLS ARE ALSO FINANCED BY THE STATE. STUDENTS ARE FUNDED BY THE STATE BUT TEACHERS ARE PAID BY THE SCHOOL. MOST OF THEM ARE FROM FOUNDATIONS.
- THERE ARE NO SCHOOL UNIFORMS IN PUBLIC SCHOOLS. HOWEVER THERE IS A DRESS CODE THAT IS RESPECTED BY ALL.

EDUCATION DISCIPLINE

- ▶ TIME MANAGEMENT IS OF GREAT IMPORTANCE
- ▶ YOU CAN MISS A CLASS. ONCE MISSED A RECOND GOES TO THE OFFICE MANAGING THE EDUCATION IN THAT AREA AND YOUR SALARY WILL BE LESS THAT MONTH.
- ▶ TIME TABLES ARE STRICTLY FOLLOWED AND STUDENTS CAN LEAVE THE CLASS WHEN YOU EXTEND.
- ▶ IN SWEDEN. EACH STUDENT HAS A CARD THAT ACTS AS KEY TO ALL DESIGNATED ROOMS.
- ▶ MAJOR DISCIPLINARY CASES ARE HANDLED BY POLICE WHETHER IN SCHOOL OR OUTSIDE.
- ▶ IN AMERICA YOU ARE NOT EVEN ALLOWED TO PINCH YOUR CHILD, THIS IS A VERY SERIOUS OFFENCE.
- ▶ LEAVING UNDER 16 CHILD WITHOUT AN ADULT MAY LEAD TO ARREST OF THE PARENTS.
- ▶ SCHOOL GOING CHILDREN ARE HIGHLY REGARDED, RESPECTED AND SUPPORTED.
- ▶ HOOTING AND PLAYING LOUD MUSIC IS AN OFFENCE, ITS PURELY POLLUTION.
- ▶ DRIVING AGAINST AN AMBULANCE THAT'S SIREN IS ON. IS AGAINST THE LAW. ALL MOVING VEHICHLES ARE EXPECTED TO HALT AND WAIT UNTIL THE AMBULACE HAS LEFT.
- ▶ YOU CAN INSULT A HUMAN BEIGN BUT NEVER TRY TO DEMEAN A PET. DOG, CATS, BIRDS

HUMAN RESOURCE AND SALARIES

- ▶ IN SWEDEN TEACHERS NEGOTIATE WITH MUNICIPALITIES ON THEIR SALARIES.
- ▶ TEACHERS ARE EXPECTED TO HANDLE SMALL CLASSES OF STUDENTS, BECAUSE THE OUTPUT WILL DETERMINE YOU CONTINUES STAY.
- ▶ IN CALIFORNIA YOUR SALARY IS DETERMINED BY EXPERIENCE. LENGTH OF STAY.
- ▶ IN MALAYSIA THEY HAVE A STARDAND PAY SYSTEM BASED ON GRADES AND EXPERIENCE.

TEACHERS ARE WELL PAID EXPECIALLY LOWER SCHOOL TEACHERS.

WHAT YOU NEED TO BE TEACHER A USA TEACHER

VALID PASSPORT AND VISA.

- INVITATION LETTER FROM THE EMPLOYING AUTHORITY.
- CERTIFICATE VERIFICATION BY ACCEPTED ORGANISATION. THERE IS A CHARGE FEE FOR THIS VERIFICATION.
- SUBJECTS DEMANDS. MATHEMATICS AND SCIENCE HAVE MORE DEMANDS.
- TEACHING EXPERIENCE WILL GIVE YOU ADDED ADVANTAGE.
- YOU MUST PASS STATE EXAMINATION TEST THAT IS GIVEN ONLINE. **EG. CALIFORNIA IS CBEST** BUT THE CERTIFICATE IS ACCEPTABLE TO ALL STATE.
- YOU MUST HAVE WORKING VISA IN ORDER BE EMPLOYED. WORK AUTHORIZATION DOCUMENT IS A MUST.

ITS CHEAPER IF YOU BOOK THE FLIGHT AERLY.



- J1 Visa: This is a popular option for teachers participating in cultural exchange programs. It allows foreign educators to teach in
- H1B (Specialty Occupations): For jobs requiring bachelor's degree experience in fields like IT, engineering, or medicine.
- accredited K12 schools in the U.S. for up to five years, with the possibility of extending for an additional two years. To qualify, teachers must have a job offer from a
- U.S.A school and meet specific educational

Permanent (Immigrant) Work Visas

These visas allow foreign nationals to work in the U.S. and eventually obtain permanent residency. They typically require labor certification and employer sponsorship.

CONCLUSION

AMERICA IS VERY GOOD FOR THE YOUNG PEOPLE.

- AMERICA HAS A LOT OF OPPORTUNITIES FOR THE YOUNG PEOPLE
- SWEDEN IS VERY GOOD FOR THE YOUNG PEOPLE.
- QATAR IS GOOD FOR THE YOUNG PEOPLE.
- LETS ENCOURAGE THE YOUNG TO EXPLORE.
- THEIR VISA QUESTIONS ARE LESS THAN THOSE OF THE ADULTS.
- THEY HAVE MORE TIME TO LEARN AND ADOPT THE CURRENT LIFE OUTSIDE THEIR COUNTRY.

WHAT IS EXPECTED OF US WILLINGLY.

HAVE STRONG FAMILY TO SUPPORT YOU. THE ONE YOU HAVE IS ENOUGH.

▶ CREATE TIME FOR THEM.

▶ HAVE A STRONG SMT IN SCHOOL AND OUTSIDE THE SCHOOL. YOUR FRIENDS ARE MOSTLY OUTSIDE THE SCHOOL, THEY ARE PEOPLE YOU CAN TRANSFER.

▶ KEEP GOOD RELATIONSHIP WITH THE SURROUNDING COMMUNITY. VISIT THEM WHEN SICK, WEEDINGS, BURIALS, YOU FORMER STUDENT ACADEMIC HARAMBEE OR SENT A REPRESENTATIVE LIKE YOUR DEPUTY OR HOD. USIKOSE

▶ MOTIVATION IS FOR ALL THE PEOPLE UNDER YOU. TEACHERS SHOULD NOT LOOK AT THE SUPPORT STAFF AS SO. EVEN TEACHERS ARE YOUR SUPPORT STAFF. TAKE THEM OUT AND IF POSSIBLE

▶ HAVE GOOD RELATIONSHIP WITH YOUR SENIORS, EVEN IF YOUR TRANSFER WAS NOT PROCEDURALLY.

▶ SUPPORT YOUR JUNIORS AND SENIORS AS THEY WILL SUPPORT YOU TOO. E.g. Weedings, burials, Needy students,

▶ **ABOVE ALL TRUST IN GOD BECAUSE THEY SAY A LEADER IS CHOSEN BY GOD. YOU ARE A GOD REPRESENTATIVE IN THAT SCHOOL.**

LETS ALL STAND KINDLY.

- <https://www.bing.com/videos/riverview/relatedvideo?q=trust+and+obey+youtube&&mid=C0CF2581F37A7D8B5382C0CF2581F37A7D8B5382&FORM=VCGVRP>



➤ **THE END.**

YOU CAN GET THE PRESENTATION O

- www.nkaretaseniorschool.sc.ke

➤ **GOD BLESS YOU ALL.**

- **DR. PARMALE G. T. KULUO.(Hon.**

