

Dr. Jessica Norah Aguti

CURRICULUM VITAE

ADDRESS

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Commonwealth of Learning
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SEX: Female DATE OF BIRTH: 28th August 1958
PLACE OF BIRTH: Abarilela - Amuria District, Uganda

PROFESSIONAL EXPERIENCE

15th April 2014 to date Commonwealth of Learning, Vancouver Canada

Education Specialist, Teacher Education

- Conceptualise, manage and implement the teacher education initiative activities
- Authorising expenditure within assigned budgets and defined limits;
- Monitoring and evaluation of all activities on an on-going basis within the Results Based Management (RBM) framework
- Identifying partners, selecting and managing consultants, maintaining good relationships with key stakeholders;
- Being a liaison between COL and assigned member countries for all aspects of COL's work in consultation with country focal points

1st Nov 2011 to date Makerere University

Associate Professor, Department of Open and Distance Learning

- Providing academic leadership in the Department & mentoring young academics
- Designing and implementing University and Distance Education programmes
- Teaching and examining, & Supervision of post graduate students
- Training tutors and authors on how to write and support distance learners
- Designing research projects for the department and carrying out own research

2001 to 1st Nov 2011 Makerere University

Senior Lecturer, Department of Distance Education

- Designing and implementing University and Distance Education programmes
- Teaching and examining
- Supervision of undergraduate and post graduate students
- Monitoring the provision of tutor support for all the distance education students
- Training tutors and authors on how to write and support distance learners
- Designing research projects for the department and carrying out own research

April 1990 to 2001 Makerere University

Lecturer, Department of Distance Education

- Implementing University and Distance Education programmes
- Teaching, supervising and assessing students
- Monitoring the provision of tutor support for all the distance education students
- Training tutors and authors on how to write and support distance learners

1994-95 Islamic University Mbale***Part-time Lecturer***

- Teaching, and assessing students
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1984-90 National Teachers College Nagongera***Lecturer & Head of Department Professional Studies***

- Providing academic and professional leadership in the Department
 - Teaching, and assessing students; and supervision of school practice
 - Budgeting for the Department; coordinating all Departmental activities and managing staff and students in the Department
 - Managing the collaboration with other similar Departments in the other NTCs
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1980 -1984 Ngora High School***Teacher & Head of Department of English***

- Providing academic and professional leadership in the Department
 - Teaching, and assessing students
 - Mentoring student teachers on school practice
 - Supervising and supporting all the teachers in the Department
 - Budgeting for the Department
 - Coordinating and managing staff and students in the Department
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TEACHER EDUCATION & TEACHER DEVELOPMENT EXPERIENCE

April 1990 – to date Makerere University

- Teaching, supervising and assessing Bachelor of Education (B.Ed External) students
 - Monitoring the provision of tutor support the B.Ed (External) students
 - Training tutors and authors on how to write and support B.Ed (External) students
 - Designing research projects for the department and carrying out own research on distance education including in the area of teacher education
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20th May to July 2013 African Virtual University (AVU)***Consultant on Review of African Virtual University Open Educational Resources (OERs) for B.Ed Professional Studies***

- Provide leadership to a team of experts
 - Curriculum mapping, and review of the 19 Teacher Professional courses in the B.Ed programme
 - Identify gaps and areas for improvement of the B.Ed Professional Studies modules
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April 2006 - July 2006 African Virtual University (AVU)***Short term special assignment as Teacher Education Specialist AVU/AfDB Teacher Education programme***

- Designed the pilot phase strategy of the AVU/ AfDB Teacher Education Programme
 - In collaboration with the Partner Institutions, developed a strategy for delivery of the programme
 - In collaboration with Institution managers, selected programme teams at the participating institutions; and managed the training of the programme teams
 - Designed instruments for pilot phase implementation and monitoring
 - Trained course material developers for the B.Ed programme
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2nd – 12th March 2010 North West University, Potchefstroom Campus South Africa

Member International Review Panel to audit the distance education programmes for School for Continuing Teacher Education, Faculty of Educational Sciences

- Review the Quality Assurance Procedures used in the Continuing Teacher Education programmes
- Review Curriculum, Teaching and Learning in these programmes;
- Logistics and Administration;
- Use of Information and Communication Technologies in the programmes;
- Review Research and Research Development in the Faculty

Aug 2007 to 2008 UNESCO

Consultant with United Nations Educational, Scientific and Cultural Organization (UNESCO) on IICBA training modules for heads/deputy heads of Teacher Education Institutions (TEIs) and senior managers and deans of Faculties of Education

- Identify training needs
- Draft modules for heads/ deputy heads of TEIs

Oct - November 2004 Consultancy with African Virtual University, Nairobi on the AVU/ AfDB Teacher Education Programme

- Participated in developing the proposal for the AVU/ AfDB Teacher Education Programme

Aug. 1994 – June 1995 Teacher Development & Management System , Ministry of Education (Uganda)

Chief Editor, Head Teacher Training Scheme

- Training of all the project authors and reviewers
- Managing & supervising the subject teams
- Coordinating the materials development process
- Managing the editorial process

May-June 1994 Northern Integrated Teacher Education Project, Ministry of Education (Uganda)

Part time Editor

- Editing the draft modules for the Project

MANAGERIAL EXPERIENCE

January 2011 to 10th May 2013 Makerere University

Acting Deputy Principal College of Education & External Studies

- Provision of academic guidance and leadership to Deans, Heads of Departments and College staff
- Coordination and management of the academic programmes within the College;
- Assisting the Principal in managing College funds
- Responsible for knowledge transfer partnerships and networking;
- Participation in the recruitment, selection, promotion and disciplining of College staff in accordance with the established procedures of the University
- Assisting the Principal in producing bi annual & annual reports of the College

October 2006 to December 2010 Makerere University

Director Institute of Adult and Continuing Education (IACE)

- Overall organization and development of the Institute
- Provision of academic guidance and leadership to Heads of Departments and staff.
- Initiating linkages between the Institute and other institutions of higher learning
- Managing Institute finances in accordance with the University financial guidelines

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- Participation in the recruitment, selection, promotion and disciplining of Institute staff in accordance with the established procedures of the University; and submission of confidential annual reports on Heads of Departments.
 - Generally assisting in the operation of the University by serving on various University committees
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April 2006 - July 2006 African Virtual University (AVU)

Short term special assignment as Teacher Education Specialist AVU/AfDB Teacher Education programme

Dec 2004 to Oct 2006 Makerere University

Deputy Director Institute of Adult and Continuing Education (IACE)

- Assisting the Director in the management and administration of the Institute
 - Overseeing all the academic activities in the Institute
 - Chairing some of the Institute committees
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Sept 1997 to 2001 Makerere University

Regional & Campus Co-ordinator, African Virtual University Project

- Managing the World Bank US \$ 464,000 grant
 - Liaison with the World Bank and the participating Universities
 - Coordinating the purchase of equipment for all the AVU learning centres
 - Coordinating the AVU activities within Makerere
 - Orientation & training of staff & students participating in the AVU courses
 - Coordinating student support for students enrolled on the AVU courses in Makerere
 - Writing reports
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EXPERIENCE & SKILLS IN RESOURCE MOBILIZATION & UTILIZATION

2012 - 2014 Alternate Principal Investigator

- Leapfrogging Makerere University's 1st Generation Distance Education into 4th and 5th Generation Distance Education **NORHED Funding** - 17,995,295 NOKs (Approx. US\$ 3 m)
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2013 - 2014

- Rural Education for Secondary School Transition and Retention (RESTAR) A Build Africa (Uganda) Project **Build Africa funding** - Ug. Sh. 81 m (Approx US\$ 32,000)
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January 2011 to 10th May 2013 Deputy Principal CEES, Makerere University

- Managing CEES annual budgets - Nearly Sh. 3 billion (Approx US\$ 1.2 m)
 - 2012 Negotiated within the University for AfDB support for CEES projects (E learning & School of Education Science Labs) - Nearly US \$ 1.7 m
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2009 Team Leader

- Partnership for Higher Education in Africa (PHEA) Education Technology Initiative at Makerere University, **PHEA funding** - US\$ 432,500
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October 2006 to Dec 2010 Director IACE

- Managing IACE annual budgets - Nearly Sh. 2 billion annually (Approx US\$ 800,000)
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2004 - 2005 Research Team member

- 'Literacy Practices in Primary schools in Uganda: Lessons for Future Interventions' Commissioned by the Rockefeller Foundation/Makerere University, Rockefeller Foundation funding
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1997 - 2001 Regional & AVU Campus Coordinator

Managing African Virtual University Pilot Project funds, **World Bank Funding** - US\$ 464,000

QUALIFICATIONS

20 th June - 2 nd July 2013	Galilee International Management Institute, Israel Certificate in Management of Higher Education Institutions
Sept to Dec 2013	Stanford University (MOOC) Certificate in Organizational Analysis
2001 - 04	University of Pretoria PhD Curriculum and Instructional Design & Development
May- July 1999	ISOS, University of Kassel, Certificate, University Staff Development Programme
1995-96	Institute of Education, University of London MA Education and Development: Distance Education
March-Aug 1991	Kenya Board of Adult Education and DSE Certificate in Designing and Writing Educational Materials
1988-90	Makerere University Master of Education Teaching of English Language and Literature
1977-80	Makerere University Bachelor of Arts (Hons Lower Second), Concurrent Dip Ed

SUPERVISION & EXTERNAL EXAMINATION

1. Have supervised to completion many research projects of Bachelor of Education students
2. Have supervised **two** research projects for Masters students
 - Rita Nankanja "ICT and Distance Education in Ugandan Universities" M.Ed ICT dissertation
 - Grace Namugaanyi "The Influence of School environment on Students' Academic Performance in Selected Secondary Schools in Luwero District" MA EPP
3. PhD Supervision
 - Have supervised research for one PhD student: Harriet Mutambo Nabushawo 'Distance Education and the Development of Teacher Competencies. A Case Study of The Teaching of History on The Bachelor of Education External Degree Programme' PhD student of Education
 - Supervising one PhD student: Lazarus Nabaho 'Quality Assurance Practices and Quality Education in the Context of Mass Higher Education at Makerere University, Uganda
4. External Examiner for:
 - 2014 Emmanuel Sibomana "The role of distance education materials in addressing the professional development needs of high school English teachers in Rwanda"
 - 2012 Peter Kithung'a Nzuki "The Relationship Between Perceived Quality Dimensions and Growth Strategy in Distance Education: The Case of External Degree programme of the University of Nairobi, Kenya" A University of Nairobi PhD candidate
 - 2012 Gwendoline Hilary Van Der Berg "Furthering the Education of Young Adults - An analysis of Statistics south Africa's Internship Programme" A University of South Africa M.Ed: Adult Education candidate

- 2009 COL Llewellyn Mxolisi Xabanisa “Dialogue or Discipline: Distance Education Support in the Department of Defence” A University of Pretoria PhD candidate
 - 2007 Folake Ruth Aluko “A comparative Study of Distance and Conventional Education programmes Assessed in Terms of Access, Delivery, and Output at the University of Pretoria” A University of Pretoria PhD candidate
5. Opponent/‘Devils advocate’:
- 2012 Julian Bbuye “Developing a framework for the management of distance education learner support for private and public universities in Uganda”
 - 2013 Stella Amero “Application of propositions of open systems theory in decision making at Makerere University

RESEARCH

1. **2013 – 2014** Research Team Leader: *Rural Education for Secondary School Transition and Retention (RESTAR)* A Build Africa (Uganda) Project
2. **2012 – 2014** Alternate Principal Investigator: *Leapfrogging Makerere University's 1st Generation Distance Education into 4th and 5th Generation Distance Education* (NORHED Funding)
3. **2011 – 2012** Member of the Expert Advisory Committee on *Assessment of opportunities and challenges for higher education in Africa*. Association of Public and Land – Grant Universities USA
4. 2009 – 2012 Member Project Team: *Makerere University Educational Technology Strategy: e-Content Project* Partnership for Higher Education in Africa Funding
5. **2009 - 2012** Member Research Team on the study *Rural Electrification in Uganda – Increasing Access to Modern Types of Energy* Uganda National Council For Science And Technology - Millennium Science Initiative Grant
6. **2004/05** Member of the Research Team on the study ‘*Literacy Practices in Primary schools in Uganda: Lessons for Future Interventions*’ Commissioned by the Rockefeller Foundation/Makerere University
7. **2003** *A Study of In-Service Distance Education for Secondary School Teachers in Uganda: Developing a Framework for Quality Teacher Education Programmes* PhD Thesis, University of Pretoria (funded by Makerere University and SIDA/SAREC)
8. **1997/98** Research Assistant *A Study to Identify a 'Support Service System' for Makerere University Distance Education Students* (Funded by Makerere University)
9. **1996** *Makerere University External Degree Programme: The Dual Mode Approach* (M.A Dissertation) University of London (Funded by Aga Khan Foundation)
10. **1990** *An Assessment of Methods Used to Teach the Writing Skill for Communicative Purposes in Selected Secondary Schools in and Around Jinja* MEd Dissertation, Makerere University (Government of Uganda scholarship)

PUBLICATIONS

Books and Book Chapters

1. Aguti, J.N. (2009) "University Education for National Development: Makerere University's Dual Mode Experience" in Marshall S., Kinuthia W. and Taylor W. (Eds) *Bridging the knowledge divide: Educational technology for development* Information Age Publishing
2. Olal Odur F. & Aguti J.N. (August 2007) "Teacher Capacity Building Through Distance Education" in Lakshmi T.K.S., Rama K. & Hendrikz J. (Eds) An Anthology of "Best Practices" in Teacher Education. National Assessment and Accreditation Council in collaboration with Commonwealth of Learning Bangalore, Vancouver.
3. Muwanga N.K., Aguti J.N., Mugisha J.F., Ndidde A.N., & Siminyu S.N. (2007) Literacy Practices in Primary Schools in Uganda: Lessons for Future Interventions. Fountain Publishers: Kampala.
4. Aguti, J.N. (2003) "Distance Education and Open Learning" In Okech A. (Ed) Adult Education in Uganda Fountain Publishers: Kampala. 146 - 177.
5. Aguti, J.N. (2000) "Makerere University Uganda", Reddy, V. & Manjulika, S. (eds), The World of Open and Distance Learning. New Delhi: Viva Books Private Limited, 255 - 280
6. Aguti, J.N. (1997) Makerere University' A Case Study In Planning and Management of Distance Education. Trainers Kit Pilot Version April 1997 COL & IEC

Peer Reviewed Journal Articles

1. Aguti J.N., Nakibuuka D., & Kajumbula R. (2009) "Determinants of Student Dropout from Two External Degree Programmes of Makerere University, Kampala, Uganda" in *Malaysian Journal of Distance Education* 11(2), 13-22.
2. Aguti J.N. & Fraser W.J. (2006) "Integration of Information Communication Technologies (ICTs) in the Distance Education Bachelor of Education Programme, Makerere University, Uganda", [The Turkish Online Journal of Distance Education](http://tojde.anadolu.edu.tr/tojde23/articles/article7.htm), 7 (3): 89-104. <http://tojde.anadolu.edu.tr/tojde23/articles/article7.htm>
3. Aguti, J. N. & Fraser, W. J. (2005) "The challenges of Universal Primary Education (UPE) in Uganda through distance education programmes". *Africa Educational Review*, 2(1):91-108.
4. Aguti, J.N. (1998) "Equivalence of Standards and Parity of Outcomes: The Illusive Issue at Makerere University" In *Huria Journal of the Open University of Tanzania* Vol II No1 September, 1998

Other Publications

1. Aguti, J.N. 2012 Widowed But Not Alone Good News Printing Press Ltd: Kampala.
2. Diallo B., Thierry K., Aguti J.N., Villet C., & Wangeci Thuo C. (2008) The African Virtual University Teacher Education Program: Across borders and language barriers in 10 African countries. WikiEducator Free Learning Content http://wikieducator.org/PCF5/Children_and_youth

3. Aguti, J.N. **2003** "Silent Music" in H. Ely (Ed) The Best Poems & Poets of 2002 Owings Mills: The International Library of Poetry p. 158
4. Aguti, J.N. **2002** "Donkey Wife" in Rapisarda J. & Vorce C. (Eds) The Layers of Lives Owings Mills: The International Library of Poetry. P. 107
5. Aguti, J.N. **1998** "The African Virtual University Project (AVU)" In Challenges and Perspectives of Universities in Africa Report on an International Seminar Kampala, Uganda March 2-5, 1998. GTZ

SELECT COMMUNITY SERVICE

1. Have served on a number of University Senate Committees and on Ad Hoc Committees
 - Current member Makerere University Senate Representing the School of Distance & Lifelong Learning
 - Current member Steering Committee for the AfDB-HEST Makerere University Chapter
 - Current member of the Makerere University Press Revitalization Committee
 - Current member of Mentoring group
 - 2012 – 2013 Was a member of Organizing Committee of Makerere @ 90 Celebrations
 - 2012 & 2013 Was a member of the Makerere University Deputy Vice Chancellor (Finance & Administration) Search Committee
 - 2011 Chair CEES Strategic Plan Drafting Committee
 - 2009 – 2010 Was Chairperson of the Senate Gender Mainstreaming Committee
 - Was a member of the Senate Programmes and Library Committee
 - 2009 Was a member of the University Strategic Plan drafting sub committee
 - 2006 - 2010 Was a Council Member Uganda National Curriculum Development Centre (NCDC)
2. 2014 Have reviewed proposals for ESRC DFID Education and Development Programme
3. Have reviewed articles for the **International Journal of Library and Information Science**
4. Have reviewed proposals for the South African National Research Fund (NRF)
5. 2000 Was a member Task Force for Open University of Uganda
6. Member various Community Based Organizations

THESIS/DISSERTATIONS

1. Aguti, J.N. **(2003)** 'A Study of In-Service Distance Education for Secondary School Teachers in Uganda: Developing a Framework for Quality Teacher Education Programmes' PhD Thesis, University of Pretoria
2. Aguti, J.N. **(1996)** 'Makerere University External Degree Programme: The Dual Mode Approach' (M.A Dissertation) University of London
3. Aguti, J.N. **(1990)** "An Assessment of Methods Used to Teach the Writing Skill for Communicative Purposes in Selected Secondary Schools in and Around Jinja" MEd Dissertation, Makerere University

SELECT CONSULTANCIES

1. **20th May to July 2013** Consultant on Review of African Virtual University Open Educational Resources (OERs) for B.Ed Professional Studies
2. **9th August to 6th September 2010** Member of the African Virtual University Review Team tasked to evaluate The On-Line Certificate Course In Interdisciplinary Studies For HIV & AIDS Programme Management for the Regional AIDS training Network (RATN)
3. **2nd - 12th March 2010** Member International Review Panel to audit the distance education programmes for School for Continuing Teacher Education, Faculty of Educational Sciences North West University, Potchefstroom Campus South Africa
4. **March 2009 - 2012** Consultant with National Environment Authority (NEMA) on Development of Distance Learning Materials for Tutors
5. **3rd April 2009 to 2010** Consultant with Commonwealth of Learning on Child Friendly Schools Project
6. **April - May 2009** Mid Term Review of the African Virtual University/ AfDB Multinational Project
7. **Aug 2007 to 2008** Consultant with United Nations Educational, Scientific and Cultural Organization (UNESCO) on IICBA training modules for heads/ deputy heads of Teacher Education Institutions (TEIs) and senior managers and deans of Faculties of Education
8. **August 2006 - 2009** Various Consultancies with African Virtual University on the AVU/ AfDB Teacher Education Programme
9. **March - July 2006** Senior Education Specialist African Virtual University, Nairobi
10. **Oct - November 2004** Consultancy with African Virtual University, Nairobi on the AVU/ AfDB Teacher Education Programme

SELECT CONFERENCES, WORKSHOPS, AND SEMINARS ATTENDED

20th June - 2nd July 2013 Management of Higher Education Institutions Seminar, Galilee International Management Institute Israel

29th July - 1st August 2013 "Models/Practices/Experiences In The Use Of Distance Education For Teacher Education And Development In Uganda" A Keynote Presentation at Distance Education and Teacher Education in Africa (DETA) Conference

20th - 25th May 2013 Team Leader B.Ed Professional Studies Group at African Virtual University Teacher Education Curriculum Mapping & Review Workshop, Nairobi - Kenya

26th to 30th November 2012 "Education for Sustainable Development, The Makerere Experience" A Paper Presented at an ADEA Workshop on Education for Sustainable Development, Wolmar, Flic en Flac, Mauritius,

10th - 12th October 2011 "Quality Teacher Education for Quality Teaching in the 21st Century" A Paper presented at the UNISA Teacher Education Conference on Teacher Education at a Distance: Revisiting curriculum Innovation and Continuous Professional Development

16th - 18th December 2009 "Education for Sustainable Development (ESD): Uganda's Experience" A Paper presented at a UNESCO Workshop on Reorienting Teacher Education in Sub Saharan Africa to Address Sustainability. Bamako - Mali

11th - 12th November 2009 Facilitator Training of Teacher Trainers from Colleges of Education in Zambia on Use of Open Educational Resources - Lusaka Zambia

24th September 2009 Presented highlights of the Education For All Global Monitoring Report at a Stakeholders workshop - Kampala Uganda (Organized by Uganda National Commission for UNESCO)

26th - 29th October 2009 Integration of Teacher Education in Sub Saharan Africa (TESSA) materials into Primary Teacher Training in Uganda - Kampala Uganda

23 and 24 January 2008 Validation Workshop for the IICBA - UNESCO Training Materials Development Project - Addis Ababa

14th - 19th November 2007 Facilitator Materials Development Workshop for the African Virtual University Teacher Education Programme - Nairobi

27th - 28th August 2007 Curriculum Design Workshop for the IICBA - UNESCO Training Materials Development Project - Addis Ababa

5th -8th August 2007 Convener Distance Education and Teacher Training in Africa (DETA) Conference "Addressing the Quality and Numbers of Teachers In Africa" Makerere University, Kampala, Uganda

29th March - 3rd April 2007 Facilitator Materials Development Workshop for the African Virtual University Teacher Education Programme - Nairobi

21st Aug - 3rd Sept 2006 Facilitator Materials Development Workshop for the African Virtual University Teacher Education Programme - Nairobi

7th - 11th April 2006 'New Models of Teacher Education and Training: Responding to the Crisis of Conflict in Uganda' Presentation to the AERA Conference, San Francisco USA

23rd - 27th May 2005 "Teacher Education and Quality Assurance: Policy Options For Effective Collaboration and Delivery" A Paper Presented at The Teacher Education Policy & Curriculum Conceptualization Workshop - African Virtual University, Nairobi

7-9 August 2005 "Assessment in Teacher Training Delivered Through Distance Education in Africa." A Paper Presented at the Distance Education and Teacher Education in Africa (DETA) Conference - University of Pretoria

29th July- 2nd August 2002 'Facing up to The Challenge of Universal Primary Education, (UPE) in Uganda Through Distance Teacher Education Programmes': A Paper Presented at Pan Commonwealth Forum On Open Learning: Open Learning: Transforming Education for Development - Durban, South Africa

28th Aug - 4th Sept 1999 "The Challenge of A Virtual Campus in Developing Countries: The Case of the African Virtual University Project" A Paper presented at Using Educational Technology to Support Distance Education: A Workshop for Post Secondary Faculty in Guyana

1st - 5th March 1999 The First Graduates of the Makerere University External Degree Programme' A Paper Presented at the Pan Commonwealth Conference on Open Learning, Bandar Seri Begawan - Brunei

1st - 5th March 1999 'One Year of Virtual University Experience at Makerere University' A Paper Presented at the Pan Commonwealth Conference on Open Learning, Bandar Seri Begawan - Brunei

2nd - 4th December 1998 4th International Conference On Technology Supported Learning, Berlin - Germany

28th Aug. 1998 'Co-operation and Collaboration in Distance Education' A Paper Presented at National Conference on Distance Education, Kampala

1ST -5TH March 1998 Conference on Challenges and Perspectives of Universities in Africa, Kampala. Sponsored by DSE

9th -13th June 1997 An IIEP Workshop on The Planning, Design and Management of Distance Learning. Manila, Philippines

27th Jan. -3rd Feb. 1996 Participated in a BBC Workshop for Radio English Direct: English Language Teaching Series for Africa, Bush House London

1991 to date Participated in a Series of Writing-Editing, Tutoring and Audio Workshops, Makerere University

8th - 19th Sept. 1992 Facilitator Teacher Education Materials Development Workshop for Christian Churches Education Association, Nairobi

11th -15th May 1992 Facilitator Training of Trainers Workshop for World Vision Staff, Namugongo Retreat Centre, Kampala

13th -15th Jan. 1992 Facilitator Tutoring Workshop for African National Congress - South African Extension Unit, Lweza Conference Centre, Kampala

1985 - 1989 Series of Workshops for Lecturers on the Teaching of English Language and Literature sponsored by British Council

LANGUAGES SPOKEN

Language	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Ateso	Excellent	Good	Good
Luganda	Good	Fair	Poor
Jopadhola	Good	Poor	Poor