

# CURRICULUM VITAE

## Professor Samuel Kweku Hayford, Ph.D.

University of Education, Winneba | Faculty of Applied Behavioural Sciences  
Education | Department of Special Education | Winneba, Ghana |  
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### Professor of Inclusive and Special Education

**PRESENT APPOINTMENT:** Professor in Special Education  
University of Education, Winneba

### Summary

Highly accomplished Professor of Special and Inclusive Education with over 30 years of experience in academia, policy development, and community engagement. Proven ability to lead, advocate, and deliver impactful results in education, particularly in inclusive education and teacher training. Passionate about empowering vulnerable groups and fostering positive change. Seeking a challenging opportunity to leverage expertise to contribute towards educational equity and national development.

## A. ACADEMIC QUALIFICATION AND PROFESSIONAL TRAINING

Type of Academic Qualification	Year	Institution Attended
PhD in Educational Studies, Special Education	2007	University of Birmingham, United Kingdom
Post Graduate Certificate in Research in Education	2004	University of Birmingham, United Kingdom
Certificate in Study Skills in Higher and Teacher Education	2003	University of Birmingham, United Kingdom
MPhil Educational Studies (SEN)	2000	University of Cape Coast Ghana & Eastern Washington United States of America
B Ed. Special Education, First Class Honours	1992	University College of Education, Winneba, Gha
Diploma Special Education, First Class Honours	1990	College of Special Education Mampong Akuapem, Ghana
Certificate 'A' 3-year Post Secondary	1983	Komenda College, Komenda, Ghana
GCE O-Level Certificate – Grade 2	1979	Private Candidate

### INSTITUTION ATTENDED

### YEAR

University of Birmingham, United Kingdom  
University of Cape Coast, Ghana &

2002 – 2007  
1998 – 2000

Eastern Washington University, USA	
University College of Education, Winneba, Ghana.	<b>1992 – 1994</b>
College of Special Education, Mampong Akuapem, Ghana	<b>1987 – 1990</b>
Komenda College, Ghana	<b>1980 – 1983</b>
Damongo Secondary School, Ghana	<b>1975 – 1977</b>
Kintampo Secondary School, Ghana	<b>1974 – 1975</b>

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## **B. WORK EXPERIENCE**

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- 1) Director, Institute for Educational Research and Innovation Studies, IERIS, UEW 2022-2022
- 2) Dean, Faculty of Educational Studies, UEW, August 2015- July 2016, August 2017-July 2022
  - Provided leadership for the development and implementation of elements of the University Strategic Plan relating to academic programmes.
  - Coordinated the work of five departments (i.e. Basic Education, Special Education, Early Childhood Education, Psychology and Education, and Educational Administration & Management) as well as two centres and a Unit (i.e. Centre for Hearing and Speech Services, Centre for Students with Special Needs and Unit for Educational Resources).
  - During my tenure the Department of Early Childhood Education was supported to submit Master of Philosophy Programme for accreditation; also, the Departments of Special Education and Basic Education as well as Educational Administration and Management were supported to re-submit their Masters' programmes for re-accreditation.
  - During my tenure five PhD candidates successfully defended their theses for the award of Doctor of Philosophy in Special Education (2), and Psychology and Education (3).
  - I was a Participant-Convener, Workshop Inclusion International- on Comparative, Interdisciplinary and Intersectional Approaches at Humbolt University of Berlin, Germany and also went to Flensburg to discuss the expansion of MOU between the University of Education of Education, Winneba (FES) and Flensburg University in Germany. 18<sup>th</sup> -22<sup>nd</sup> June, 2016
  - Guided the Department of Psychology and Education to lobby and received the right to host the International Society for the Study of Behavioural Development (ISSBD)...I chaired the committee which submitted the proposal for the workshop and participated in developing and designing the conference theme and programmes (2016).
  - Chairman of the Master's Programme and staff Exchange Committee, under the Committee responsible for the construction of Early Childhood Care Centre at the University of Education, Winneba- Winneba Campus.
  - Chairman for the Laboratory School Working Committee, under the Committee responsible for the construction of Early Childhood Care Centre at the University of Education, Winneba – Winneba Campus.
- 3) Re-assigned Head, Department of Special Education, UEW 2012 - 2014

- Received a 4X4 cross-country Ford vehicle from Sightsavers International as part of the 3-year project for the training of Community Based Rehabilitation Officers in the sub-region.
  - Ensured the successful graduation of three PhD students in 2012 and one in 2013.
  - Attracted study grants for students in the Department to undertake four months' study at the University College Capital (UCC), Copenhagen, Denmark from 2013-date. So far 20 students have benefitted and the programme has been expanded to all departments.
  - Chaired the development of Academic Programmes- Master of Philosophy - Assessment in Special Education; Master of Science (MSc.) in Speech Therapy; Master of Science - Educational Audiology; Post-Graduate Diploma in Braille; Post-Diploma in Special Education and Certificate in Braille.
  - Chairman, Committee for Disability Policy Development for UEW
- 4) Vice Dean, Student Affair (UEW) 2011-2012
- Assisted the Dean in addressing welfare issues of students on main campus.
  - Involved in inspection of Halls and private Hostels
  - Involved in investigation of cases involving students, landlords/ladies
- 5) Head of Department of Special Education (UEW) 2008-2011
- During my tenure the Department developed and introduced a Post Diploma Programme (Bachelor) in Community Based Rehabilitation and Disability Studies, and seven Graduates programmes: Master of Philosophy/Master of Education, Assessment in Special Education; Master of Science in Speech Therapy, Master of Philosophy in Educational Audiology, Post Graduate Diploma in Braille; Post Graduate Diploma in Educational Audiology; and Post Graduate Diploma in Sign Language.
  - The Department restructured all old programmes: Diploma in Sign Language; 4-year Bachelor of Education, Special Education; Master of Education, Special Education; Master of Philosophy, Special Education; and Doctor of Philosophy, Special Education.
  - The Department established a 5-year exchange programme in an MOU with Malmo University in Sweden for staff and students' exchange in 2008. Three lecturers and two students benefitted from the exchange.
  - The Department collaborated with University of Ghana, Department of Linguistics to host an international conference and summer school on Sign Language in June 2010.
  - Submitted a proposal to FORCE Foundation which received an initial package of equipment worth 19,000 Euros: Everest Embosser, 2 computers and accessories, a printer, photo copier, ZY fuse, 19 Dolphin pens and headsets to equip the Resource Room for students with Visual Impairment in the University.
  - Developed a Proposal for Diploma Programme in Special Needs Education for the Gambia University.
  - Submitted a proposal conceptualised into a concept paper for a modern Centre for Disability and Development Studies to Sightsavers Ghana office in June 2011.
  - Successfully negotiated a 3-year MOU with Visio International of the Royal Netherlands for cooperation in staff development for the unit for Teachers of Individuals with Visual Impairment of the Department in June 2011.

- Supported Ghana Blind Union to host an Accra International Forum on Blindness, the Department provided student-volunteers for the Forum in July 1- 4, 2011.
  - Offered Technical support for the Accra 2012 International Conference on School Social Work.
- 6) Faculty Exchange Programme, Malmö University, Sweden April –May 2010  
Lectured 10 credit hours per week for 3 weeks to graduate students on inclusive practices in Ghana, Communication Difficulties and Strategies, and held a seminar in research for Faculty and Doctoral students.
  - 7) Senior Lecturer in the Department of Special Education, University of Education, Winneba, Ghana in 2001
  - 8) Unit Head for the Education of Individuals with Intellectual Disability for two years.
  - 9) Lecturer in SEN University College of Education, Winneba, Ghana from 2000 – 2001
  - 10) Faculty Examination Board Member from 1999 -2002
  - 11) Department Examination Officer of the Department Special Education from 1996 - 2002
  - 12) Co-ordinator Special Education Department Outreach Programmes from 1997 - 2001
    - Worked with GTZ and other organizations to establish Three Kings Special School at Battor, Shalom Special School at Nkronza, Unit at Tamale and the Unit for Intellectual Disability at Wa.
  - 13) Served as the Co-ordinator School Attachment Programme of the Department of Special Education from 1996 - 2000
    - Collaborated with a colleague to present a report on attachment at an International Conference on Inclusive Education, ISEC 2000 Manchester, UK
  - 14) Tutor at the Department of Special Education, UCEW in 1997 - 2000
  - 15) Teaching Assistant at the University College of Education, Winneba, Ghana 1994- 1996

### **Pre-university Teaching Experience**

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| 16) Teacher Wesley Girls' Basic School | 1983 – 1985 |
| 17) Ajumako Methodist JHS              | 1986 – 1987 |

### **Youth Work**

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| 18) Cape Coast District Youth Coordinator                                | 1985 - 1986 |
| 19) Special Education Teacher at Twin-city Special School, Sekondi-Ghana | 1990- 1992  |

### **C. Recent Consultancy, Grants, and other Key Accomplishments:**

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1. Consultant/Facilitator, On-going reviewing of 2015 Ghana Inclusive Education Policy.
2. Grant of ₵ 749,300.00 from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) for Communication & Community Engagement Strategy and Equity & Inclusion Studies for a Community-Based Municipal Solid Waste Source Separation & Compost Project in Accra, Ghana Mar -Dec 2023
3. Volvo Research and Educational Foundations (VREF). Grant of 18,000 euros project: MAC “Skills & Tools”. Academic writing capacity building of Early Career Researchers and Young Scholars in Sub-Saharan African (Phase 2). Jan-Dec 2023

4. Volvo Research and Educational Foundations (VREF). Grant for the project: Removing barriers to disability-inclusive urban transport system (policies and regulations) in Accra and Nairobi (SITUATE-2) Jan-Dec 2023
5. Volvo Research and Educational Foundations (VREF). Grant of SEK 200,000 project: MAC “Skills & Tools”. Academic writing capacity building of Early Career Researchers and Young Scholars in Sub-Saharan African. (Phase 1) Jan – Dec 2022
6. Right to Play Grant for the Development and Review of Manual on Play-Based Learning Methodology for Tutors of Colleges of Education and University of Education, Winneba, Ghana. Amount Gh¢233,700. Jun 2021-Jan 2022
7. Volvo Research and Educational Foundations (VREF). Grant for SEK 500,000 project on: Towards a disability-inclusive urban transport system in Accra and Nairobi: a policy practice agenda (SITUATE-1) Jan 2020 -August 2021
8. Formative Research and Technical Guidance on Identification and Support to Children with Learning Difficulties in Early Grades in Ghana. GES/SpED/UNICEF Jan 2019-Dec -2020
9. Analysis of Local System Capacities for the Implementation of Inclusive Education. Ghana Education Service/UNICEF. Amount Gh¢240,000.00 - 2017

## **NATIONAL ASSIGNMENT (Including Consultancy)**

- Accreditation of Master’s and PHD programmes (Special Education) of University of Development Studies June 2025
- Member, Ghana Administrative and Finance Committee, 2024
- Member, International Examination Committee, 2022
- Member, Research Sub-Committee of the International Examinations Committee 2022
- Leading Local Data collection and teacher training efforts for the IDF Formative research and technical guidance on identification and support to children with learning disabilities in early grade in Ghana program supported by UNICEF Ghana. February 2019.
- Lead Researcher- a national survey on the implementation of inclusive education policy-March-August, 2017
- Chairman, Panel for National Best Teacher Award (Category for Special Needs and Non-Teaching Staff), 2014 -2017
- Vice Chairman, National Steering Committee, 2015 Inclusive Education Policy
- Member of the National Technical Working Committee which developed the National Inclusive Education Policy 2013 – Date.
- Facilitated the hosting of 3-day **International Workshop on Dyslexia**, under the auspices of UNESCO Ghana Commissioner, at the University of Education, Winneba 9<sup>th</sup> – 11<sup>th</sup> September, 2013.
- Member of **Technical Group, leader of the group on Inclusive Education**, for the 2013 National Education Sector Annual Review (NESAR) held at the Holiday Inn Hotel, Accra from 25<sup>th</sup> – 27<sup>th</sup> June, 2013.
- Lead Consultant for seven-member **Special Needs/Inclusive Education Policy Development Committee** at Erata Hotel East Legon, Accra 19<sup>th</sup> -22<sup>nd</sup> March, 2013.

- Facilitator, 2-day Stakeholders' meeting on **Draft Policy on Special Needs and Inclusive Education**, sponsored by Ghana Blind Union & GES/SpEd. Clever House, Adabraka, Accra 27<sup>th</sup> – 28<sup>th</sup> November, 2012.
- Member, Panel for the **National Accreditation Board**, which assessed programmes of SS Peter and Paul Seminary at Wa and the Catholic University College at Sunyani in December 2010 and March 2011 respectively.
- Member of Country Selection Committee for **Association of African Universities/Ford Foundation International Fellowships Programme (IFP)** Engaged for **July- August 2009**; groomed three awardees with visual impairment for further studies abroad.
- Invited by the Ghana Education Service to facilitate a 3-day the **National Forum on Inclusive Education** at Ajumako.
- Worked with UNESCO Ghana office in June 2009 to discuss and adopt a **National report on Early Childhood Education and Special Needs**
- Consultant and Facilitator for **Royal Dutch Visio of the Netherlands-GES Visual Impairment Teacher Training (VIIT) Programme** for inclusive education.
- Participated in Public sensitization programmes towards the Launching of Inclusive Education in five regions in 2008
- Since 2008, I have been involved in advisory and collaboration activities with the **Division of Special Education, Ghana Education Service and the Ministry of Education** on issues relating to Inclusive Education.

## **D. Graduate and Undergraduate Courses Taught**

### **1. Graduate Courses**

- I. Research Methods
- II. Principles and Practices of Inclusive Education
- III. Seminar in Special Education
- IV. Assessment of Intellectual Disability
- V. Assessment of Social, Adaptive & Emotional Behaviour
- VI. Curriculum Development and Assessment
- VII. Educational needs of Autistic Child

### **2. Undergraduate Courses**

- I. Introduction to Inclusive Education
- II. Teaching Learners with Special Educational Needs in Mainstream Classrooms
- III. Managing Children with Severe Intellectual Disability
- IV. Introduction to Medical Aspects of Disability
- V. Issues in Disability Studies
- VI. Laws and Convention in Disability Studies
- VII. Field Orientation- Management and Service Delivery
- VIII. School Support Services for Persons with Disabilities

## **E. THESIS SUPERVISION (UEW)**

1. Master of Education 25 theses
2. Master of Philosophy 27 theses
3. Doctor of Philosophy 10 theses

### **Other universities**

CEDRES/DCH/SMS/KNUST 3 theses

## **F. ASSESSMENT OF THESES AND PAPERS FOR PROMOTION**

### **Examiner, National and International**

- 1) External Assessor, National Accreditation Board
- 2) External Examiner, Department of Educational Foundations, University of Cape Coast
- 3) External Examiner, School of Education, University of Rwanda
- 4) External Examiner, Department of Special Needs, Kenyatta University, Kenya
- 5) External Examiner, Department of Special Needs Education, Faculty of Special Needs and Rehabilitation, Kyambogo University, Uganda
- 6) External Examiner, Department of Psychology and Education, University of South Africa.

### **INTERNAL ASSESSOR - UNIVERSITY OF EDUCATION, WINNEBA**

Internal assessor of **PhD** and MPhil theses in the Department of Special Education, the University of Education, Winneba

### **Promotions of Colleagues (Lecturer)**

Conducted internal assessment of papers for the promotion of colleagues to various ranks; i.e., Senior Lecturers, Associate Professors and Full Professors in the University of Education, Winneba.

### **EXTERNAL EXAMINATION OF THESES - NATIONAL LEVEL**

- Faculty of Educational Foundations, University of Cape Coast examined Master of Philosophy Theses (2012-2025) and **PHD Thesis** since (2019-2025).
- KNUST- PHD Theses (2025)

### **INTERNATIONAL LEVEL**

Department of Special Needs Education, Faculty of Special Needs and Rehabilitation. Kyambogo University, Uganda 2010 - 2013:

1. Vetting of Post Graduate Diploma in Special Needs; Bachelor of Education, Special Needs Education, Diploma in Special Needs Education and Diploma in Sign Language.
2. Vetting of students' research reports
3. Assessing the structure and contents of courses
4. Vetting of examinations questions
5. Examining the quality of marking guides and students' performance

#### **1. KENYATTA UNIVERSITY, KENYA**

**2013**

Kenyatta University, examined one **Doctoral Thesis** and nine Master of Education dissertations from 2013 to date

#### **2. EDITH COWAN UNIVERSITY OF PERTH, WESTERN AUSTRALIA 2019**

External Examiner a Ph.d. Thesis in the School of Education

#### **3. UNIVERSITY OF SOUTH AFRICA**

**2013**

University of South Africa, examined one doctoral thesis

#### 4. UNIVERSITY OF RWANDA

2014

University of Rwanda, examined 30 Master of Education dissertations since 2014

#### Editor/Reviewer

1. Member of Publication Board of the University of Education, Winneba, (2008- 2011)
2. Member of Editorial Board, African Journal of Interdisciplinary Studies, UEW, (2008-2013).
3. Member of Editorial Board, Rwanda Journal of Education (2015- date)

## G. PUBLICATIONS

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### A. Journal Articles

1. Twum, F., **Hayford, S. K.**, Damspon, G. D., & Hayford, J. K. (2025). Playful Journeys: Exploring Perceptions and Knowledge of Lecturers/Tutors and Student Teachers. *Journal of Education Research and Practice*. Vol. 15 (1-30).
2. Akayuure, P., Danso-Wiredu, E., Hammond, C., Bingab, B. B. B., Akyiaw, S. O., Kissi, P. S & Hayford, S. K. (2025). Residents' Perceptions and Intentions on Solid Waste Source Separation and Composting Initiatives in Accra. In Ahmad Albattat, Amrik Singh, Pankaj Kumar Tyagi and A. K. Haghi (Eds.) *Solid Waste Management for Rural Regions*. Index in SCOPUS. DOI: 10.4018/979-8-3693-8527-2
3. Odame, P. K., Sam, E. F., Danso-Wiredu, E. Y., Hayford, S. K., Wamuchiru, E. K., Osman, A. & Munene, M (2025). The journey from home: Experiences of persons with disabilities of the urban transport system in Accra Metropolis, Ghana. *Africa Transport Studies*. [www.elsevier.com/locate/aftran](http://www.elsevier.com/locate/aftran)  
<https://doi.org/10.1016/j.aftran.2025.100047>
4. A Community-Led Approach to Solid Waste Source Separation Through Community Engagements and Communication in Accra (2025). In Ahmed Karmaoui (Ed.) *Intelligent Solutions to Evaluate Climate Change Impacts*. IGI Global Scientific Publishing
5. Karr, V., Hayes, A. & **Hayford S.** (2020). Inclusion of Children with Learning Difficulties in Literacy and Numeracy in Ghana: A Literature Review *International Journal of Disability, Development and Education* ISSN: (Print) (Online) Journal homepage: <https://www.tandfonline.com/loi/cjld20>
6. **Hayford, S. K.**, Ocansey, F. & Avoke, S. (2018) Knowledge, practices and attitude of students with visual impairment in Ghana towards HIV/AIDS. in *Multicultural Learning and Teaching*
7. Akotey, S. C., Amedofu, G. K., Anim-Sampong, S., **Hayford, S. K.** & Offei, N. Y. (2018). Establishing Clinical Normative Data for Neurodiagnostic Auditory Brainstem Response Testing for Females at the Korle-Bu Teaching Hospital in Accra, Ghana.
8. Hayford, S. K. (2019). Analysis of local systems' capacity for the implementation of inclusive education in Ghana: Views of community opinion leaders. *International Journal of Psychology and Education*. Vol. 3.
9. Twum, F. & **Hayford, S. K.** (2019). Motor skills as predictors of intellectual ability of pupils with cerebral palsy. *International Journal of Psychology and Education*. Vol. 3



10. Gyasi, F. & **Hayford, S. K.** (2017). Counselling Services: The Albatross of Students with Disabilities in the Pan African University in Ghana, *IJRDO-Journal of Educational Research*, Vol. 2 (3), 62-75 Online.
11. **Hayford, S. K.** & Ocansey, F (2017). Teachers' methodologies and sources of information on HIV/AIDS for students with visual impairments in selected residential and integrated schools in Ghana. *Journal of the American Academy of Special Education Professionals (JAASEP)* Vol. 12 (1), 134-145. Online
12. Gyasi, F. & **Hayford, S. K.** (2017). Strategies Students with Disabilities in a Ghanaian Public University Adopt in Minimising Frustrations from Social and Academic Challenges. *Journal of Special Needs and Disability Studies, (JSNDS)* Vol. 1 (3), 1-16. Nairobi Press. Online.
13. Dadzie-Bonney, P. & **Hayford, S. K.** (2017). Factors Inhibiting Students' ICT Knowledge Acquisition and Utilization at Oguaa School for the Deaf in Ghana. *Rwandan Journal of Education*.
14. Avoke, S & **Hayford, S. K.** (2017). Provision of Education for Individuals with disabilities in Ghana. In Michael L. Wehmeyer and James R. Patton (Eds.) *Handbook of International Special Education*. The Praeger International Handbook on Special Education. SAGE Publication.
15. Hayford, S. K. (2017). Children with autism. In Daniel K. Dogbe, Esau Y. Yekple and Samuel K. Hayford (Eds.). *Exceptional Learners: An introduction to Special Education*, Winneba: University of Education, Winneba Press.
16. Dadzie-Bonney, P. & **Hayford, S. K.** (2016). Teachers' ICT Knowledge, Skills and Usage at Oguaa School for the Deaf in Ghana. *Dzimbahwe Journal of Multidisciplinary Research*. Vol.1 (No.1) 75-88
17. Brew, B. & **Hayford, S. K.** (2015). Perceptions of Tutors of Colleges of Education about Pre-Service Teacher Preparation towards the Implementation of Inclusive Education in Ghana. *Journal of Special Needs and Disability Studies*. Nairobi Press. Vol.1 (No.2) 80-95
18. **Hayford, S. K.** & Yekple, E. Y. (2015). *Introduction to Special Education for Early Childhood Educators*. IEDE, UEW: University Press.
19. Mahamah, R. & **Hayford, S. K.** (2013). Economic and Health Benefits HIV/AIDS infected/affected Women Heading Households in Kitui District in Kenya derive from Self-help Groups. *African Journal of Interdisciplinary Studies*. Vol. 6 No. 2 pp 1-12
20. **Hayford, S. K.** & Oduro, R. (2013). Experiences of Students with Orthopaedic Impairments on Accessing their Neighbourhood School in Ghana. *International Journal of Educational Leadership (IJEL)*, Vol. 5, No. 5.
21. Hayford, S. K. (2013). *Special Educational Needs and Quality Education for All*. Accra: Salt & Light.
22. Hayford, S. K. (2011). Ghanaian Basic School Teachers' Perceptions about the Effects of School Based Assessment on Lower Attaining Pupils. *African Journal of Vocational Education*. Vol. 4 (1), 25 – 37
23. **Hayford, S. K.** & Asare, D. (2011). That's why we sometimes fall into gutters...Recounting Experiences of Visually Impaired Students in a Mainstream Senior High School in Ghana. *African Journal of Interdisciplinary Studies*, Vol. 4, No. 2, pp 86 – 94.

24. **Hayford, S.** & Avoke, S. (2011). Teachers' Support Strategies for Lower Achievers in Basic School in Ghana. *Multicultural Learning and Teaching*. Vol. 6, Issues 1 (Online)
25. Hayford, S. K. (2011). Children with Autism. In Yao E. Yekple and Prosper Deku (Ed) *Special Needs Education, Perspectives and Insights: A Practical Guide for Teachers*. Winneba: Department of Special Education.
26. Hayford, S. (2010). Experiences of student-intern-interpreters for the Deaf at the University of Education, Winneba, Ghana. *Journal of Advocacy and Rehabilitation in Special Education*, (JARSE) Vol. 8, 15 – 21.
27. Hayford, S. K. (2008). Improving basic school teachers' continuous assessment practices to promote inclusion in Ghana. *African Journal of Interdisciplinary Studies*: Vol. 1, 39 – 54.
28. Hayford, S. K. (2008). Frustrations of lower performing learners about class tests in primary schools in Ghana. *African Journal of Vocational Education*: Vol. 2 (2), 59 – 80.
29. Hayford, S. K. (2008). Continuous Assessment and inclusion of Lower Attaining pupils in Primary schools in Ghana. *Journal of Research and Development in Education*: (JORDE) Vol. 8, 181 – 196.
30. Hayford, S. K. (2005). 'Including special educational needs children in mainstream schools'. In M. Avoke (Ed.) *Rudiments of Special Education*. Winneba: Department of Special Education.
31. Ocloo, M. A., **Hayford, S. K.**, Agbeke, W. K. Gadagbui, G. Y., Avoke, M., Oppong, A., Boison, C. & Essel, J. (2002). *Foundations in Special Education: The Ghanaian Perspective*. Winneba: Department of Special Education. 227 pages.
32. Ocloo, M. A., Agbeke, W. K., Gadagbui, G. Y., **Hayford, S. K.**, Essel, J., & Boison, C. (2002) *Preschool Education in Ghana*. Winneba: Department of Special Education. 118 pages.
33. Hayford, S. K. (2001). Vocational Instructional Approaches Employed in Special schools for Children with Intellectual Disability in Ghana. *Journal of Educational Development*: 1 (1) 44 - 48.
34. Hayford, S. K. (2001). An evaluation of vocational programmes of special schools for individuals with mental retardation in Ghana. *Behinderung und Dritte Welt* Germany. School
35. **Hayford, S. K.** & Avoke, M. (2000). Promoting inclusive education in basic schools in Winneba circuit: The role of Attachment Programme. *D: /Abstracts/papers m/mawutor 1.htm ISEC 2000* Manchester
36. Avoke, M., **Hayford, S. K.** & Ocloo, M. (1999). *Principles and methods in Special Education*. Accra: Primtix press. 71 pages.
37. Hayford, S. K., Avoke, M., & Ocloo, M. A. (1999). The skills of an advisory teacher in an inclusive environment. *Lagos Journal of Science Education*. Vol. 4, 94-99.
38. **Hayford, S. K.**, Avoke, M., & Ocloo, M. A. (1999). The role of computer in mapping out essential job in Special Education. *Ghana Journal of Education and Teaching* (GHAJET) Vol. 1, 107-111.
39. Hayford, S. K. (1999). Student-teachers' perception about inclusive education in Ghana. *Ghanaian Journal of Special Education*: Vol. 1 (4) 1-7.

40. Hayford, S. K. (1998). The role of media and technology in promoting teacher effectiveness in inclusive schools. *Ghanaian Educational Media and Technology Association Journal (GEMTAJ)*: Vol. 2, 39-47.
41. Hayford, S. K. (1998). Empowerment of parents and families of individuals with mental retardation for better results. *Ghanaian Journal of Special Education*: Vol. 1 (3) 80-86.
42. Hayford, S. K. (1997). Preparation of Special Teachers in the production and application of appropriate instructional technology. *Ghana Educational Media & Technology Association Journal (GEMTAJ)* Vol. 1.
43. **Hayford, S. K.** & Avoke, M. (1997). The impact of late identification on the education of individuals with mental retardation. *Ghanaian Journal of Special Education* Vol. 1 (1) 76-82.
44. Hayford, S. K. (1996). Children with Special Needs. *Ghanaian Journal of Special Education*. Vol. 1 (1) 31-37.
45. Avoke, M., **Hayford, S. K.**, Ihenacho, I. J. & Ocloo, M. (1998). *Issues in Special Education*. Accra: City publishers. 138 pages.
46. Hayford, S. K. (1996). Concept of Mental Retardation. In Introduction to Special Education. *Unit 4, IEDE, Distance Education Module*, UCEW, pp. 201-213.
47. Hayford, S. K. (1996). Causes of Mental Retardation. In Introduction to Special Education. *Unit 4, IEDE Distance Education Module*, UCEW, pp. 214-241.
48. Hayford, S. K. (1996). Characteristics of Mentally Retarded Children. In Introduction to Special Education. *Unit 4, IEDE, Distance Education Module*, pp. 242-249.
49. Hayford, S. K. (1996). Identifying the Mentally Retarded. In Introduction to Special Education. *Unit 4, IEDE Distance Education Module*, UCEW pp. 260-270
50. Hayford, S. K. (1996). Management of Mentally Retarded Children. In Introduction to Special Education. *Unit 4, IEDE Distance Education Module*, UCEW, pp. 272-286.
51. Hayford, S. K. (1996). Implications of Gifted and Talented. In Introduction to Special Education. *Unit 3 IEDE, Distance Education Module*, UCEW, pp. 182-187.

### **Manuals for Colleges of Education – Continuous Professional Development**

1. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Foundations of Education in Ghana. T-TEL. MoE. GG
2. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Inclusive School-Based Inquiry. T-TEL. MoE. GG
3. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Social, Cultural and Psychological Basis of Learning. T-TEL. MoE. GG
4. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Growth, Development and Learning for Primary Schools. T-TEL. MoE. GG
5. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year 2

- Semester 1 Pedagogy: Differentiated Planning, Learning and Multimedia Development. T-TEL. MoE. GG
6. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year 2 Semester 1 UEW: Faculty Pedagogy: Differentiated Planning, Learning and Multimedia Development. T-TEL. MoE. GG
  7. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year 1 Semester 2, Pedagogy: Psychological basis for Differentiated Learning and Assessment for Junior High Schools. T-TEL. MoE. GG
  8. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year 2 Semester 2 Pedagogy: Differentiated Planning, Learning and Multimedia Development. T-TEL. MoE. GG
  9. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year three Semester 1 Pedagogy: Guidance and Counselling. T-TEL. MoE. GG
  10. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Year Four Semester 2, Pedagogy: Administration and Management of Junior High Schools. T-TEL. MoE. GG
  11. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Growth, Development and Learning. T-TEL. MoE. GG
  12. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd). Four-Year B.Ed. Course Manual, Pedagogy: Growth, Development and Learning. T-TEL. MoE. GG
  13. Abroampa, W., **Hayford, S. K.**, Braimah, I., Donkor, A., Nyatsikor, M. K., Esia-Donkor K., Addo P. K. & Offei, N. Y. (nd).

#### **Technical Report**

1. Ghana National Inclusive Education Policy (2015)
2. Standards and Guidelines for Implementation of Inclusive Education in Ghana (2015)
3. Five-Year implementation Plan 2015-2019

#### **H. CONFERENCES/WORKSHOPS/SEMINARS & PAPER PRESENTED**

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1. Local Chair, SDSN Networks Chairs Meeting. The Interchurch Center, Claremont Ave, New York, NY 10115 September 2025
  2. Presentation & Submission of Final Draft of Revised Inclusive Education Policy for Ghana to the Minister, deputies and Key Officials of the ministry June 2025 Accra, Ministry of Education
  3. Workshop for National Head Office Staff GTVET Accra, August 2024
  4. Development of Action Plan for Regional Director, & Principals of TVET Institutions, Accra September 2024

5. Stakeholders' Meeting on Advocating for Accessible and Affordable Services for Children with Visual Impairment Sunlodge Hotel, Accra 2024
6. Workshop for Regional Director, & Principals of TVET Institutions June - November 2024, Accra & Kumasi
7. Facilitator: National Stakeholders Dialogue Meeting, Theme: “*Financing Ghana’s Inclusive Education Policy – From Rhetoric to Action*” by Ghana National Education Campaign Coalition – GNECC. VENUE: Ange Hill Hotel, East Legon, Accra on 3<sup>rd</sup> May, 2019 at 9am.
8. Facilitator: Ghana’s Inclusive Education: What the Teacher should know An Inclusive Education Workshop by Ghana National Network of Special Educators (GHANNES) YWCA, Accra; September 19, 2019.
9. Facilitator: Preparing Special Needs Educators in Ghana: Past, Present, Future. Challenges and Possible Solutions. In-Service Training Centre, Wa 30<sup>th</sup> September- 3<sup>rd</sup> October, 2019.
10. International Workshop for lecturers of Tai Solarin College of Education, Ogun State, Nigeria 28<sup>th</sup>-31<sup>st</sup> October 2018
11. Development of New 4-Year Bachelor of Education Curriculum for Colleges of Education in Ghana January - July 2018
12. Facilitator: A national policy dialogue meeting to discuss issues affecting the implementation of the inclusive education policy, Thursday, 2<sup>nd</sup> August, 2018. At TV3 Executive Theatre
13. Invitation by the Rt. Hon. Speaker of Parliament to a Breakfast Forum on: Disability inclusion in Ghana. Monday, 26<sup>th</sup> November, 2018 in the Speaker’s Lounge, 12<sup>th</sup> Floor, Tower Block (Job 600) Parliament House, Accra.
14. Final Review of the IE INSET Manual. Nasco Hotel, Koforidua, UNICEF/GES/SpEd, Tuesday 11<sup>th</sup> July 2017.
15. Piloting of Guidelines for Education Sector Analysis for Inclusive Education, MOE/GES/UNICEF, Labadi Beach Hotel, 12<sup>th</sup> - 15<sup>th</sup> June 2017.
16. Co-Facilitator, IE INSET TOT Manual Verification Workshop, GES/UNICEF. Windy lodge Winneba, 12<sup>th</sup> – 14<sup>th</sup> May, 2017.
17. Co-Facilitator, IE INSET TOT Manual Workshop, UNICEF/TED/GES. Royal Blue Hotel, Accra, 18<sup>th</sup> – 19<sup>th</sup> January, 2017.
18. Co-Facilitator, Developing of INSET Modules on IE for Colleges of Education. Sponsored by UNICEF/TED/GES. Royal Blue Hotel, Larteh, Tuesday, 22<sup>nd</sup> November - Friday, 25<sup>th</sup> November, 2016.
19. Facilitator, NYA-GHARH Project, Advocacy Workshop for Stakeholders, Leaders of the Ghana Federation of Disability Organizations (GFD) & Nation Council on Disability (NCPD), 9<sup>th</sup>, 13<sup>th</sup> & 14<sup>th</sup> September, 2016, Accra. Sponsored by Palladium and UKaid.
20. Co-Convener, Inclusion International –Comparative, Interdisciplinary and Intersectional Approaches (3<sup>rd</sup> International Workshop). Humbolt University, Berlin Germany, 17<sup>th</sup> – 19<sup>th</sup> June, 2016.
21. Co-Facilitator, Workshop: Support Mainstreaming Strategies for the Use of the KG Modules in Pre-Service Teacher Training and KG Assessment Tools, 21<sup>st</sup> - 25<sup>th</sup> February, 2016. Teacher Education Division, UNICEF Sponsorship.
22. Facilitator, Briefing of Parliamentary Select Committee on Education on the Inclusive Education Policy, 13<sup>th</sup> March, 2016.

23. Co-Facilitator, Review of Inclusive Education Curriculum in use in Colleges of Education: Expanding on the Topics and Sub-topics, Organised by Teacher Education Division, GES, sponsor UNICEF, at Bedtime Hotel, Koforidua, 7<sup>th</sup> -15<sup>th</sup> December, 2015.
24. Co-Facilitator, Review of Inclusive Education Curriculum for Colleges of Education in Ghana, at Bedtime Hotel Koforidua, 24<sup>th</sup> – 27<sup>th</sup> August, 2015.
25. Inception Meeting for the Review of the Inclusive Education Curriculum in Use in Colleges of Education, TED Conference Room, 9<sup>th</sup> – 10<sup>th</sup> July, 2015. Sponsored by UNICEF.Stakeholders’ Forum to develop a proposed plan for implementation of the United
26. Nations Convention on the Rights of Persons with Disabilities and a position paper on the CRPD. Sunlodge Hotel Accra, 19<sup>th</sup> June, 2015.
27. Facilitator, Regional Sensitisation Programme on Inclusive Education Policy for Key Stakeholders sponsored by UNICEF; organised 2-day workshops in all the 10 regions from January 2014 – December 2014
28. Attended an International Training Programme on Early Childhood Education and Children with Special Educational Needs, at Mount Carmel Golda Meir International Training Centre, Haifa, Israel 8<sup>th</sup> April – 2<sup>nd</sup> May, 2013.
29. Facilitated the second Stakeholders’ Workshop on the National Inclusive Education Policy at Erata Hotel, Accra, 19<sup>th</sup> -22<sup>nd</sup> March, 2013.
30. Co-Facilitated the validation of the draft a National Inclusive Education Policy at Cleaver House, Accra, 21<sup>st</sup> – 22<sup>nd</sup> August, 2013.
31. Invitation to the Visual Impairment Teacher Training Workshop Project for trainers-of- trainers at the Regional GNAT Hostel Teshie- Nungua, 1<sup>st</sup> – 6<sup>th</sup> September, 2013. Present a paper on UEW Curriculum on Multiple Disabilities and Visual Impairment.
32. Facilitated a Stakeholders’ Workshop to draft a National Inclusive Education Policy at Cleaver House, Accra, 27<sup>th</sup> – 28<sup>th</sup> November, 2012.
33. Co-Chairman of the Sub-Regional International Conference on Inclusive Education for West and Central Africa, at the University of Education, Winneba. 6<sup>th</sup> – 10<sup>th</sup> February, 2012.
34. Attended a 2-day Stakeholders’ Workshop at ILGS- Accra. 2<sup>nd</sup> – 3<sup>rd</sup> June, 2011. Presented a paper titled *Introduction to Programmes of University of Education, Winneba and Community Based Rehabilitation and Disability Studies*.
35. Special Guest to the commissioning of the KNUST, Centre for Disability and rehabilitation Studies (CEDRES) Department of Community Health, SMS/KNUST – Kumasi, 1<sup>st</sup> – 4<sup>th</sup> December, 2010. Presented a paper titled *Social inclusion of persons with disabilities*.
36. Keynote speaker at the 40<sup>th</sup> Anniversary Celebration and Speech and Prize-giving day of Cape Coast School for the Deaf. 18<sup>th</sup> November, 2010. Presented a paper titled *Collective effort of improving special needs education in Ghana, a responsibility of all*.
37. Attended the National Forum on Inclusive Education, Ajumako, Organisers GES, USAID, August 20, 2009. Presented paper titled: *Children with Special Needs*.
38. Keynote speaker of the 12<sup>th</sup> Departmental Annual Week Celebration Special Education Students’ Association (SESA). 19<sup>th</sup> March, 2009. Presented a paper titled *Inclusive Education in Ghana: The Role of the Special Educator*.

39. Participated in a Stakeholders' workshop organised by the Ghana Association of the Blind (GAB) at Banquet Hall Coconut Groove Regency Hotel, Accra 18<sup>th</sup> September, 2008. Presented a paper titled *Inclusive Education: The way forward*.
40. Guest Speaker's Keynote Address at the Launching of Inclusive Education in five target districts in Ghana, by GES and USAID Ghana Office. 8<sup>th</sup> July, 2008 at Damongo Senior High School, Northern Region; and 10<sup>th</sup> July, 2008 Bole, Upper West. Paper presented titled *Inclusive education, education for all: Prospects and Challenges*
41. Participated in Research Student Conference, University of Birmingham, UK. December 2006. Presented a paper titled "Examining the impact of continuous assessment on the motivation and learning of lower achieving primary school pupils in two circuits in Ghana".
42. Hayford, S. K. (1999). *Using play to help young children with disabilities to learn reading*. A paper presented at International workshop on successfully educating students with learning and behaviour difficulties. 7<sup>th</sup> October, 1999. WWBH. USA.
43. Fellow-up workshop on clinical issues on reading disorders and behaviour problems. 26<sup>th</sup> -27<sup>th</sup> May, 2000. WWBH. USA.
44. Hayford, S. K. (2000). Types of childhood disability and support for parents and families in Ghana. National radio talks on special education in the 21<sup>st</sup> century. A challenge for the nation. 28<sup>th</sup> –30<sup>th</sup> June, 2000. ACCRA, GHANA.
45. Workshop on Counselling parents and families of children with exceptionalities. 10<sup>th</sup> –12<sup>nd</sup> July, 2000. GTZ/GES
46. Hayford, S. K. (2000). Vocational Programme and transition services for the mentally retarded in Ghana Workshop on vocational programming for persons with moderate/severe learning difficulties. 2<sup>nd</sup> –6<sup>th</sup> October, 2000. GTZ/GES/SED.
47. Hayford, S. K. (2000). *Adapting the National Curriculum to suit children with mental retardation*. Materials presented at workshop on curriculum for special schools for children with learning difficulties in Ghana. 9<sup>th</sup> –13<sup>th</sup> October, 2000. GTZ/GES/SED.
48. Hayford, S. K. (2001). *Language activities, personal and social skills for children with mental retardation*. Materials presented at workshop on designing curriculum for special schools for children with moderate to severe learning difficulties in Ghana. Convener, 5<sup>th</sup> – 9<sup>th</sup> March, 2001. GTZ/GES/SED.
49. Seminar researching needs and possibilities for the education and training of persons with learning difficulties in Ghana. Moderator, 26<sup>th</sup> -27<sup>th</sup> March, 2001. *University of Munich, Germany and Ghana Education Service (GES)*.
50. Attended the British Educational Research Association, Annual Conference – University of Glamorgan, UK. Presented a paper titled "Class tests are not the best method for organizing continuous assessment: Basic schoolteachers' perceptions about continuous assessment", 13<sup>th</sup> – 14<sup>th</sup> September, 2005
51. Workshop on appraisal of inter-agencies services for persons with disabilities in Ghana. Participant, 12<sup>th</sup> –17<sup>th</sup> August, 2001. *British Council, Accra. VSO* Hayford, S. K. (1999). Preparation and use of instructional technology for children with learning difficulties. 19<sup>th</sup> April, 1999.
52. International workshop on Human resource development in support of inclusive education, Kampala, Uganda. 22<sup>nd</sup> February - 3<sup>rd</sup> March, 1999. UNESCO
53. Hayford, S. K. (1998). "Bridging the gap from initial diagnosis to school placement: The need for early childhood programmes for children with mental

- retardation”. In J. I. Ihenacho (Ed.) *Pre-plan for Special Education Services in Ghana in the 21<sup>st</sup> Century. Conference Proceedings*. UCEW, Winneba. (144-149).
54. Hayford, S. K. (1998). *Causes, management and training of persons with mental retardation*. Paper presented at a workshop on Personnel working with persons with disabilities in the community-based rehabilitation programme. Battor, Volta Region. 10<sup>th</sup> -14<sup>th</sup> August, 1998.
  55. Hayford, S. K. (1997). *Sources of learning problems among primary school children*. A paper presented at a workshop on Learning Disabilities for primary and junior secondary schools’ teachers in Winneba. UCEW. 21<sup>st</sup> March, 1997.
  56. Workshop on Designing & Writing Distance Education Materials for Post-Diploma B.Ed. learners. UCE Winneba - Ghana. 4<sup>th</sup> –8<sup>th</sup> July, 1995. Organised by ODA, UK

#### **I. COMMITTEE MEMBERSHIP OF THE UNIVERSITY OF EDUCATION, WINNEBA**

- Chairman, Vice-Chancellor Community Initiative Programme 2025
- Member, Ghana Team Global Schools Project, January 2020.
- Member, Investigating Committee-Sexual Harassment of a Foreign Student, December 2019
- Vice-Chancellor’s Representative on NCTE Committee that interviewed Candidates for Appointment at Principals for St. John Bosco’s College of Education, St. Louis College of Education, Agogo Presbyterian College of Education, and Presbyterian College of Education, Akropong. November, 2019
- Chairman, Corporate Strategic Plan Monitoring Committee September, 2019
- Chairman, Corporate Strategic Plan Launching Committee, April, 2019
- Academic Board Representative on the Search Committee for Finance Officer, May 2019
- Chairman, Corporate Strategic Plan Development Committee (UEW), March 2018
- Chairman, Less Endowed Senior High School Students’ Admission Policy Development Committee, May 2018
- Chairman, Committee which considered the Islamic University College’s affiliation request.
- Chairman, Committee which considered the BlueCrest University College’s affiliation request.
- Chairman, Committee which audited the Regent University College of Science and Technology, Accra
- Chairman, Planning and Implementation Committee of the 3<sup>rd</sup> Faculty Academic Retreat (May-28<sup>th</sup> June, 2017)
- Member, Committee that investigated distortion of money by the ‘Royal Garvians of Nana Ghartey Hall, UEW in November 2013.
- Member, Committee that investigated Examination Malpractices among Sandwich Student of Basic Education, in August 2013.
- Chairman, Faculty Retreat Planning Committee, Faculty of Educational Studies, UEW, 2013
- Strategic Plan Monitoring Committee, UEW (2010 - Date)
- Publication Board, UEW (2008- 2011)
- Chairman of Departmental Programme Re-Structuring Committee (UEW)



- Chairman of Departmental Graduate Board 2008-2011
- Chairman of Department Graduate Programme Designing Committee (UEW)
- Faculty of Educational Studies Board, UEW (2008-2016)
- Chairman, Faculty of Educational Studies Graduate Board (2015-2016)
- Hall Fellow for Kwegyir Aggrey Hall, UEW (2008 - 2011)
- Patron for Association of Students with Disabilities at UEW (2008-2015)
- Nominated to serve on the Disciplinary Board which investigated Examination Malpractices among staff of the Akan-Nzema Department in October 2009
- Programme Designing Committee of the MSc. Disability, Rehabilitation and Development, Department of Community Health, School of Medical Sciences, KNUST 2008 -2009

#### **J. NATIONAL/INSTITUTIONAL AWARD**

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1. 1991 Recipient of Best Tertiary Student in Akwapim North District.
2. 1990, Academic Merit Award, College of Special Education, Mampong- Akuapem.
3. 1992-1994, Academic Merit Award, Special Education Programme, University College of Education, UCEW, Winneba
4. 1996 Co-recipient of National Award from UNICEF and GNCC for promoting the welfare of children
5. 2002 Ghana Government Scholarship
6. 2019 Special Award for Outstanding Performance- UEW

#### **International Appointment, UN Sustainable Development Goals (SDG) (2020-Date)**

- Networks Strategy Council Member, SDSN International
- National Coordinator Sustainable Development Solutions Network (SDSN) and member, SDSN Governing Council, Ghana (2022-2024)

#### **K. PROFESSIONAL ASSOCIATION**

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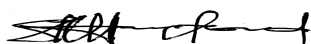
University Teachers Association of Ghana (UTAG)

International Society for the Study of Behavioural Development ISSBD

#### **Referees**

- |   |  |
|---|--|
| 1) Prof. Mawutor Avoke<br>Department of Special Education<br>University of Education<br>P. O. Box 25<br>Winneba | 2) Prof. Stephen J. Mitchel<br>Vice-Chancellor<br>University of Education<br>Box 25<br>Winneba |
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Signed



Date: 22-09-2025