

TSC Secures Sh1bn for Promotions



The Teachers Service Commission will soon begin promoting teachers who have stagnated in one job group for years.

There is relief among thousands of teachers who have stagnated in one job group for years after the Teachers Service Commission (TSC) received Sh1 billion for promotions.

TSC Chief Executive Nancy Macharia said that the Commission will soon advertise the exercise, urging qualified teachers to apply.

While delivering her remarks during the KEPSHA Annual Conference in Mombasa on November 6, Dr Macharia explained that the Commission has perennially been beset by budgetary constraints that have restricted the number of teachers being elevated.

“As a Commission, we have continued to lobby for resources from the National Treasury to enable us clear the backlog of teachers qualified for promotion on competitive terms,” she said.

The theme of the event was ‘Transformative Leadership in the Digital Transition, for Inclusive and Sustainable Quality Basic Education in Kenya’. Dr Macharia applauded the government’s efforts to reward teachers for

their exemplary performance following provision of funds for promotion of 36,000 teachers in the 2023/2024 Financial Year.

She expressed optimism about the transitioning of learners to Grade 9 next year following the planned retooling of more teachers to adequately deliver the new curriculum. She said an additional Sh1 billion has been reserved for training of 70,000 teachers in public and private schools before the start of the 2025 academic calendar.

Teachers in special schools will also benefit from the multi-agency exercise that is scheduled to begin after the completion of the KCSE examination on November 22.

“Previously, the Commission trained over 229,000 primary regular and SNE teachers handling grade 1-6. Further, late last year and early this year, we also retooled 60,642 grade 7 and 8 teachers.”

She underscored the role of transformative leadership in promoting a conducive teaching and learning environment, encouraging the school heads to set and maintain high standards.

Further, the Commission indicated that all promotion vacancies are filled competitively with the objective of rewarding effort and aligning teachers for career progression.

Criteria for Teacher Promotions

- Merit and ability as reflected in the teacher’s work.
- Performance and results.
- Seniority and experience as set out in the scheme service.
- Existence of a vacancy and academic and professional qualifications.

Source: Code of Regulations for Teachers

Interns to Boost Transition of Learners to Grade 9

Jobless teachers have a reason to smile following the advertisement of 20,000 internship positions in junior secondary schools.

The Teachers Service Commission (TSC) said in an advert that the interns will support the implementation of the Competency-Based Curriculum (CBC) in regular and special schools.

Interested and qualified candidates were required to submit their applications online through the agency's website (www.tsc.go.ke) by November 4, 2024.

The Teacher Internship Programme creates an opportunity for teachers to cut their teeth, gaining invaluable technical skills and competencies relevant in the teaching service.

"Selection of candidates will strictly be on merit and based on the number of vacancies per county. Successful candidates for junior schools shall be required to teach various learning areas under Junior School Curriculum," read a section of the notice.

Applicants should be citizens, holders of at least a Diploma in Education with a minimum mean Grade of C+ (plus) in two teaching subjects in the Kenya Certificate of Secondary Education (KCSE), or its equivalent.

They must also be registered with the Commission. Qualified, trained and registered

teachers with technical learning areas were also encouraged to apply.

The teachers will serve for 12 months and are eligible for a monthly stipend of Sh20,000.

"The programme targets unemployed registered teachers to be assigned to learning institutions where their teaching experience will be enhanced through mentorship, coaching and exposure to practical teaching experience," the advert read.

The announcement follows the ongoing conversion of 46,000 teachers on permanent terms of service, 39,550 of whom will be deployed to JSS early next year. Some of the teacher interns had served for two years.

The interns will report to junior secondary schools across the country in readiness for the transition of the CBC pioneer cohort to Grade 9 in January 2025. Grade 9 is the last level in junior secondary school.

TSC Chief Executive Nancy Macharia recently highlighted the Commission's preparedness for transition of the learners, stating that more than 60,000 teachers were upskilled on the new curriculum.

Dr Macharia also said that 8,378 primary school teachers were deployed to junior secondary schools to ease the shortage and boost delivery of the curriculum.

Do you have an interesting article to share with your fellow teachers?

We welcome opinions and stories on topical issues affecting teachers and the education sector. Send your feedback and contribution to: mwalimunews@tsc.go.ke.

Head Teachers Push for Investment in E-Learning



Kenya Primary School Head Teachers Association (KEPSHA) National Chairman Johnson Nzioka makes his closing remarks during the 20th National Delegates Conference in Mombasa on November 7, 2024

Head teachers made collective calls to embrace digital transformation, strengthen partnerships and foster transformative leadership to spur equity and inclusivity in the education sector.

The school heads underscored the potential of technology in improving teacher productivity by enhancing student engagement, knowledge-retention, and access to educational resources.

During the tail end of the Kenya Primary School Head Teachers Association (KEPSHA) National Delegates Conference on November 7, KEPSHA Chairman Johnson Nzioka urged head teachers to embrace innovation and be champions of change for learning to thrive.

"We have seen that technology can be a game-changer in education. Our learners depend on us to bridge the digital divide and ensure that no child is left behind," Mr Nzioka said.

The event was held at Sheikh Zayed Hall in Mombasa from November 4-7 and drew senior government officials, policymakers and education experts.

The theme was 'transformative leadership in the digital transition, for inclusive and sustainable quality basic education'.

Some of the topics included balancing tradition and innovation and unlocking the prospects for enhancing parental and community engagement in school.



Experts discuss education and technology during KEPSHA AGM at Sheikh Zayed Centre.



Head of Public Service Felix Koskei (right) unveils KEPSHA logo during the AGM on November 7, 2024.



A section of delegates and senior government officials during the 2024 KEPSHA AGM in Mombasa.

TSC to Fill More than 5,000 Senior Positions

The Teachers Service Commission is planning to fill 5,690 vacant senior posts in primary and post-primary institutions.

In a notice posted on its website, the Commission plans to hire 755 principals of grade D3 and 816 deputy principals III in job group D1 to occupy the posts in post-primary institutions.

The Commission is further seeking 1,208 head teachers of grade C5 and 2,911 deputy head teachers II of grade C4 for primary institutions.

“The Commission invites applications from suitably qualified teachers for the posts shown

below in line with the Career Progression Guidelines for Teachers,” the notice read.

Interested candidates should submit their applications through the TSC portal (www.teachersonline.go.ke) by November 18, 2024.

A month ago, the Commission advertised the recruitment of 46,000 teachers on permanent and pensionable terms of service.

The teachers will be deployed to primary, junior and secondary schools across the country by January 2025. From the figure, 6,000 positions are available for primary schools, 39,550 for junior secondary schools, and 450 for secondary schools.

Personal Data Collection Crucial for Planning

While data collection is crucial in the administration of the teaching service, it remains a sensitive topic owing to issues around the management of the information.

The Teachers Service Commission (TSC) gathers data from teachers registered by it for various purposes, ranging from updating its records to decision-making and resource allocation.

The Commission underscored its commitment to safeguard the privacy of the data collected from teachers by providing details on the scope of data collected and the rights of the data subjects as prescribed by the Data Protection Policy (2018).

As a data subject, it is important to establish the nature of data the Commission collects, how it is used and safeguarded from abuse.

According to a notice from the Commission, two types of data are collected – personal and sensitive.

The former include basic personal information among them name, date of birth, phone number, email and postal address. Sensitive data include race, health status, and family details.

“We keep your personal data for as long as we need to. The retention period of your personal



data depends on the purpose that we are using them,” the notice reads in part.

Such data are collected for maintenance of teachers register, human resource functions, and internal statistical purposes.

Your rights as a data subject include right to object processing of your personal data, access personal data, and rectify personal data.