

## TSC Begins Interviews to Recruit 14,000 Teachers



Recruitment process for Karima Boys High School in Nyeri County at Othaya Girls High School

The Teachers Service Commission (TSC) has kicked off the recruitment process of a total of 14,460 teachers to help plug the staff shortage in public primary and post primary learning institutions.

The TSC has uploaded the details of the shortlisted candidates for positions in secondary schools and special needs institutions on its website.

The move is a first for the Commission, signalling its commitment to enhance transparency during the recruitment process. Currently, vetting of the applicants' documents and interviews have started in the counties and successful applicants will be employed as per the roadmap posted on TSC website.

The new teachers will also help to steer the 100 percent transition policy, according to TSC Chief Executive Officer Dr Nancy Macharia.

In a media advertisement, Dr Macharia said 5,000 teachers will be posted to public primary, secondary and training institutions on permanent and pensionable terms of service. Secondary schools will get 3,972 teachers while 1,000 will be posted to primary schools and 28 to teacher training colleges.

"Successful candidates will be posted to serve in any part of the country and not necessarily in the county or school where they were interviewed," Dr Macharia said.

Merit lists generated during the recruitment for both primary and post primary institutions will be used in subsequent recruitment processes within the financial year, the statement read.

To further ease the burden and improve learning standards, the TSC said it will replace 8,230 teachers who left the service through natural attrition. Of these, 6,539 teachers will be posted to primary and 1,691 to secondary schools.

The announcement was a positive step towards addressing the deficit of more than 100,000 teachers facing primary and post primary institutions nationwide.

Dr Macharia recently said the government was committed to ensure there were enough teachers to handle the huge number of learners joining secondary schools.

She added that priority will be given to sub-county secondary schools, which admit the bulk of learners.

It is our determination as a Commission to ensure that the 100 per cent transition policy succeeds to guarantee all children their basic right to education," said Dr Macharia.

The Commission also plans to employ 844 teachers – 764 in primary and 80 in secondary schools – on permanent and pensionable terms in Garissa, Wajir and Mandera counties.

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## TSC Scoops Award for Improving Performance Standards

The Teachers Service Commission's reforms agenda has received a shot in the arm after the Commission was recognised for championing service delivery innovation.

The TSC was awarded for the transformative Online Teacher Performance Appraisal Development (TPAD) and Performance Contract for Head Teachers.

The TSC emerged Position Two under the Entrenching Performance Contracting category during the Africa Public Service Day that was marked from June 21-23, 2022 at the Kenyatta International Convention Centre in Nairobi, under the theme 'Celebrating Public Service Transformation: Ten Years Journey and Beyond'.

The TPAD is a performance evaluation mechanism that hosts appraisal forms, performance contracting for heads of institution and the Teacher Professional Development. According to a status report on TPAD from TSC Quality Assurance and Standards Directorate, more than 93% completed the appraisal forms by the end of Term 3 in April, compared to 87% by the end of Term 2 and 86% by the end of the first term. By the end of the third term, 341,760 teachers completed the forms, an increase of 4,917 teachers. TPAD allows teachers to fill and submit appraisals online, which reduces the time and cost spent on carrying out the exercise.



Staff celebrate TSC's win at the Africa Public Service Week National celebrations at KICC. TSC emerged Position 2 in Entrenching Performance Management & Success in cascading Performance Contracting through the TPAD System

The event complements the government's efforts towards improving administrative systems for efficient service delivery and economic growth in line with development blueprint Vision 2030 and Big 4 Agenda. It also provides an opportunity for public servants to promote values such as professionalism, accountability, responsiveness and ethics.

## Interviews Ongoing to Recruit 14,000 New Teachers

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The Commission also intends to hire 386 teachers on contract in the hard to staff areas. Primary schools will receive 114 teachers and secondary schools 272.

According to the TSC guidelines, eligible candidates must be Kenyans and registered with the Commission.

Applicants seeking to teach in primary schools must possess a P1 certificate and those applying for positions in secondary and technical colleges should have a minimum of a diploma and Bachelor's degree in Education, respectively. The recruitment process is free of charge, the TSC said, cautioning candidates against falling victim to fraudsters.



Nandi County Director Regina Opondo and Nandi North Sub County Director Shikuku Kemboi address applicants who turned up for interviews of teaching positions in primary schools in the Sub County.

## Teachers to Reap Benefits of Wellness Programme

Teachers' medical scheme administrator AON Minet has rolled out a programme aimed at improving the physical, mental and social well-being of staff.

The initiative, TSC Wellness Programme, was launched in May 2022 following a two-day webinar organised by Minet, in collaboration with the Commission.

The initiative targets to reduce hospitalisation by managing diseases and offering psychosocial support to members.

Through the Chronic Disease Management Programme, beneficiaries will have access to various services during free medical camps and virtual sensitisation sessions.

"CDM programmes are proactive and can support patients with illnesses such as diabetes, hypertension, heart failure, and depression," Minet said in a statement.

TSC Chief Executive Nancy Macharia recently reaffirmed that the Commission will continue championing for better healthcare for teachers. Dr Macharia particularly asked all the teachers to take advantage of the COVID-19 cover to protect themselves and their families. She praised Minet for being the first scheme to cover the COVID-19-related ailments.

At least 1,000 teachers and their loved ones have been admitted to various hospitals over serious COVID-19-related ailments since the first case of the pandemic was received in March 2021. To enroll in the programme, teachers should register by logging into the company's website via this link – <https://collaborationkenya.minet.com/TSC>.



## Uptake of ICT a Boon for Remote Schools

Children from marginalised communities have limited access to quality education spurred by various factors such as inadequate workforce, insecurity, and poor infrastructure. But information and communications technology (ICT) tools have helped bridge the gap by promoting access to diverse sources of information and enabling remote learning, among others. Four teachers from remote regions speak out on how ICT has been a boon to them and their students in boosting content delivery and engagement.

### ANNE KIBARA

**Ngundu Primary School, Njiru Sub County, Nairobi County**

I have learnt to effectively integrate ICT skills in my lessons to improve learning experience and achieve the desired outcomes. Using a smartphone, I am able to download content – such as videos, songs and slides – that are relevant to a particular lesson and project them during class. My students are usually captivated, and this increases their concentration, participation and retention.

I find smartphones accessible and reliable even with power failure. The main challenge is that I have to go around the classroom so that they can all view the content. I use power point slides, catchy phrases and tunes to make lessons interesting.



### JOSEPH KIARIE WANJIRU

**Mpeketoni Boys' High School, Lamu**

I have been using ICT to teach mathematics and business studies, which has sparked students' interests. For abstract topics in mathematics – such as locus, three dimensions, longitude and latitude and linear programming – I prepare relevant, colourful slides that grab their attention. I usually project the lessons to enable them interact with the content. This way, they are able to see the elements that had seemed difficult to interpret.



### TITUS KALULI

**Garsen High School, Tana River County**

Prior to incorporating ICT, teaching mathematics and physics in our school was hectic because most learners did not know how to apply classroom knowledge to real-life experiences. But the situation changed after I decided to utilise ICT materials. For instance, when teaching about floating and sinking, I provide a short video of a ship or ferry docking. These short videos help learners to understand the application of floating and sinking without necessarily having to travel to the sites.



### KASYOKA MUTHENGI

**Itivanzou Primary School, Kyuso Sub County, Kitui County**

The adoption of ICT has enabled us to resolve some of the challenges we grapple with on a daily basis such as absenteeism, poor network and unreliable power supply in our school. Personally, I had to buy tools such as digital camera to cash in on the benefits of technology. So far it has yielded the desired outcomes. Courtesy of the government's Digital Literacy Programme, I use the available laptop and projector to display images I capture using my camera. For example, teaching about plants can be problematic because some of them are seasonal due to the harsh conditions of our area.



## Leaning on Friends Helped me Out of Depression



My life is a perfect example of the phrase 'every journey begins with a single step'. I was born into a moderate-income family in Kisumu in 1982. I never lacked much as my parents were civil servants.

After graduating as a teacher, I started my career at St. Patricks Ukwala Girls Primary School in Siaya in 2003. I taught at the school for two years before moving to Kanyandet Primary School for a year. I then relocated to Kisumu where I settled down and started a family.

The road towards depression began in 2016 after I took out a loan to build a house in my rural home, pay bride price and enroll for further studies. At the time, I was teaching at Migosi Primary School in Kisumu.

After completing my studies, the loan repayment put a strain on my family. I resorted to borrowing money from friends and digital loan services to cater for rent and other needs. These only widened my debt hole, sending me to an early depression.

Gradually, I started losing self-esteem and began isolating myself. Personal grooming became a tall order and I lost my purpose. Out of fear of stigma, I abhorred the thought of opening up to my friends and family. And whenever my wife raised concern that I had become withdrawn and struggling to pay bills, I would repeatedly brush her off.

I started living in fear because debt collectors were breathing down my neck. Even a simple phone call was enough to jolt me. I was still showing up for work with a plastic smile.

I was no longer zealous. I avoided interacting with my colleagues at Migosi Primary School in Kisumu County. Friends would visit me regularly at home to comfort me. I found solace in them despite saying little. I transferred from Migosi to Kanyamedha Primary School but my woes persisted. But my U-turn came when my daughter jokingly promised to buy me a car when she becomes an adult. That was enough to make me introspect. I retreated to my bedroom and broke down in tears. I decided to turn my life around.

When vacancies for deputy head teachers were advertised, I jumped at it. I came third out of more than 450 applicants in the county and got the job. I was posted to Kondele Primary School as deputy head teacher



And that was enough assurance that I could bounce back. I regained my health and became my former self. I was transferred from kondele to Obinjo primary in April 2022 where I am serving in the same capacity.

The lesson is, anyone can be vulnerable to depression. What is important is to try to pick yourself up by reaching out to friends and colleagues.

*Nobert Aduda, Deputy Headteacher, Obinjo Kanyakwar Primary School, Kisumu County*

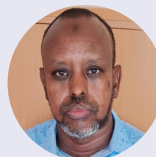
## Know your Regional & County Directors - Kwale



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**Marietta Mwambanda**  
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