

TEACHERS SERVICE COMMISSION



STAKEHOLDERS' ENGAGEMENT ON THE STATUS OF IMPLEMENTATION COMPETENCE BASED EDUCATION AT KICD

18TH DECEMBER 2024 @ 6:30 PM– 9:00 PM

CURRICULUM IMPLEMENTATION

TEACHER RECRUITMENT, DEPLOYMENT AND RETOOLING

I will tonight start by reassuring the country that the Teachers Service Commission has fully prepared our teachers, both in public and private school, for the seamless implementation of the Competency Based Education.

I am therefore going to just briefly touch on the modalities that have been put in place to ensure that the smooth rollout of the curriculum so far enters Grade 9 next year without a hitch. With me in these audience are the TSC experts who have been assisting me in the work of preparing ourselves for the CBE implementation. They will be at hand, after I speak, in case there are specific questions that they may be required to respond to.

For a start, I wish to state that our well-trained teachers are expected to adopt the Competency-Based Curriculum and Competency Based Assessments approaches in teaching, learning and Assessments. The approach empowers teachers to embrace change and shift teaching approaches that are hinged on the use of learner-centred strategies to effectively realise the expected learning outcomes.

1.0. Recruitment and Deployment of teachers for CBE Implementation

- 1.1. In the implementation of Competency Based Education, TSC has recruited and deployed Public Primary School and Junior School teachers both under the internship programme and on permanent and pensionable terms.
- 1.2. The expected teacher requirement for grade 7 to 9 is 149,350 teachers. However, the Government through TSC has recruited 76,928 (51.5%) teachers for Junior School. The projected teacher shortage is estimated to be 72,422 (48.5%). The Government is working towards ensuring that more teachers are engaged to mitigate this shortage.

- 1.3. The government provided for funds to recruit and convert 46,000 teacher interns in Primary, Junior and Secondary Schools to permanent and pensionable (P&P) terms of service.
- 1.4. Out of the 46,000 teacher Interns, 39,550 were recruited specifically for Junior School and have been converted to P&P.
- 1.5. To, further, bridge the teacher shortage at Junior School 8,378 qualified primary school teachers have been deployed to JS to support this new level.
- 1.6. The Government has allocated Ksh. 4.8 billion to engage 20,000 additional teacher interns who will be posted to Junior Schools with effect from January 2025. The total number of teachers now recruited and deployed to handle Junior School is 76,928.
- 1.7. The above recruitment is aimed at responding to the demands of the new Junior School level.

Retooling of Primary School teachers

- 1.7.1. The Commission has been continuously enhancing the capacity of teachers on Competency Based Curriculum (CBC) and Competency Based Assessment (CBA) with effect from April 2019 to date under a regular retooling exercise.
- 1.7.2. The retooling is geared towards equipping the teachers with pre-requisite subject content knowledge and pedagogical skills for effective implementation of CBC and CBA in order to realize the expected learning outcomes.

1.8. Summary of Primary School Teachers Trained

- 1.8.1.** The summary number of teachers trained in CBC and CBA in the period April 2019 to September 2021 is 229,292 teachers.

1.9. Summary of Junior School Teachers Retooled

The overall total number of teachers retooled between May and November, 2024 is 60,642. The last training was conducted In November, 2024 specifically to prepare these teachers for grade 9.

1.10 Strategies to mitigate the challenges experienced In CBC Implementation

- i.** Continuous deployment of qualified Primary School teachers to Junior school.
- ii.** Annual budget for Improved staffing levels
- iii.** Live streaming of lessons
- iv.** Continuous retooling of teachers
- v.** Collaboration with Ministry of Education and Universities to train teachers in new learning areas.
- vi.** Undertake teacher Induction, mentorship and coaching to manage change.
- vii.** Prioritizing the recruitment of science teachers to address the shortage In Science related learning areas.

END

