

# AN ADDENDUM TO GUIDELINES FOR THE RECRUITMENT OF TEACHERS (A), POST PRIMARY INSTITUTIONS – 2022/2023 FINANCIAL YEAR (CIRCULAR NO. 15/2022)

## General Information

- i) TSC Sub-County Directors in liaison with their respective TSC County Directors MUST ensure that venues for selection process are accessible to applicants with disability.
- ii) Upon generation of Applicants' Lists from, the TSC County Director shall share the lists with the TSC Sub-County Directors. The TSC Sub-County Directors shall convene the Sub-County Selection Panel(s). The Selection Panel(s) shall identify interview venues, dates and time which shall be communicated to the TSC Headquarters for verification and publishing on the TSC Website.
- iii) All the applicants shall be invited for the verification of documents. The applicants shall be informed of the interview venue, date and time through the publishing on the TSC Website at least seven (7) day from the date of publishing.
- iv) In the event of a tie in the ranking, consideration for selection shall be determined in the following order:
  - a) Length of stay since graduation;
  - b) Strength of academic and professional certificates presented.

***N/B: If applicants tie at PTE/DPTE Upgrade Certificate points, aggregate KCSE grades or its equivalent shall be considered.***

## APPENDIX 1 (a)

SELECTION SCORE GUIDE FOR TEACHERS – POST PRIMARY INSTITUTIONS

Applicants should be awarded marks during the selection in accordance with the areas specified below.

APPLICANT'S NAME \_\_\_\_\_ QUALIFICATION \_\_\_\_\_ TSC No. \_\_\_\_\_

	SCORING AREAS	MAXIMUM SCORE	ACTUAL SCORE	AVERAGE SCORE BY THE PANEL
A (I)	<p><b>Academic and Professional qualifications</b></p> <p>Bachelors of Education (BED) Degree</p> <p>(i) First Class----- 05</p> <p>(ii) Second Class ----- 03</p> <p>(iii) Pass----- 02</p> <p><b>OR</b></p> <p>Bachelor of Arts (BA) Degree + PGDE or Bachelor of Science (BSC) + PGDE</p> <p>(i) First Class----- 05</p> <p>(ii) Second Class ----- 03</p> <p>(iii) Pass----- 02</p> <p><b>MAXIMUM SCORE</b></p>	<b>05</b>		
(II)	<p>Diploma + Dip. Tech. Education</p> <p>(i) Distinction----- 05</p> <p>(ii) Credit----- 03</p> <p>(iii) Pass----- 02</p> <p><b>OR</b></p> <p>Diploma in Education</p> <p>(i) Distinction----- 05</p> <p>(ii) Credit----- 03</p> <p>(iii) Pass----- 02</p> <p><b>MAXIMUM SCORE</b></p>	<b>05</b>		

<b>B.</b>	<b>Age</b>			
	50 years old and above		25	
	47 - 49 years old		15	
	44 – 46 years old		10	
	43 years old and below		05	
	<b>MAXIMUM SCORE</b>		<b>25</b>	
<b>C.</b>	<b>Length of stay since qualifying as a teacher</b>			
	i. 2010 and before -----		70	
	ii. 2011 -----		65	
	iii. 2012 -----		60	
	iv. 2013 -----		55	
	v. 2014 -----		50	
	vi. 2015 -----		45	
	vii. 2016 -----		40	
	viii. 2017 -----		35	
	ix. 2018 -----		30	
	x. 2019 -----		25	
	xi. 2020 -----		20	
	xii. 2021 -----		15	
	xiii. 2022 and after -----		10	
	<b>MAXIMUM SCORE</b>		<b>70</b>	
	<b>GRAND TOTAL</b>		<b>100</b>	

**N.B:** For purposes of scoring **part C**, the year an applicant satisfactorily qualified to be a teacher as per the Commission policies shall be the year used to determine the length of stay since graduation and **not** the certificate is used to score **part A** of this score sheet.

We certify that the information entered above is correct to the best of our knowledge.

Sign \_\_\_\_\_

Sign \_\_\_\_\_

**(Secretary, Sub-County Selection Panel)**

**(Chairperson Sub-County Selection Panel)**

Name \_\_\_\_\_

Name \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

## APPENDIX 1 (b)

**SELECTION SCORE GUIDE FOR TEACHERS WITH DISABILITIES – POST PRIMARY INSTITUTIONS**

APPLICANT'S NAME \_\_\_\_\_ QUALIFICATION \_\_\_\_\_ TSC No. \_\_\_\_\_

	SCORING AREAS	MAXIMUM SCORE	ACTUAL SCORE	AVERAGE SCORE BY THE PANEL
<b>A (I)</b>	<p><b>Academic and Professional qualifications</b>            Bachelors of Education (BED) Degree                (i) First Class-----                (ii) Second Class-----                (iii) Pass-----</p> <p><b>OR</b>            Bachelor of Arts (BA) Degree + PGDE or            Bachelor of Science (BSC) + PGDE                (i) First Class-----                (ii) Second Class-----                (iii) Pass-----</p> <p><b>MAXIMUM SCORE</b></p>	<p>05 03 02</p> <p>05 03 02</p> <p><b>05</b></p>		
<b>(II)</b>	<p>Diploma + Dip. Tech. Education                (i) Distinction-----                (ii) Credit-----                (iii) Pass-----</p> <p><b>OR</b>            Diploma in Education                (i) Distinction-----                (ii) Credit-----                (iii) Pass-----</p> <p><b>MAXIMUM SCORE</b></p>	<p>05 03 02</p> <p>05 03 02</p> <p><b>05</b></p>		
<b>B.</b>	<p><b>Age</b>            50 years old and above            47 - 49 years old            44 – 46 years old            43 years old and below</p> <p><b>MAXIMUM SCORE</b></p>	<p>25 15 10 05</p> <p><b>25</b></p>		

<b>C.</b>	<b>Length of stay since qualifying as a teacher</b>			
	i. 2010 and before -----	70		
	ii. 2011 -----	65		
	iii. 2012 -----	60		
	iv. 2013 -----	55		
	v. 2014 -----	50		
	vi. 2015 -----	45		
	vii. 2016 -----	40		
	viii. 2017 -----	35		
	ix. 2018 -----	30		
	x. 2019 -----	25		
	xi. 2020 -----	20		
	xii. 2021 -----	15		
xiii. 2022 and after -----	10			
	<b>MAXIMUM SCORE</b>	<b>70</b>		
	<b>GRAND TOTAL</b>	<b>100</b>		

**N.B:** For purposes of scoring **part C**, the year an applicant satisfactorily qualified to be a teacher as per the Commission policies shall be the year used to determine the length of stay since graduation and not the certificate is used to score **part A** of this score sheet.

We confirm that the information entered above is correct to the best of our knowledge.

Sign \_\_\_\_\_ Sign: \_\_\_\_\_

**(Secretary, Sub-County Selection Panel) (Chairperson, Sub-County Selection Panel)**

Name \_\_\_\_\_ Name: \_\_\_\_\_

Date \_\_\_\_\_ Date: \_\_\_\_\_