

TEACHERS SERVICE COMMISSION

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TO: All TSC County Directors
All TSC Sub-County Directors
All Principals, National Polytechnics
All Principals, Technical Training Institutes
All Principals, Institutes of Science & Technology
All Principals, Diploma Teacher Colleges
All Principals, Primary Teacher Training Colleges
The Director, CEMASTEAM
The Director, Kenya Institute of Special Education
The Chairperson, KEPSHA
The Chairperson, KESSHA

CAREER PROGRESSION GUIDELINES FOR THE TEACHING SERVICE

The Commission has developed Career Progression Guidelines for the teaching service which became operational with effect from 8th November, 2017.

These Guidelines provide for the policies and procedures that have standardized teachers' professional development. The grading structure has taken into account the Job Evaluation report.

The Guidelines provide all basic requirements for career progression, training and promotion of teachers.

Pathways for teachers have been defined and clear job descriptions/specifications have been provided at every level.

The Guidelines have provided the broad framework in school management, administration and ensure that curriculum implementation is structured and every teacher is clear on what is expected upon joining the teaching career.

The Guidelines effectively replaces the following:

- (i) Schemes of Service for non-Graduate teachers
- (ii) Schemes of Service for Graduate teachers
- (iii) Schemes of Service for Technical teachers and Lecturers

The comprehensive Career Guidelines have been uploaded for access on the TSC Website www.tsc.go.ke. All teachers and Education stakeholders are advised to read the provisions in the Guidelines.

The following are the major highlights:-

- (i) Minimum entry requirement for entry into the teaching profession;
- (ii) Basic requirement for promotion from one grade to another;
- (iii) Entry to Administrative Grade;
- (iv) Additional responsibilities for School Administrators; and
- (v) Requirements for deployment to teach in:-
 - (a) Primary School
 - (b) Secondary School
 - (c) Teacher Training College
 - (d) Special Institution
 - (e) Centre for Mathematics, Science and Technology Education in Africa (CEMASTEIA)
 - (f) Kenya Institute of Special Education (KISE)
 - (g) Technical Colleges and Polytechnics

All employees of the Commission and any prospective professional teacher is advised to note the strict entry requirements that form the standards for the teaching profession.


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