



Key Highlights on the Performance Recognition, Reward & Sanction Policy Framework for the Teaching Service

Eligibility

Timelines

Teachers Service Commission has developed a policy for recognizing teachers who demonstrate exemplary performance both as individuals and teams in contributing towards achievement of the Commission's mandate.

Purpose

- Strengthen the existing recognition rewards and sanctions system;
- Provide guidelines for sanctions;
- Reward and motivate teachers to have positive attitude towards work and to enhance productivity in the teaching service;
- Establish an organizational culture where all teachers are accountable and responsible for their own performance;
- Encourage excellence, recognize meritocracy, address poor performance, attract, nurture and retain high performing teaching staff and;
- Promote ethical organizational culture

Recognition and Rewards

The Commission will use a variety of rewards to appreciate teachers who excel in their performance which will include but not limited to:

- 13th month salary;
- Promotion to higher job group;
- A letter/certificate/Medal of recognition for achievement;
- Annual Award Program;
- Education tours, International conferences, national and international forums relevant to area of subject specialization;
- Sponsorship for further studies and exchange programmes;
- Recommendation for consideration for the Presidential Award Scheme or National Honours;
- Contract renewal for teachers in ASAL areas;
- Annual salary increment.

POYA

- Must be a TSC employed principal fully paid up members of KESSHA;
- Served as a principal for at least three years;
- Mean score of 5.0 (C-) and above in 2018 KCSE results;
- Must have submitted books of accounts for the year 2018 for audit;
- Principals with Special Needs are encouraged to participate.

TOYA

- Must be a TSC employed teacher;
- Must have taught for at least three years under TSC;
- Have a subject mean score of 5.0 (C-) and above in 2018 KCSE results in one of the teaching subjects;
- Teachers with Special Needs are encouraged to participate.

iTOYA

- Must be a TSC employed teacher;
- Must have taught for at least three years under TSC;
- Should have a subject mean score of 5.0 (C-) and above in 2018 KCSE results one of the teaching subjects;
- Open to teachers in all subjects;
- Teachers with Special Needs are encouraged to participate.

- Schools should have identified their TOYA/iTOYA by 1st March 2019.
- Sub-counties should have identified their iTOYA/TOYA/POYA by 16th March 2019.
- Counties should have identified their iTOYA/TOYA/POYA by 8th April 2019.
- Regions should have identified their iTOYA/TOYA /POYA by 10th May 2019.



TOYA 2017 winner Phyllis Wangeci Kamau, Mahiga Girls in Nyeri County and 2017 POYA winner Sr Anastacia Amollo, St Mary's Lwak Girls' in Siaya County





Teachers Service Commission



Teachers Service Commission

2019 POYA, TOYA, iTOYA Awards

Presents 2019

Verification

- Documents to be verified at each level and certificate of verification submitted to the next level.
- The Commission will carry out school visit to assess, verify and authenticate the evidence presented by the regional winners.
- Regional winners' profiles to be submitted to KESSHA secretariat and TSC headquarters by 13th May 2019 for publication

*For more information visit
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Principal of the Year Award (POYA)

Teacher of the Year Award (TOYA)

ICT Teacher of the Year Award (iTOYA)



 **eKitabu**



 **eKitabu**

