

Mwalimu News

A Monthly Publication of the Teachers Service Commission



Issue No 2, October 2021

TSC Rolls out Fresh Courses to Enhance Quality Teaching Standards

The Teachers Service Commission has rolled out the Teacher Professional Development Programme (TPD) that will help raise teaching standards and ensure improved learner performance and achievement. The Commission introduced the programme for implementation after a three-day sensitisation workshop for stakeholders, including Kenya National Union of Teachers (KNUT), Kenya Union of Post Primary Education Teachers (KUPPET), Kenya Union of Special Needs Education Teachers (KUSNET), Kenya Secondary School Heads Association (KESSHA), and Kenya Primary School Head Teachers Association (KEPSHA).

TSC CEO Dr Nancy Macharia noted the TPD was yet another life-long learning initiative that will ensure teachers are abreast with emerging trends in the education sector.



Kenyatta University VC Paul Wainaina receives contract of appointment as TPD service provider from TSC CEO Nancy Macharia. Witnessing are KNUT SG Collins Oyuu & counterparts Akello Misori of KUPPET and James Torome of KUSNET

“Since the introduction of TPD, our teachers have excelled in their duties as clearly attested to by the sterling performance they have posted both at national and international stages,” she said. In under three years, Dr Macharia said, Kenya had produced the best teacher in the world and has also won the coveted continental African Union award in two successive years. “This excellent show by our teachers is proof that our standards of practice are unrivalled,” she said during the launch event at on September 22nd. The Commission accredited Kenya Education Management Institute (KEMI) and three universities (Kenyatta, Riara and Mount Kenya) after a competitive process to offer professional courses to teachers.

“...This excellent show by our teachers is proof that our standards of practice are unrivalled..” **Dr Macharia**

Turn to page 2 column 1

More than 1,000 Tutors Trained on CBC Implementation

The Teachers Service Commission (TSC) has trained 1,166 tutors from both public and private colleges on the new Competency Based Curriculum. The multi-agency exercise focused on several teaching methods including content areas, pedagogy and learner assessment. The five-day workshop that ran from September 6 to September 10 involved 986 participants from public institutions and 180 from private colleges.

TSC CEO Nancy Macharia said the Commission had lined up more training workshops to ensure teachers were equipped to enable learners to make informed decisions. “Since 2019, we have been having a series of CBC trainings for teachers,” she said. “We have trained over 228,000 primary school teachers to prepare them for the new curriculum,” she added.

Dr Macharia said the National Treasury had set aside Sh1 billion to facilitate the training of teachers on CBC implementation.

The CBC was rolled out in Grade Five this year and is expected to progress to Grade Six in 2022. During a media breakfast meeting at Hilton Hotel in Nairobi on September 14, Education Cabinet Secretary George Magoha said parents were critical in the success of the CBC, urging them to support their children and consult with teachers on how to improve the initiative.

At the same event, Implementation of Curriculum Reforms Principal Secretary Fatuma Chege said the government had embraced a collaborative approach of ensuring the pioneering learners in Grade Five had a smooth transition to secondary school.



Tutors follow a presentation on the Basic Education Curriculum Framework at the Machakos TTC on Day One of the workshop on CBC for teacher training colleges.

Fresh Courses to Enhance Quality Teaching Standards

from page 1 column 1

She said instructors will retool teachers on crucial areas such as research and building collaborative engagements among themselves, and ensure that the training is linked to classroom practices. Dr Macharia added that the Commission will form an all-inclusive committee to monitor the process, carry out public awareness activities and ensure all gaps identified by teachers are plugged, which are crucial to the success of the Competency-Based Curriculum (CBC).

Teachers will have freedom to register with any of the four facilities. They will further be required to renew their teaching certificates every five years once they have successfully completed each module. The training schedule is grounded on seven Key Professional Teaching Standards that will equip teachers with skills in financial literacy, instructional leadership, inclusive education and assessment, among others. Lessons will be both online and in-person.

“I beseech teachers to embrace the TPD programme as it is certainly going to be a game-changer. We will leave all our doors open to receive regular feedback from all stakeholders on the progress of this important programme,” she said.

KEMI Director Maurice Oondo said the lessons will inculcate diverse competencies in teachers, boosting their personal growth and that of their learners. He said TPAD will refine the sector by broadening teachers’ perspectives.

I want to assure you our members are ready.....”

Mr Nzioka on the fresh course roll out

potential that will professionalise the service. “We felt that this is an idea that was long overdue,” he said. “Now we are proud as teachers that when we go out there we feel we are recognized,” Mr Nzioka said adding that “I want to assure you that our members are ready”.

KNUT Secretary General Collins Oyu said the union will back any activity that will alleviate quality teaching. Mr Akello Misor, KUPPET Secretary General, said the union will heighten stakeholders’ understanding and ensure the cost of the lessons was pocket-friendly.

Kenyatta University VC Paul Wainaina said universities will fully support the TPD programme. “We are ready to work to ensure that this the programme’s implementation will be smooth,” he said.

Teachers unions expressed their satisfaction with the initiative and indicated that they will shore up support for it. KEPSHA Chairperson Johnson Nzioka said the programme is rich with

TSC to Recruit Over 1,000 Interns

The Teachers Service Commission has advertised 1,995 vacancies for intern teachers in primary and secondary schools. Of these, 1,038 will go to primary schools while 957 are meant for secondary schools. The exercise is part of the Government’s efforts to ensure effective classroom delivery and ease teachers’ workload.

The internship programme aims at equipping unemployed registered teachers with competencies they require in their line of work through mentorship, coaching and exposure to practical teaching experience. Interns who will be attached to primary schools will be paid a monthly stipend of **Sh 15, 000** while their secondary school counterparts will receive **Sh 20, 000**.

Interested candidates were required to submit online applications by September 27. Upon completion of the programme, the teachers will be awarded a certificate. The recruitment exercise is free of charge, the TSC says. Fraudulent activities should be reported through **020 2892193 and 020 2892131**.

Teachers to Undergo Retraining on New CBC Learning Areas

Teachers will be retrained on new learning areas as the Competency Based Curriculum goes into full swing. The Teachers Service Commission has identified the special areas of training for teachers who will be involved in junior and secondary school learning.

CEO Nancy Macharia, in an advisory to the State Department of Early Learning and Basic Education on Curriculum Development, said the new content areas will enable learners to make decisions based on their interests, strengths and personalities. Biology and Chemistry teachers will be retooled on how to handle Integrated Science and Health Science while Physics and Mathematics teachers on how to teach Pre-Technical and Pre-Career Education. Geography, History and CRE teachers will be trained on Social Studies, according to the advisory. Elective subjects will include Visual Arts (Fine Art, Photography), Performing Arts (Music, Dance), Home Science, Computer Science, Foreign Languages, Kenyan Sign Language and Indigenous Languages.

“The purpose of the Commission’s Advisory on the teacher preparation and requirements is to facilitate a smooth implementation of the Junior and Senior School curriculum delivery,” Dr Macharia said in the letter dated July 2021. Dr Macharia called for the allocation of enough funds to facilitate retooling and training of teachers. Kagumu, Kibabii and Lugari teacher colleges, the TSC suggested, should enrol students to pursue the new subjects while student admissions to universities should be informed by the new subject areas.

Mombasa County Starts TPD Day Initiative For Teachers

Mombasa County has introduced special sessions to tip teachers on the Teacher Professional Development (TPD) and Competency Based Curriculum (CBC). During the weekly “TPD Day”, the county seeks to sensitise teachers on the TPD programme that is meant to offer continuous updating of a teachers’ professional knowledge and improvement of personal competency throughout their career.

The County has earmarked Wednesday as their TPD day, which offers teachers in primary schools a chance to be trained on Competency Based Assessment (CBA). The trainings are conducted after lessons for two hours from 3pm. Teachers in the same zone have been placed into clustres as guided by their Curriculum Support Officers.

Speaking to Mwalimu News, TSC Mombasa County Director, Dr. Samuel Marigat said the initiative was borne out of the realisation that by next year, CBC will have reached Grade 6 and teachers who will not be CBC compliant will be out of touch. “We realised that we needed to complement government’s initiative of training all teachers,” he said. The County, he said, had enough well-trained CBC champions and materials developed by Kenya Institute of Curriculum Development (KICD). Lead champions and teachers who are CBC compliant are in-charge of the clustres and sessions.

Each clustre has about thirty teachers to ensure compliance to Covid-19 protocols. The programme is monitored by TSC and Ministry of Education officers. “Monitoring tools for attendance, reporting and evaluation of each session have been developed for effective feedback,” Dr Marigat said. “The initial reaction from the teachers was amazing; teachers really enjoyed themselves,” he added. Dr Marigat said: “Our slogan is Leaving No Teacher Behind.”



TSC County Director Dr. Samuel Marigat addresses teachers during a training at St Augustine Primary, Mombasa

“Technology is just a tool. In terms of getting the kids to work together and motivating them, the teacher is the most important.” - Bill Gates

“Education is the most powerful weapon which you can use to change the world.” - Nelson Mandela



Dr Samuel Marigat, County Director, Mombasa



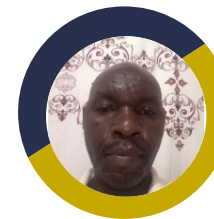
Victoria Muoka, Coast Regional Director



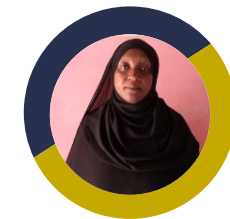
Ali Hussein Abdi, Deputy County Director & Sub County Director, Mvita



Nichodemus Kyalo Mbaluku, Sub County Director, Kisauni/Nyali



Peter Muthuri Kiumbe, Sub-County Director, Jomvu



Mwanamisi Mangi, Sub-County Director, Likoni



Cynthia Kirathe, Acting Sub-County Director, Changamwe

COVID-19 Watch

Push for Second COVID-19 Jab as Uptake of First Dose Hits 100pc Mark

All targeted teachers have received the first dose of COVID-19 vaccine. Although the Ministry of Health targeted 330,000 for the vaccine, more than 340,000 teachers have taken the first dose. The Commission now urges teachers to take up the second dose as advised.

Vaccination is one of the effective ways to prevent against COVID-19, and a key measure of ensuring a safe learning environment. Teachers who have not received full-vaccination can get the jab at any of the centres approved by the Ministry of Health, which are assessable on the TSC website: <https://www.tsc.go.ke/index.php/media-centre/downloads/category/102-covid-19>.

Alliance Girls Teacher Rides on ICT Wave to Star in Teaching Science Subjects

By David Ndungu Mukundi

I have been a biology and chemistry teacher at Alliance Girls High School for the last two decades. Throughout the years, I have come to realise that as teachers, we must embrace fresh interventions to enhance classroom experience. This belief is what drove me to embrace ICT skills early in my career. I started by acquiring a laptop and projector. That was not easy! My journey began in 2018 when I started using social networking site WhatsApp to conduct remote teaching over the April and August holidays. I added all my 425 students in WhatsApp groups. I used this channel to promote interactivity with my students outside the classroom. I would post questions regularly and engage in discussions with them. This kept them alert and informed, enabling them to record a good mean score in biology in the Kenya Certificate of Secondary Education examination that year.



I did not stop there. I continued to explore the vast sphere of ICT and other remote learning methodologies, which came in handy when the Government closed down all learning institutions in March 2020 following the outbreak of Covid-19. Sooner than later, I signed

up for Zoom and Google Classroom, notable digital learning platforms and enrolled my students too. They were eager to resume learning and their parents were supportive. To avoid leaving anyone behind, I added those who lacked the financial wherewithal to register for the online sessions to a WhatsApp group for free. This gave them an opportunity to proceed with their education at different levels.

The interesting part was conducting biology and chemistry practical lessons remotely. It was a game-changer. I soon inducted my colleague teachers too and it worked well. I conducted practical lessons every Saturday between 6am to 9am, recording an average class attendance of 100 students from various schools nationwide. I would use either a webcam or my mobile phone to live-stream my classes and the learners would participate. They were particularly pleased with lessons on how to dissect a rabbit. By the time the students resumed normal schooling in October 2020, they had gained confidence in practicals.

David Mukundi has written biology and chemistry revision materials. He's a senior examiner in biology at the Kenya National Examinations Council and Head of Biology Department at Alliance Girls High School. He holds a master's degree in Mycology and a Bachelor of Education (Science).

Never Close your Salary Account Immediately you Open a New One

Teachers often change their salary pay points for various reasons. For many teachers, the major reason is to access credit from financial institutions that require them to open salary accounts with them first. For others, it is a migration to banks and Saccos that have a wide network of Automated Teller Machines (ATMs) or those whose debit cards are acceptable in many retail outlets such as supermarkets, hotels, petrol stations, hardware shops and so on.

Whenever you think of making a change, it is important to leave your old account open until your salary comes through the new account at least once. Depending on the time of the month, your request may arrive at TSC too late to be included in the current payroll. This will cause you a lot of inconveniences because your salary will be posted to the account that you have just closed and the bank or Sacco will return it to TSC.

The financial institutions cannot channel your salary into a closed account even when it is clearly available in their system. Accounting regulations demand that such unapplied monies be returned back to sender. Should your salary be returned, the following are the events that will happen before the money gets back to you:

- a) When doing their reconciliation, the Sacco or bank will discover this unapplied money.
- b) The financial institution writes a cheque of the amount of your salary in favour of TSC and sends it to their headquarters.
- c) The headquarters of this financial institution sends the cheque to TSC.
- d) TSC banks this cheque and investigates the cause for return of salary.
- e) Upon establishing closure of account as the reason for returned salary, the TSC writes to you requesting you to submit your current pay point details.
- f) The current pay point details are captured on the payroll if you have not already submitted the request for change of account.
- g) The returned salary is released to your new account.
- h) If you don't notice quickly that you haven't been paid and consequently delay in taking action, the return salary cycles can go on for several months with your pay accumulating at TSC.

Clearly, it is advisable to always leave your old account open until your salary comes through the new one at least once. Also be proactive by filling the change of pay point form and attaching a certified copy each of your bank plate, ID card and latest pay slip and ensuring that these reach TSC. Do not leave these with documents with your bank or Sacco for them to forward to TSC. This way, you will avoid the inconveniences of this lengthy process of releasing a returned salary to you.

Contacts



TSC House, Upperhill along Kilimanjaro Road



P.O Box Private Bag, 00100, Nairobi



Tel: 020 2892000;



@TSC_KE



TSC KENYA



www.tsc.go.ke