

Latest TSC Interview areas, questions and new marking scheme/ Score sheet for teachers seeking TSC Promotions; This is all you need to know

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For teachers shortlisted to attend interviews by the **Teachers Service Commission (TSC)**, it is important to note that the Commission has developed a new score sheet and interview areas. Before embarking for your trip to the interview venue, it is important that you go through these guidelines in order to increase your chances of answering the interview questions as expected.

Apart from TSC matters and general trends it is important that you familiarize yourself with the Teacher Performance Appraisal and Development, TPAD, areas. Also, be frank when answering the questions shot at you by the panelists.

TSC INTERVIEW AREAS FOR PROMOTIONS

The Commission has developed a new interview score sheet for promotions. The following areas are tested and a candidate must score 50% and above in order to be deployed.

The interview areas and maximum marks to be awarded:

A). ADMINISTRATIVE ABILITIES IN THE CURRENT ASSIGNMENT

- i). Achievements- 10 marks
- ii). Co-curricular achievements- 8 marks
- iii). Participation in Education affairs- 5 marks
- iv). Knowledge on the formation, members and functions of BOG and PTA- 5 marks
- v)Role of the sponsor- 2 marks

SUB-TOTAL: 30 marks



B). KNOWLEDGE OF EDUCATION ISSUES ESPECIALLY TRENDS IN THE POST INDEPENDENCE PERIOD

- i). Knowledge of all Education Commissions- 3
 - ii). Purpose for formation of such Commissions or working parties- 3 marks
 - iii). Their respective recommendations- 3 marks
 - iv). Adoptions/implementation- 3 marks
- SUB-TOTAL: 12 marks

Continue Reading:

- [Best TSC Interview Questions and Answers {TSC Official}](#)
- [TSC interview questions and their answers- 2024 recruitment](#)
- [Latest TSC Interview Questions, Answers and Guiding Notes](#)
- [TSC Interview Questions, Notes and Guidelines](#)
- [Latest TSC list of Most Common Promotion Interview Questions and Answers \(Score above 80%\)](#)
- [TSC Interview Questions So as to get promotion to next grade](#)
- [TSC Interview Questions, Answers & Notes](#)
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- [Expected TSC promotions interview questions and answers 2024](#)
- [New Latest TSC Grading System, TSC Job Groups and Their Salary Scale](#)
- [TSC frequently asked questions and answers: TSC News](#)
- [Teachers Service Commission, TSC, Kenya – Latest News, Website, Contacts, Portals Complete guide](#)



C). KNOWLEDGE OF CURRICULUM DEVELOPMENT, IMPLEMENTATION AND EVALUATION

I). Curriculum Development

- i). Structure of Kenya Institute of Education- 3 marks
- ii). Function of Kenya Institute of Education- 3 marks
- iii). Current trends in the curriculum- 5 marks

II). Implementation

- i). Structure and function of Teachers Service Commission- 5 marks
- ii). Functions and structure of MOEST – Inspection and Directorate: 4 marks

III). Evaluation

- i). Membership of Kenya National Examination Council- 3 marks
- ii). Relationship between TSC, MoE/MoST, KNEC and KIE- 5 marks

SUB TOTAL: 28 marks

D). LEGAL FRAME WORK IN EDUCATION

- i). Teachers Service Commission- 1 mark
- ii). Education Act- 1 mark
- ii). Kenya National Examination Council Act- 1 mark
- iii). Trade and Dispute Act- 1 mark
- iv). TSC Code of Regulations for teachers- 1 mark
- v). Schemes of Service for teachers- 1 mark
- vi). A Manual for Heads of Secondary Schools in Kenya- 1 mark

SUB-TOTAL: 7

E). OTHER EDUCATIONAL ORGANIZATIONS AND INSTITUTIONS

- i). Kenya Institute of Education- 2 marks
- ii). Jomo **Kenyatta** Foundation- 2 marks
- iii). Kenya Literature Bureau- 2 marks
- iv). Kenya Education Staff Institute- 2 marks

SUB-TOTAL: 8

F). FUNCTIONS OF CENTRAL GOVERNMENT

- i). Knowledge of the three arms of Government and their interrelationship- 3 marks
- ii). Legislature; Its function, role of speaker, clerk and serjeant-at-arms- 3 marks



iii). Executive; Functions, role of the Permanent Secretaries vis-à-vis Ministers- 3 marks

iv). Judiciary; Functions, Structure, Attorney General, Chief justice etc.- 3 marks

SUB TOTAL 12

G). General Knowledge 3

GRAND TOTAL: 100%

Related Content;

- TSC- requirements, responsibilities, advertisement and interviews for deputy head teachers' positions
- TSC- requirements, responsibilities, advertisement and interviews for head teachers' positions

SELECTION CRITERIA FOR ADMINISTRATIVE POSTS

To ascend to any of the administrative position in school, the Teachers Service Commission (TSC) has set a wide array of conditions that must be met by the teachers. These conditions and criteria for deployment are contained in the Career Progression Guideline for teachers of 2018 and the Policy on Appointment and Deployment of Institutional Administrators of 2017. To be appointed to any of the administrative positions, a teacher who meets the set qualifications applies, is shortlisted, attends an interview and successful ones are competitively appointed and deployed; accordingly.

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Below is an outline of the various administrative positions for various cadres of schools:

A). PRINCIPALS OF SECONDARY SCHOOLS

The secondary schools have been stratified and principals heading the various categories are placed in different grades, thus;

i). Principals of Sub- County and All Day schools: To be appointed so as to head this category of schools, one must have served as a Deputy Principal (Grade D2) for atleast 3 years. These schools are headed by a Principal having Grade 3 (T- Scale 13).

ii). County Schools with with over 540 students: These schools are headed by Senior Principals, Grade D4 (T- Scale 14). To be appointed to this grade, a teacher must have served as a Principal at Grade D3 for a minimum period of three (3) years.

iii). National and Extra County Schools with over 1000 students: Headed by a Chief Principal of Grade D5 (T- Scale 15). To be appointed to this grade, one must first serve for atleast 3 years at a Senior Principal; Grade D4.

More reading on TSC matters;

- New, latest TSC Teachers recruitment guidelines
- TSC: Wealth declaration guide for teachers, staff
- A TSC teacher's payslip details and how to get yours online
- TSC posting, employment, letters for newly recruited teachers
- TSC adds another new teacher registration, employment requirement; read the details
- All TSC online services: the TSC website, online services and how to easily access them
- New list of TSC County Directors
- Updated TSC recruitment guidelines for teachers
- TSC: Process of handing-taking over by new school heads and other administrators
- New academic and professional requirements for registration of teachers
- How to check the status of TSC number application online
- Get the latest TSC news on these official Social Media links (Facebook, Twitter, WhatsApp, Telegram and online)
- How to apply online for the vacant administrative positions at the Teachers Service Commission-tsc
- TSC: Most marketable subject combinations
- TSC: Revised, new, service charter
- TSC: Download all the TSC forms, circulars, regulations and Memos here
- TSC: How to easily get the retirement, pension, benefits
- TSC: Full process of interdicting, disciplining and dismissing teachers
- New, updated, list of offences that can lead to a teacher's removal from the TSC register
- TSC: All teachers' leaves explained
- TSC: List of all allowances paid to teachers and to get them
- Latest Career Progression Guidelines, CPG, for teachers
- TSC: Answers to all the Frequently asked questions by teachers
- TSC: A list of all the TSC contacts
- TSC: How a teacher should claim the medical expenses costs from TSC
- TSC: How to best apply for a teacher transfer
- How to easily apply for a TSC number
- Applying for a TSC number? This is all you need to know.
- All what you are required to have in order to apply for a TSC number

B). DEPUTY PRINCIPALS OF SECONDARY SCHOOLS.

i). Sub- County and All Day schools: Deputy Principal III of Grade D1 (T- Scale 11). To ascend to this position you must first serve as a Senior Master at Grade C5 for a minimum period of three (3) years.

ii). County Schools with with over 540 students: Deputy Principal II of Grade D2 (T- Scale 12). To be appointed to this grade one must have served as a Deputy Principal at D1 for atleast three (3) years.

iii). National and Extra County Schools with over 1000 students: Deputy Principal I; Grade D3 (T- Scale 13). To be promoted to this grade one must first serve as a Deputy Principal at D2 for atleast three (3) years.

Read also: TSC News- promotion requirements, responsibilities and appointment-criteria for senior masters and other administrative positions

C). SENIOR MASTERS OF SECONDARY SCHOOLS.

i). Sub- County and All Day schools: Senior Master III of Grade C5 (T- Scale 10). To be promoted to this grade one must serve as a teacher at Grade C4 for over three (3) years.



ii). County Schools with with over 540 students: Senior Master II with Grade D1 (T- Scale 11). To ascend to this position, a teacher must have served as a Senior Master III of Grade C5 (T- Scale 10) for a minimum period of three years.

iii). National and Extra County Schools with over 1000 students: Senior Master I with a qualification of Grade D2 (T- Scale 12). To ascend to this position, a teacher must have served as a Senior Master II with Grade D1 (T- Scale 11) for a minimum period of three years.

D). HEAD TEACHERS OF PRIMARY SCHOOLS.

i). Primary schools with enrollment of below 1000 learners: Head Teacher with Grade C5 (T- Scale 10). To be appointed to this grade a teacher must have served as a Deputy Head Teacher at Grade C4 for atleast three (3) years.

ii). Primary schools with enrollment of over 1000 learners: Senior Head Teacher with Grade D1 (T- Scale 11). To be appointed to this grade a teacher must have served as a Head Teacher at Grade C5 for atleast three (3) years.

Also read:

- [All TSC services online portals and how to log in](#)
- [TSC TPAD data upload deadline](#)
- [Complete guide to the new cTSC TPAD portal](#)
- [TSC: Full details on the newly established grades for teachers](#)
- [TSC: Designation codes for all teacher job groups](#)
- [TSC Grades and qualifications/ requirements for various administrative positions in schools](#)
- [TSC: Details on the current all 36 Teacher job groups/ grades](#)
- [TSC: Requirements, appointment and responsibilities of Principals](#)
- [All what you need to know and carry to a TSC teacher recruitment interview](#)
- [TSC: Requirements, responsibilities and appointment of Deputy Principals](#)

E). DEPUTY HEAD TEACHERS OF PRIMARY SCHOOLS.

i). Primary schools with enrollment of below 1000 learners: Deputy Head Teacher II Grade C4 (T- Scale 9). Experience required: Served as Senior Teacher at Grade C3 for atleast 3 Years.

ii). Primary schools with enrollment of over 1000 learners: Deputy Head Teacher I at Grade C5 (T- Scale 10). Required experience: Served as Deputy Head Teacher at Grade C4 for atleast three (3) years.

F). SENIOR TEACHER- PRIMARY SCHOOLS.

i). Primary schools with enrollment of below 1000 learners: Senior Teacher II with Grade C2. Qualification: Served as a Primary School Teacher I at Grade C1 for atleast three (3) years.

II). Primary schools with enrollment of over 1000 learners: Senior Teacher I with Grade C3. Required experience: Served as Senior Teacher II at Grade C2 for a minimum period of three (3) years.



Related Content;

- TSC News- A list of all teacher grades/ job groups as established by TSC- secondary schools
 - TSC- requirements, responsibilities, advertisement and interviews for deputy head teachers' positions
 - TSC- requirements, responsibilities, advertisement and interviews for head teachers' positions
 - TSC- requirements, responsibilities, advertisement and interviews for senior teachers
 - TSC- requirements, responsibilities, advertisement and interviews for senior masters' positions
 - TSC- requirements, responsibilities, advertisement and interviews for deputy principals' positions
 - TSC- requirements, responsibilities advertisement and interviews for positions of secondary school principals
 - A list of all teachers' grades/ job groups-as-established by TSC for primary schools
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