

# Latest TSC Promotion interview questions and answers

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NEW TSC INTERVIEW SUBJECT AREAS (PROMOTION INTERVIEW MARKING SCHEME).

## 1. ACADEMIC AND PROFESSIONAL QUALIFICATIONS

Education Qualification

Academic Qualification Score

Masters Degree and above 5 marks

Bachelors Degree/Higher Diploma 4 marks

Diploma 3 marks

Career and Professional Development

Career and Professional Development Area Score

Diploma in Management/Professional Course 5 marks

Certificate in Management/Professional Course 4 marks

Relevant Workshops/Seminars 3 marks



## 2. TECHNICAL AREAS

Teachers Service Commission

Knowledge of Structure, Function and Policies of the TSC (In line with the New Constitution). – 3 Marks

Knowledge of the Code of Regulations for Teachers and the Code of Conduct and Ethics. – 4 marks

Curriculum Development, Implementation and Evaluation

Knowledge of Curriculum development, Implementation, Supervision and Evaluation (with reference to SAGA's such as KICD, TSC, KLB, KNEC etc) – 10 marks

Understanding of the Education Policies

The role of other Stakeholders (Including County Governments)in the education sector – 5 marks

Trends in education – 5 marks

## 3. MANAGEMENT AND LEADERSHIP SKILLS

Responsibilities

Head of Department – 4 marks

Patrons of Clubs and Societies, Class Teacher, House Teacher etc. – 4 marks

Teacher – 3 marks

Institutional Administration and Management

General Institution Administration (e.g. Resource Utilisation) – 10 marks

Institutional Financial Management (e.g Knowledge of Institutional Financial Management and Procurement Procedure) – 10 marks

## 4. Performance for the last three Years

Mean Score

11 and above – 20 marks

10 – 10.9 – 18 marks

9 – 9.9 – 16 marks

8 – 8.9 – 14 marks

7 – 7.9 – 12 marks

6 – 6.9 – 10 marks

5 – 5.9 – 8 marks

4 – 4.9 – 6 marks

3 – 3.9 – 4 marks



2 – 2.9 – 2 marks

1 – 1.9 – 1 mark

Improvement Index

2 and above – 20 marks

1.70 – 1.89 – 18 marks

1.50 – 1.69 – 16 marks

1.30 – 1.49 – 14 marks

1.10 – 1.29 – 12 marks

0.90 – 1.09 – 10 marks

0.70 – 0.89 – 8 marks

0.50- 0.69 – 6 marks

0.30- 0.49 – 4 marks

0.10- 0.29 – 2 marks

0.09 and below – 1 mark

Please note that;

The analysed results should be validated by the head of institutions

The score shall be based on either the subject Mean Score or Improvement Index in the current or previous station (Whichever is higher)

5. Performance in Co-curricular Activities (In the last 5 years as an Official, Coach and Referee etc.)

(a) At the School level – 1 mark

(b) At the sub-county level – 2 marks

(c) At the county level – 3 marks

(d) At the regional level – 4 marks.

(e) At the national level – 5 marks.

6. GENERAL KNOWLEDGE AND CURRENT AFFAIRS

Department – 5 marks

Behavioral attributes

Communication

TOTAL MARKS = 100.

Note~its clear that more emphasis has been placed on performance at the Kenya Certificate of Secondary Education (KCSE) examination results. Teachers who have recorded a mean score of 11 and above will now earn a maximum of 20 marks.



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