

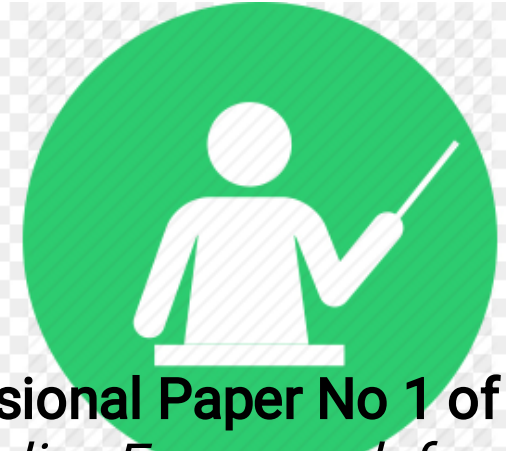


# FRAMEWORK ON ENTRY REQUIREMENTS IN THE TEACHING SERVICE

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# Introduction

- ❑ To ensure the provision of *sufficient* teachers to meet the demands of education systems and to ensure that all teachers are *properly qualified* and possess the relevant knowledge, skills and attitudes to teach effectively.
- ❑ Teachers should also be properly supported and adequately remunerated, to ensure high levels of motivation (African Union Second Decade of Education for Africa, 2006-2015)



- ❑ The **Sessional Paper No 1 of 2005: A Policy Framework for Education, Training and Research: Aligning Education and Training to the Constitution of Kenya (2010) and Kenya Vision 2030 and beyond 2012** (MoE, 2012) highlighted the need to coordinate and rationalize Kenya education and training.

# LEGAL AND COMPLIANCE

- The Framework is supported by the Constitution of Kenya (2010), Articles 237 (2) which mandates TSC:
- to register trained teachers,
- review the standards of education and training of persons entering the teaching service,
- review the demand for and the supply of teachers as well as
- Advise the national Government on matters relating to the teaching profession among other functions.



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# TSC Mandate & Functions

## Mandate

- The Constitution of Kenya (2010) Chapter fifteen Article 248 established the TSC as a constitutional commission to undertake Teacher Management functions.
- Under its Mandate, the Commission ensures the establishment and maintenance of a sufficient professional teaching force that is equitably distributed and optimally utilized in public educational institutions.
- Teacher management is classified into three main categories: *entry, maintenance and exit.*

## Functions

- To register trained teachers,
- to recruit and employ registered teacher,
- to assign teachers employed for service in any public school or institution, to promote and transfer teachers to serve in any public school or institution
- to exercise disciplinary control over teachers and
- to terminate employment of teachers (*Constitution of Kenya, Article 237*)

# Reviewing Standards of Education & Training

- The Constitution further charges the TSC with the responsibility of reviewing the standards of education and training of persons entering the teaching service, reviewing the demand for any supply of teachers and advising the national government on matters relating to the teaching profession.

# Workshop Objectives

- To sensitize University Deans, School of Education & Chief Principals of Diploma Teacher Training Colleges on the Teacher Education Framework on the Requirements for Entry into the Teaching Service

# The 21st Century Teacher

- Learner-Centered Classroom and Personalized Instructions
- Students as Producers
- Learn New Technologies
- Go Global
- Go Digital
- Be Smart and Use Smart Phones
- Collaborate
- Build Professional Learning Network
- Connect
- Project-Based Learning
- Build Your Positive Digital Footprint
- Innovate
- Keep Learning
- Code

# Teacher Education

- Teacher and trainer education in Kenya is provided to meet the demands of the pre-primary, primary, secondary and tertiary levels.
- Skills, attitudes and competencies developed through various teacher professional development programs are supposed to be aligned to the **Kenya National Qualifications Framework (KNQF)** and linked to professional progression pathways.
- There are multiplicity of qualifications & award bodies
- To improve the quality of teaching service with a view to enhancing learning outcomes the Commission stopped the employment of untrained teachers and put in place requirements for teacher registration to ensure that only qualified and trained persons enter the teaching profession.



# Teacher Education Framework (TEF)

## OBJECTIVES

- § identify the most suitable candidates for teaching and provide them with excellent preparation
- § continue to support and develop them for the critical role they play in helping children and young people succeed in learning and in life.

## REQUIREMENTS

- TEF for Entry Requirements are set to;-
  - improve the quality of preservice teacher education
  - improve support and development for teachers early in their careers
  - increase the status of the teaching profession.

# Rationale for TEF

The TEF was developed to:

- provide a common understanding of the skills and knowledge that preservice teachers must demonstrate during their final professional experience placement
  - support the consistent and moderated assessment of professional teaching experience undertaken in Kenyan schools
- Support supervising teachers and schools in their moderated assessment of preservice teachers against the Kenya Professional Standards for Teachers and
  - Assist Teachers Service Commission to recruit the best beginning teachers.

# Purpose and Justification of TEF

## PURPOSE

- To have Teacher Registration and Certification enhanced with a view to achieving quality teaching for improved learning outcomes and quality education.

## JUSTIFICATION

- In order to professionalize the teaching service and improve the quality of education, the commission needs to review entry grades to teaching service and advise the national government.
- This will raise the standards of teaching profession and attract more quality grades from those who have requisite skills to be in the teaching service.

# Comparison of Entry Requirements of Various Professions

| Profession                    | Requirements  | Remarks   |
|-------------------------------|---|---|
| Bachelor of Medicine/ Surgery | Minimum C+ (plus) mean grade and B plain in each of the following: Biology , Chemistry , Physics or Mathematics , and English or Kiswahili. | Due to high demand, the regular applicants are admitted at mean <i>Grade A</i> while the self- sponsored can be admitted at mean <i>Grade C+(plus)</i> . The course takes six (6) years plus one year paid and supervised internship. Upon completion of internship, one registers with Medical Practitioners and Dentists Board (MPDB) which monitors their practice closely. The certificate is <i>renewed annually</i> , and Certificate of Private Practice is issued by the Board. |
| Bachelor of Law               | Minimum C+ (plus) mean grade and at least B plain in English and C+ (plus) in Mathematics.  | The course takes four years (4) years plus one-year professional training at the Kenya School of Law.   |
| Bachelor of Engineering       | Mean grade C+ (plus) with B- (minus in Math, English, Chemistry and Physics.)   | Due to high demand, the regular applicants are admitted at mean <i>Grade A-(minus)</i> . The course takes five (5) years and upon completion, one must work under a consultant for three (3) years before they apply, are assessed and registered by Engineers Registration Body (ERB). One cannot assume the title ' <i>Engineer</i> ' before registering with the above body and registration is renewed annually. In case of malpractice, one can be deregistered by the above body. |

# Comparison of Entry Requirements of Various Professions

| Profession                               | Requirements   | Remarks  |
|--|--|--|
| Bachelor of Architecture                 | Minimum C+(plus) mean grade and at least C+(plus) in each of the following four cluster subjects; Mathematics, Physics, Geography, History and Government or Christian Religious Education, Chemistry or Biology or Art and Design or Music or Business studies. | Due to demand, only those who obtained mean <i>Grade 'A'</i> are admitted through the regular intake. The course takes six (6) years plus two years' attachment in a firm. After the attachment, one sits for an exam from the Board of Registration of Architects and Quantity Surveyors which they must pass for them to assume the title. Further, they are required to show evidence of practical skills acquired during the attachment. Registration Certificate is issued and is <i>renewable annually</i> . The Board has mandate to deregister in case of malpractice. Self-sponsored students are admitted at minimum mean grade C (plain). |
| Bachelor of Education                    | Minimum mean grade C+ (plus) and above or its equivalent C+ (plus) in two subjects of specialization   | The course takes four (4) years without any requirement for attachment or internship. No requirement for annual renewal of registration.   |
| Bachelor of Arts/<br>Bachelor of Science | Mean grade C+ (plus) or its equivalent at KCSE and at least C+ (plus) and above in two teaching subjects of specialisation with Post graduate Diploma in Education   | The course takes four (4) years with a one year (1) post-graduate diploma in education. There is no requirement for attachment or internship, and none for annual renewal of registration.   |

# RECOMMENDATIONS

- That the minimum qualification for entry into teaching in Kenya at all levels be a Diploma in Education.
- Admission into the ALL Diplomas and Degrees in teacher Education Courses shall be Demand Driven
- That the Diploma in Education courses for CBC students at each level shall be Three years after 844 and senior school since they will have had time for specialization in the content areas.
- There is need to have pathways for teacher education at Diploma level (ECDE, Junior and Senior Secondary, SNE)
- That there is a Diploma in Secondary Education which will cater for defined learning areas/ Subjects required in Junior and Senior Secondary level which have shortages
- All the 8-4-4 and CBC students must undertake first the Bachelor of Arts or Bachelor of Science Courses for a period 3 years majoring on the key subjects and thereafter undertake a Postgraduate Diploma in Education for a period of one year for teaching at Junior and Senior school and SNE .

# RECOMMENDATIONS

- That there shall be a Postgraduate Diploma in Teacher Education to cater for Teacher Education learning areas. This will be for preparing Teacher Educators who will be training the preservice Teachers at the Teacher training colleges.
- That there shall be a minimum of One – School Term Practicum at all levels of Teacher Education, assessed by external examiners.
- That the in-service teachers and qualified – registered teachers outside employment be inducted and certified to offer the Competency Based Curriculum.
- That a Curriculum for Teacher Educators (Trainers) be developed by KICD and TSC in collaboration with Universities and CUE that shall gradually form a basis for employment of (appointment of) Teacher Educators.
- That Assessment at Teacher Education level shall be a balance of the Formative and Summative.
- There shall be a need to develop a Kenya Teacher Education Policy to anchor all the proposals in this document.
- There is need for TSC to set up Institute of Teacher Support and professional development

# PRE- SERVICE TEACHER EDUCATION LEVELS

- Diploma in Early Childhood Teacher Education (PP1&PP2)
- Diploma in Primary Teacher Education (Grade 1-6 )
- Diploma in Secondary Teacher Education (Junior (7-9) and Senior (10-12) Secondary Level)
- BA/BSC with Postgraduate Diploma in Education (Junior and Senior Secondary, SNE)
- BA/BSC with Postgraduate Diploma in Teacher Education (Teacher Educator)
- Diploma in Special Needs Teacher Education (Specialized Curriculum areas- Autism, Deaf, blind, multiple disabilities and Multiple cerebral palsy for foundation, intermediate, Pre-vocational and vocational levels)
- Diploma in Technical Teacher Education (Appropriate Technical subjects in Junior and Senior Secondary).



# Entry Qualification for Teacher Registration: **Current & Proposed**

| Levels of Teacher Registration | Current Requirements   | Proposed Requirement   |
|--------------------------------|--|--|
| ECD                            | <p><b>Certificate-</b></p> <ul style="list-style-type: none"> <li>i. Minimum CPE/KCPE plus ECDE certificate from MoE</li> <li>ii. Minimum Mean Grade D+(plus) at KCSE ECDE certificate from KNEC</li> <li>iii. Minimum D plain at KCSE, KNEC proficiency certificate, ECDE certificate from KNEC</li> </ul> <p><b>Diploma-</b></p> <ul style="list-style-type: none"> <li>i. Mean grade C+ (plus) and above at KCSE plus ECDE certificate from KNEC</li> <li>ii. Mean grade C+ (plus) and above Diploma (University)</li> </ul> <p><b>Degree-</b></p> <p>Mean grade C+ (plus) and above.</p> | <p><b>Certificate -Redundant</b></p> <p><b>Diploma in Early Childhood Teacher Education (PP1&amp;PP2);-</b></p> <ul style="list-style-type: none"> <li>i. <b>KCSE Mean Grade C (plain)</b></li> <li>ii. <b>Mean grade C in All the subjects.</b></li> </ul> <p><b>Note: Teachers at this level will teach all subjects at PP1 and PP2.</b></p> |

# Entry Qualification for Teacher Registration: **Current & Proposed**

| Levels of Teacher Registration | Current Requirements  | Proposed Requirement   |
|--------------------------------|---|--|
| Primary Teacher Education      | <p><b>Certificate-</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C plain or its equivalent at KCSE and above PTE certificate from KNEC</li> </ul> <p><b>Diploma in Education</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C+ (plus) and above and</li> <li>ii. C+ (plus) and above in the subjects of specialization,</li> <li>iii. at least C plain in English,</li> <li>iv. C plain in Mathematics for Science-based courses,</li> <li>v. D+ (plus) in Mathematics for non- science courses</li> </ul> | <p><b>Certificate - Redundant</b></p> <p><b>Diploma in Primary Teacher Education (Grade 1-6 )</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C plain or its equivalent at KCSE</li> <li>ii. C plain in all the Cluster subjects.</li> </ul> <p><b>Note:</b> Teachers at this level will teach all subjects at Grade 1-3 &amp; 4-6 with some specialization on the indigenous and Foreign languages.</p> <p><b>Diploma in Secondary Teacher Education (Junior (7-9) and Senior (10-12) Secondary Level)</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C+ in KCSE</li> <li>ii. C+ in three teaching subject.</li> </ul> <p><b>Note:</b> Teachers at this level will teach three subjects at Junior OR senior secondary.</p> |

# Entry Qualification for Teacher Registration: **Current & Proposed**

| Levels of Teacher Registration         | Current Requirements  | Proposed Requirement  |
|--|---|---|
| <b>Primary Teacher Education (SNE)</b> | <p><b>Certificate-</b></p> <ul style="list-style-type: none"> <li>i. Mean Grade C-(minus) or its equivalent for visually and hearing-impaired persons</li> </ul> <p><b>Diploma in Education for Virtually &amp; Hearing Impaired</b></p> <ul style="list-style-type: none"> <li>i. Minimum mean grade C (plain) or its equivalent at KCSE.</li> <li>ii. Grade C(plain) or its equivalent in two teaching subjects in KSCE</li> <li>iii. Grade C-(minus) or its equivalent in English at KCSE</li> <li>iv. Grade C-(minus) or its equivalent in Mathematics in KCSE in Science based courses.</li> <li>v. Grade D (plain) or its equivalent in Mathematics in KCSE for non-science-based courses.</li> </ul> | <p><b>Certificate - Redundant</b></p> <p><b>Diploma in Education SNE (<i>Foundations, Pny and Lower Secondary Specialized Areas</i>)</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Garde C (plain) or its equivalent at KCSE</li> <li>ii. C- (minus) its equivalent in all subjects clusters</li> </ul> <p>Note: Teachers at this level will teach all subjects at foundation, intermediate, Pre-vocational and vocational levels Primary and Lower Secondary.</p> |

# Entry Qualification for Teacher Registration: **Current & Proposed**

| Levels of Teacher Registration                         | Current Requirements   | Proposed Requirement   |
|--|--|--|
| <b>Diploma Technical Teacher Education : Secondary</b> | <p><b>Certificate in Technical Teacher Education</b></p> <ul style="list-style-type: none"> <li>i. Minimum mean grade D+ (plus) or its equivalent in KCSE</li> <li>ii. Technical Education Course</li> <li>iii. Diploma in Technical Teacher Education</li> </ul> <p><b>Diploma in Technical Teacher Education</b></p> <ul style="list-style-type: none"> <li>i. Minimum mean grade C+ (plus) and above or its equivalent in KCSE and Degree in Technology.</li> <li>ii. Mean grade C (plain) or its equivalent in English in KCSE</li> <li>iii. Mean grade C (plain) or its equivalent in Mathematics in KCSE</li> </ul> <p><b>Degree in Technical Teacher Education</b></p> <ul style="list-style-type: none"> <li>i. Minimum mean grade C+ (plus) or its equivalent in KCSE,</li> <li>ii. Degree in Technology</li> </ul> | <p><b>Certificate in TTE: Redundant</b></p> <p><b>Diploma in Technical Teacher Education Secondary (<i>Junior and Senior Secondary</i>)</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C+ or equivalent at KCSE</li> <li>ii. C+ in three teaching subjects.</li> </ul> <p><b>Note:</b><br/>Teachers at this level will teach three subjects at Junior or senior secondary. Candidates with relevant Diplomas and Certificates in appropriate Technical Subjects shall be considered for admission.</p> |

# Entry Qualification for Teacher Registration: **Current & Proposed**

| Levels of Teacher Registration           | Current Requirements  | Proposed Requirement   |
|--|---|--|
| <b>Bachelor of Art/Science with PDGE</b> | <p><b>Bachelor of Education</b></p> <ul style="list-style-type: none"> <li>i. Minimum Mean Grade C+ (plus) and above or its equivalent</li> <li>ii. C+ (plus) in two subjects of specialization</li> </ul> <p><b>Bachelor of Art/Science with PGDE</b></p> <ul style="list-style-type: none"> <li>i. Mean grade C+ (plus) or its equivalent at KCSE</li> <li>ii. At least C+ (plus) and above in two teaching subjects of specialisation.</li> <li>iii. Post graduate diploma in education</li> </ul> | <p><b>Bachelor of Education: Remodeled</b></p> <p><b>BA/BSC with PGDE (Junior/Senior Secondary)</b></p> <ul style="list-style-type: none"> <li>i. entry grade will be KCSE Mean Grade C+ with a B-(Minus) in three teaching subjects.</li> <li>ii. BA/BSC for 3 years and PGDE for one year on at Junior and Senior secondary.</li> </ul> <p>Note: Teachers at this level will teach three subjects at Junior and Senior secondary.</p> <p><b>BA/BSC with PGDE (Teacher Education Educators)</b></p> <ul style="list-style-type: none"> <li>i. entry grade will be KCSE Mean Grade C+ with a B-(Minus) in three teaching subjects.</li> <li>ii. BA/BSC for 3 years and PGDE for one year on Teacher Education.</li> </ul> <p>Note: Teacher Educators at this level will teach three subjects at Primary and Diploma Teacher Training Colleges.</p> |



# Post Training Certificate

- Post Training Certificate for In- Service Teachers not currently Employed by TSC.
- This will be undertaken by teachers who have completed ECDE , PTE ,DTE BED ; DIP ED and SNE training courses.
- it will be offered within a duration of 9 Months During School Holidays (Distance learning elements during school time and online mode).
- Teachers will also do micro teaching during this training.



## LEVEL

**DIPLOMA  
EDUCATION IN  
ECDE  
(PP1 – Grade 3 )**

## RATIONALE

- **Play- Based learning**
- Smooth transition from ECDE to primary
- Requires specialized practitioner knowledge in EYE development
- Consistent with best international practices
- Inclusivity
- Assessment for Learning

## ENTRY

- **C plain and above at KCSE**
- Interest and experience in working with young children
  - Relevant aspects of Chapter 6 of Kenya Constitution
  - Empathy for Children



## LEARNING AREA

- **Professional Courses**
- Pedagogy
- Indigenous Language development
- Language Activities
- Mathematics Activities
- Environmental Activities
- Religious Activities
- Hygiene and Nutrition
- Psychomotor/movement and Creative Art



## LEVEL

### DIPLOMA EDUCATION IN PRIMARY (Grade 1- 6 )

## RATIONALE

- **Inquiry based learning**
- Smooth transition from ECDE to primary
- Ability to nurture every learner's potential
- Positive role model
- Knowledge of CSL
- Conceptualization of Core- Competencies in BECF
- Inclusivity
- Assessment for Learning
- Subject / Discipline specialization

## ENTRY

- **C plain and above at KCSE or Equivalent at senior sec**
- Must have a C in the following cluster subjects i.e., English and Kiswahili, Mathematics, Humanities and Sciences
- Do one foreign lang. and one Indigenous Language
- Interest and experience in working with children
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Empathy for Children



## LEARNING AREA

- **Professional Courses**
  - Pedagogy for Lower and Upper Primary
  - Learning areas for Lower and Upper Primary including Optional Subjects





## LEVEL

**DIPLOMA  
EDUCATION IN  
SECONDARY  
(Strictly on  
Needs Basis)**

## RATIONALE

- **Active and Problem Based Learning**
- Subject / discipline based
- Increased level of specialization
- Enhanced content knowledge
- Ability to nurture/ develop learners' potential
- Preparation for high stakes assessment
- Preparation for tertiary education and future work
- Transition from childhood to adulthood

## ENTRY

- **C+ (Plus)** and above at KCSE and Equivalent at senior sec
- Must have a **C+ (plus) in the subject areas of specialization**
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Ability to empathize with adolescents



## LEARNING AREA

- **Professional Courses**
- Pedagogy for junior and senior Secondary
- **Teaching subjects will be demand driven (Based on Projected Needs in Lower and Senior Secondary.**
- **Three (3) Teaching Subjects**

**Note: The Diploma in Sec Education Teachers shall qualify to teach at Senior Secondary, but the admission (numbers and Learning areas) shall mainly target Lower Secondary.**



## LEVEL

**DIPLOMA  
EDUCATION  
SNE  
(Specialized  
Needs)**

## RATIONALE

- Specialized SNE teacher for foundations, primary and lower secondary
- Inquiry based learning
- Activity based learning
- Smooth transition from home to school and through the levels ECDE to primary the secondary
- Ability to nurture every learner's potential
- Positive role model
- Knowledge of CSL
- Conceptualization of Core-Competencies in BECF
- Inclusivity
- Assessment for Learning for SNE
- Subject / Discipline specialization

## ENTRY

- C plain and above at KCSE and Equivalent at Senior Sec
- C-(MINUS) for learners with special needs
- Must have C- (Minus) in the subject areas
- Interest and experience in working with children with special needs and disabilities
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Empathy for persons with SN and disabilities



## LEARNING AREA

- Professional Courses
  - Pedagogy on adapted learning areas
- Options
  - Foundational level
  - Primary
  - Secondary

## LEVEL

**DIPLOMA  
EDUCATION  
TECHNICAL  
EDUCATION**

## RATIONALE

- Specialized SNE teacher for foundations, primary and lower secondary
- Inquiry based learning
- Activity based learning
- Smooth transition from home to school and through the levels ECDE to primary the secondary
- Ability to nurture every learner's potential
- Positive role model
- Knowledge of CSL
- Conceptualization of Core-Competencies in BECF
- Inclusivity
- Assessment for Learning for SNE
- Subject / Discipline specialization

## ENTRY

- C plain and above at KCSE and Equivalent at Senior Sec
- C- (MINUS) for learners with special needs
- Must have C plain in the subject areas of specialization
- Interest and experience in working with children with special needs and disabilities
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Empathy for persons with SN and disabilities

## LEARNING AREA

- Professional Courses
  - Pedagogy on adapted learning areas
- Options**
  - Foundational level
  - Primary
  - Secondary

## LEVEL

BA/BSC with  
PGDE  
**Junior/Senior  
Teacher**

## RATIONALE

- **Active and Problem Based Learning**
- Increased level of specialization
- Enhanced content knowledge
- Ability to nurture/ develop learners potential
- Enhanced content knowledge
- Ability to nurture/ develop learners potential
- Preparation for high stakes assessment
- Preparation for tertiary education and future work
- Preparation for high stakes assessment

## ENTRY

- BA/BSC for 3 years and PGDE for one year
- **Must have a B-(minus in the subject areas of specialization**
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Empathy with adolescents

## LEARNING AREA

- **Professional Courses**
- Pedagogy junior and senior Secondary
- Teaching subjects will be demand driven
- **3 teaching subjects (one at junior Sec and 2 related subjects for senior secondary**



## LEVEL

**BA/BSC with Postgraduate Diploma in Teacher Education**

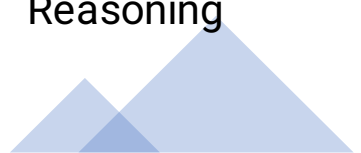
## RATIONALE

- Active and Problem Based Learning
- Ability to train in competency-based curriculum

## ENTRY

- BA/BSC for 3 years and PGDE for one year on Teacher Education
- Must have a **B-(minus)** in the subject areas of specialization
- Relevant aspects of Chapter 6 of The Kenya Constitution
- Empathy with adolescents
- Period -one year

## LEARNING AREA

- Competency Based Curriculum (Learning areas and Pedagogy)
  - 21st Century Principles and practices of teacher education
  - Andragogy and Lifelong Learning
  - Assessment for / as learning Values, PCI and CSL
  - Action research
  - Inclusivity
  - Coaching and mentorship Identification and nurturing of learner potential.
  - Blending Content and Pedagogy Micro teaching
  - Practicum Supervision and Assessment Reflective Teaching and Pedagogical
  - Reasoning
- 



## LEVEL

**Post Training Certificate for In-Service Teachers**  
(Not currently Employed)

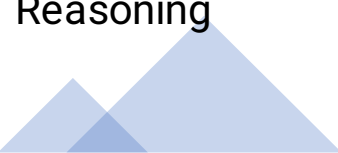
## RATIONALE

- CBC compliance
- Targeting in-service teachers and trained teachers who are not employed.

## ENTRY

- ECDE, PTE, DTE BED ; DIP. SNE
- To be offered within a duration of 9 Months During School Holidays (with Distance learning elements during school time).**

## LEARNING AREA

- Competency Based Curriculum (Learning areas and Pedagogy)
  - 21st Century Principles and practices of teacher education
  - Andragogy and Lifelong Learning Assessment for / as learning Values, PCI and CSL
  - Action research
  - Inclusivity
  - Coaching and mentorship Identification and nurturing of learner potential.
  - Blending Content and Pedagogy Micro teaching
  - Practicum Supervision and Assessment Reflective Teaching and Pedagogical
  - Reasoning
- 

# TIMELINES

- It is proposed that the above be used as a basis for admission into Teacher Education the various levels from September 2020.
- In addition to the requirements above, the following shall be required before a teacher is registered by the Commission: -
- **Certificate of Good Conduct**; applicants shall be required to present a valid certificate of good conduct upon application for registration.
- **Certificate in Integration of ICT in education** – Evidence of training in ICT skills
- **Compliance to chapter six of the Constitution** :Tax Compliance Certificate (KRA), Certificate of good conduct (DCI), Higher Education Loan clearance certificate (HELB), EACC clearance and Credit Reference Certificate (CRB)
- **Notes:**
- ECDE applicants with certificates from other bodies other than KNEC and MOE should have their certificates equated by KNEC.
- Applicants with foreign Degrees and Diplomas in education should have their documents equated by the Commission for University Education (CUE) and Kenya National Examination Council (KNEC) respectively.

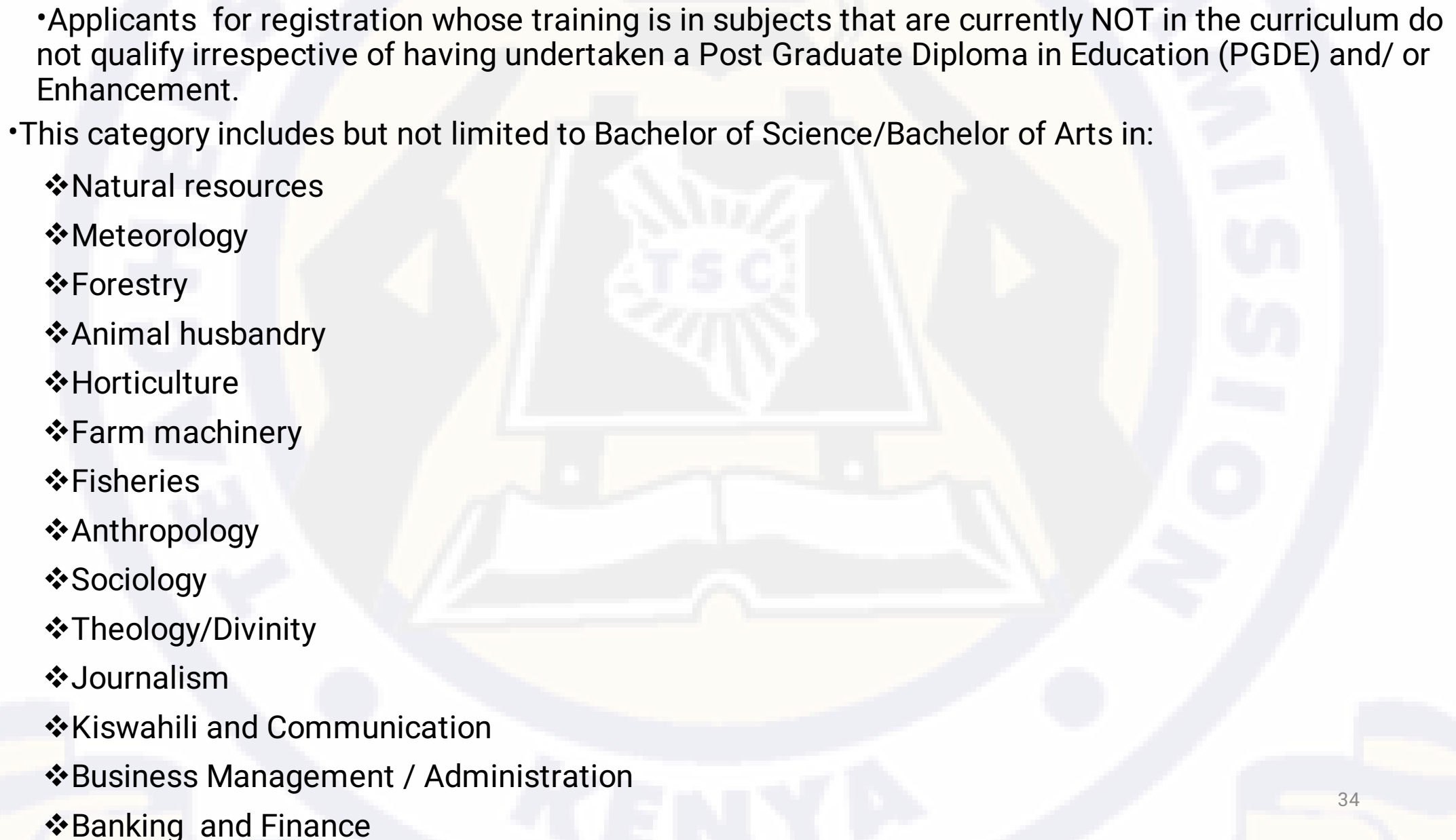
# NON- CITIZEN REGISTRATI ON

- Non- citizen teacher should have the following for registration;
- Certificate of registration as a teacher from the country of origin
- Certificate of good conduct issued by relevant law enforcement agency in the country of origin.
- Vetting letter from MOE.
- Valid passport
- Valid entry /work permit
- The registration certificate issued to non- citizens be temporary and renewable upon renewal of the entry permit.



## Key issues to note

- Enhancement is admissible only in case of inadequate course units in one of the subjects of specialization. (**This is not encouraged**)
- Post-graduate Diploma is allowed where one lacks only pedagogical skills.
- Bridging/ pre-university courses be done away with as they do not address any gap.
- Persons whose training is in subjects that are not in the curriculum irrespective of a PGDE do not qualify for registration and employment.
- Students who have undertaken courses(Diploma or degrees) without the minimum entry requirements (who enrolled, who trained and graduated them) do not qualify for registration and employment.
- Very many fake degree certificates circulating
- Security marks of the certificates

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- Applicants for registration whose training is in subjects that are currently NOT in the curriculum do not qualify irrespective of having undertaken a Post Graduate Diploma in Education (PGDE) and/ or Enhancement.
  - This category includes but not limited to Bachelor of Science/Bachelor of Arts in:
    - ❖ Natural resources
    - ❖ Meteorology
    - ❖ Forestry
    - ❖ Animal husbandry
    - ❖ Horticulture
    - ❖ Farm machinery
    - ❖ Fisheries
    - ❖ Anthropology
    - ❖ Sociology
    - ❖ Theology/Divinity
    - ❖ Journalism
    - ❖ Kiswahili and Communication
    - ❖ Business Management / Administration
    - ❖ Banking and Finance

# This category includes but not limited to Bachelor of Science/Bachelor of Arts in:

- ❖ Genomics
  - ❖ Actuarial Science
  - ❖ Environmental Science
  - ❖ Criminology
  - ❖ Biotechnology and Agriculture
  - ❖ All Courses related to Engineering
  - ❖ Industrial Chemistry
  - ❖ Biochemistry
  - ❖ Hospitality and tourism
  - ❖ Foods , Nutrition and Dietetics
  - ❖ Technology and applied Biology
  - ❖ Microbiology etc.
- Those who have undertaken a PGDE with these courses are NOT eligible for registration as teachers.
  - These courses do not provide sufficient subject content and therefore the mastery of the content in two teaching subjects is not adequate as required.

# THANK YOU

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