

TEACHERS SERVICE COMMISSION

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When Replying Please Quote:

Ref:No.TSC/ADM/192A/VOL.X/52



TSC HOUSE, UPPERHILL,
KILIMANJARO ROAD,
OFF MARA ROAD,
PRIVATE BAG - 00100,
NAIROBI, KENYA.

Date: 11th August, 2025

CIRCULAR NO:8/2025

TSC Regional Directors

TSC County Directors

TSC Sub-County Directors

GUIDELINES ON PROMOTION OF TEACHERS – 2025/2026 F/Y

1.0 INTRODUCTION

The Teachers Service Commission is established under **Article 237 (1)** of the Constitution of Kenya (2010) with the mandate to undertake all teacher management functions that include recruitment, employment, promotion, transfer and assignment of teachers for service in public schools. In discharging its mandate to promote teachers, the Commission is bound to uphold the provisions of Article 10 and 232 of the Constitution which provides for the Values and Principles of Governance as well as the Values and Principles of Public Service.

Consequently, in compliance with the above constitutional principles, the Commission has developed Guidelines for Promotion of Teachers for the 2025/2026 Financial Year. These Guidelines standardize the procedures and criteria for promoting teachers across competitive grades in public educational institutions.

The Guidelines have incorporated the salient constitutional principles of transparency, accountability, fair competition and merit. To ensure consistency with the Commission's legal and policy framework, the Guidelines have been aligned with the Career Progression Guidelines for Teachers (2018) and Curriculum Support Officers (2019), The Code of Regulations for Teachers (2015) and the Policy on Appointment and Deployment of Institutional Administrators (2017).

2.0 APPLICATION OF THE GUIDELINES

The Guidelines will apply to Teachers employed by the Commission. The same will be valid up-to **30th June, 2026**.

3.0 OBJECTIVES

The guidelines aim to:

- 3.1 Adhere to the principles of equity, fairness, transparency and non-discrimination in teacher promotion processes.
- 3.2 Recognize and reward merit, performance and experience in teacher promotion.
- 3.3 Incorporate affirmative action and inclusivity, particularly for persons with disabilities and marginalized groups into the promotion process.
- 3.4 Provide a consistent and structured approach to promotions at all levels of the teaching service.

4.0 GUIDING PRINCIPLES

All promotions shall be anchored on the following principles:

- 4.1 Equity, Fairness and non-discrimination
- 4.2 Meritocracy and Performance
- 4.3 Integrity, Transparency and Accountability
- 4.4 Affirmative Action.
- 4.5 Professionalism.

5.0 THE PROMOTION PROCESS

5.1 Vacancy Identification and Allocation

Identification will be based on available budgetary allocation, attrition and existence of vacancies in the approved establishment.

5.2 Publicity and Advertisement

5.2.1 All promotion vacancies shall be advertised through the TSC website and the mainstream print media, and any other platform as may be deemed appropriate by the Commission.

5.2.2 The application window shall remain open for a period of **fourteen (14)** days from the date of advertisement.

5.2.3 All applications will be submitted online through the designated TSC portal within the specified timeframe. *Manual submissions shall not be accepted.*

All fields in the online application portal must be accurately and fully completed. Applicants are advised to verify successful submission of their applications.

5.3 Eligibility Criteria

To be eligible for promotion, a teacher must meet the following requirements:

5.3.1 Have served a minimum of three (3) years in the current grade.

5.3.2 Pursuant to Regulation 77 of the Code of Regulations for Teachers (2015), the Commission may refuse to consider a teacher for promotion if the teacher has not completed:

- a) Two (2) years from the date the teacher was found guilty following a disciplinary process; or
- b) One (1) year from the date the teacher was issued with an administrative warning.

5.3.3 In line with Regulation 78 of the Code of Regulations for Teachers (2015), a teacher re-employed by the Commission shall complete at least three years of continuous service before the teacher is considered for promotion.

5.4 Shortlisting

5.4.1 Candidates shall be shortlisted at a ratio of **1:3** per advertised vacancy, based on eligibility and merit as outlined in the promotion guidelines.

5.4.2 The shortlisting process shall uphold the principles of fairness, transparency, inclusivity and non-discrimination, ensuring all qualified candidates are given an equal opportunity for consideration across counties.

5.5 Interview Process

5.5.1 Interviews shall be conducted at Sub-County, County, and Regional levels, depending on the grade and level of the position as follows;

5.5.1.1 Sub-County Panels: Will conduct interviews for all primary school teachers, including Head teachers and Deputy Head teachers.

5.5.1.2 County Selection Panels: Will oversee interviews for all post-primary school teachers including Deputy principals.

5.5.1.3 Regional Selection Panels: Will be responsible for interviews of Principals in Secondary Schools, Teachers Training Colleges (TTCs), and Curriculum Support Officers (Regular and SNE).

5.5.2 All shortlisted candidates shall be issued with a minimum of **seven (7)** days' notice prior to the interview date.

5.5.3 The official invitation letter shall indicate: *The date, time and venue of the interview and a checklist of documents required for presentation to the interview panels.*

5.5.4 The interview process shall be guided by the highest standards of integrity, professionalism and objectivity, in line with the Commission's commitment to fair and transparent promotion process.

6.0 SCORING CRITERIA

The Commission shall apply a standardized scoring guide to ensure a fair, transparent and merit-based evaluation of all shortlisted candidates. The following parameters shall be considered;

- 6.1 Academic Qualifications: Higher academic qualifications attract higher scores, reflecting a teacher's commitment to continuous professional growth.
- 6.2 Acting Capacity: Teachers currently serving in acting/Performing roles (e.g. Head of Institution, Deputy Head, Senior Master/Senior Teacher) shall be awarded additional marks.
- 6.3 Length of Stay in One grade: Teachers who have served longer in their current grade shall earn higher scores.
- 6.4 Teacher Performance Appraisal and Development (TPAD): Average TPAD ratings over the past three years shall be considered, with consistently high-performing teachers earning additional points (except for CSO).
- 6.5 Seniority and Experience: Seniority and experience in the teaching service will accord teachers incremental scores.
- 6.6 Other professional assignments: Teachers involved in KNEC, KICD, MOE, KISE, KEMI, and activities conducted by the TSC - TIMEC and CBC Training will be awarded special marks in recognition of their contribution.

Note: To promote consistency, fairness and transparency, the Commission has developed 32 grade-specific scoring guides which shall be used in the 2025/2026 F/Y promotion cycle. These guides are as annexed in this guideline.

7.0 INTERVIEW PANEL STRUCTURE & ROLES

7.1 Panel Composition

S/No	Panel Level	Chairperson	CS Representative	Director Representative
1	Regional (D3–D5) & CSOs	Director (HQ) or Regional Director or Deputy Director or Assistant Director	Deputy Director or Assistant Director	Deputy Director or Assistant Director
2	County (C2–D2)	County Director or Sub-County Director	Sub-County Director	County Human Resource Office (CHRO)
3	Sub-County (C2–D2)	Sub-County Director	Curriculum Support Officer	Curriculum Support Officer

7.2 Panel Roles

7.2.1 Chairperson: Oversees interview proceedings, ensures adherence to policy.

7.2.2 Commission Secretary Representative: Participates in interview proceedings/scoring, maintains interview records, validates documents.

7.2.3 Director's Representative: supports in interview proceedings, Supports scoring and process quality.

Note: There shall be an officer to manage documentation and candidate logistics.

8.0 SELECTION AND POSTING

8.1 Selection of Successful Candidates and Posting

8.1.1 The Commission's Board shall oversight the entire process and approve the list of successful candidates.

8.1.2 Selection shall be based strictly on merit as determined by interview scores, while ensuring compliance with constitutional requirements on:

8.1.2.1 Gender representation.

8.1.2.2 Inclusion of Persons with Disabilities (PWDs), and

8.1.2.3 Regional diversity.

8.1.3 Upon approval, the Commission shall publish the list of successful candidates through its website.

8.1.4 Heads and Deputy Heads of Institution will be posted to schools with available vacancies.

8.2 Acceptance

An offer for promotion under this regulation shall lapse if not taken within thirty days as per **Regulation 81** of The Code of Regulations for Teachers (2015).

9.0 SPECIAL CONSIDERATIONS

9.1 Affirmative Action

9.1.1 The Commission will endeavour to ensure that at least 5% of all promoted candidates are teachers registered as persons with disabilities under the Persons with Disabilities Act.

9.1.2 In compliance with Article 27(8) of the Constitution, not more than two-thirds of teachers promoted shall be of the same gender, thereby upholding gender equity in career progression within the teaching service.

9.2 Accessibility for Teachers with Disabilities

9.2.1 The Commission will ensure that interview venues will be accessible for teachers with Disabilities.

9.2.2 An applicant with disabilities related to hearing and/or speech shall be allowed the company of a sign language interpreter.

10.0 MONITORING AND EVALUATION OF THE PROMOTION PROCESS

The Commission shall institute a robust monitoring and evaluation process to ensure integrity, consistency and compliance throughout the promotion process. The implementation, monitoring and Evaluation of the promotion process will be undertaken as follows;

10.1 The Board will provide oversight of the promotion exercise to ensure adherence to policy, procedures and applicable regulations.

10.2 Management will;

10.2.1 Induct interview panel members and provide approved standardized tools and guidelines.

10.2.2 Track compliance with timelines, eligibility and procedural requirements.

10.2.3 Submit an exit report of the promotion process to the Board once the exercise is concluded to inform on operational refinement and policy direction by 27th January, 2026.

11.0 REPORTING OF FRAUD

11.1 The promotion exercise is free of charge. The Teachers Service Commission forewarns applicants against fraudsters who might extort money from unsuspecting persons and purporting to assist in teacher promotion.

11.2 Canvassing in any form will lead to automatic disqualification from the promotion process.

11.3 Any fraudulent activity should be reported to the nearest TSC office or Teachers Service Commission headquarters through the following telephone lines: Director Staffing (0202892193) and Deputy Director- Staffing (0202892136) or write to the Commission through the email address dirstaffing@tsc.go.ke

11.4 Further, any such fraudulent activity should be reported to the nearest police station.

NB: Details on available vacancies and the required qualifications are in the Teachers Service Commission's website: www.tsc.go.ke

12.0 CONCLUSION

These guidelines provide a structured, transparent and equitable framework for teacher promotions. By aligning with legal standards, public service values and organizational priorities, they will enable the Commission to implement the promotion process effectively, efficiently and credibly.

Teachers Service Commission is an equal opportunity employer, applicants with disabilities are encouraged to apply

AG. SECRETARY/CHIEF EXECUTIVE OFFICER

SCORING GUIDE FOR CHIEF PRINCIPAL (REGULAR) - (GRADE D5/T- SCALE 15)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1.	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award the highest qualification -PhD - 5 -Masters - 4 -Bachelors’ Degree - 3	5																			
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	5																			
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Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
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SCORING GUIDE FOR CHIEF PRINCIPAL TTC - (GRADE D5/TSC SCALE 15)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO

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**SCORING GUIDE FOR SENIOR PRINCIPAL – (REGULAR) (GRADE D4/T
-SCALE 14)**

NAMETSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1.	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award the highest qualification - PhD - 5 - Masters - 4 - Bachelors’ Degree - 3	5																			
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SCORING GUIDE FOR SENIOR PRINCIPAL TTC - (GRADE D4/TSC SCALE 14)

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PWD (YES/NO) CURRENT RESPOSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

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SCORING GUIDE FOR PRINCIPAL SECONDARY REGULAR - (GRADE D3/T-SCALE 13)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....

GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div>	30																									

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks		
	1.	7 years and above	30		
	2.	6 years	25		
	3.	5 Years	20		
	4.	4 Years	15		
	5.	3 years	10		
	6.	2 Years	5		
	7.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
5	AGE			30	
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR PRINCIPAL SECONDARY SNE - (GRADE D3/TSC SCALE 13)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr></table></div>	S/No.	No. of years in grade	Marks	30																						
S/No.	No. of years in grade	Marks																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	1.	7 years and above	30			
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51 years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY PRINCIPAL II REGULAR - (GRADE D2/T-SCALE 12)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT

RESPOSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
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5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div></div>	30																									

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks		
	1.	7 years and above	30		
	2.	6 years	25		
	3.	5 Years	20		
	4.	4 Years	15		
	5.	3 years	10		
	6.	2 Years	5		
	7.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
5	AGE			30	
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY PRINCIPAL II TTC - (GRADE D2/TSC SCALE 12)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

.....

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors' Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Resonsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
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5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div></div>	30																									

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks		
	8.	7 years and above	30		
	9.	6 years	25		
	10.	5 Years	20		
	11.	4 Years	15		
	12.	3 years	10		
	13.	2 Years	5		
	14.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
5	AGE			30	
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY PRINCIPAL II SNE - (GRADE D2/TSC SCALE 12)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification - PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
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	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr><tr><td>2.</td><td>6 years</td><td>25</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	2.	6 years	25	30																
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									
2.	6 years	25																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR LECTURER 1 (TTC) - (GRADE D2/TSC SCALE 12)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	30																			
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR CURRICULUM SUPPORT OFFICER - (GRADE D2/TSC SCALE 12)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WORK COUNTY: WORK SUB COUNTY

WORK ZONE..... GENDER.....

DATE..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award for the highest qualification -PhD - 5 -Masters - 4 -Bachelors’ Degree - 3	5																			
2	LENGTH OF STAY IN CURRENT GRADE	40																			
	<div>Length of stay in current grade (Marks awarded for length of stay in current grade)</div> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>40</td></tr><tr><td>2.</td><td>6 years</td><td>35</td></tr><tr><td>3.</td><td>5 Years</td><td>30</td></tr><tr><td>4.</td><td>4 Years</td><td>25</td></tr><tr><td>5.</td><td>3 years</td><td>20</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	40	2.	6 years	35	3.	5 Years	30	4.	4 Years	25	5.	3 years	20	40	
S/No.	No. of years in grade	Marks																			
1.	7 years and above	40																			
2.	6 years	35																			
3.	5 Years	30																			
4.	4 Years	25																			
5.	3 years	20																			
3	AGE	45																			
	<div>Age of teacher</div> <table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>45</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>40</td></tr><tr><td>3.</td><td>47 to 51 years</td><td>35</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>30</td></tr><tr><td>5.</td><td>41 years and below</td><td>25</td></tr></table>	S/No.	Age of Teacher	Marks	1.	57 and above	45	2.	52 to 56 years	40	3.	47 to 51 years	35	4.	42 to 46 years	30	5.	41 years and below	25	45	
S/No.	Age of Teacher	Marks																			
1.	57 and above	45																			
2.	52 to 56 years	40																			
3.	47 to 51 years	35																			
4.	42 to 46 years	30																			
5.	41 years and below	25																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE
4	MANAGEMENT/LEADERSHIP COURSES	5	
	Management/Leadership Courses i) Management course lasting five or more weeks –5 ii) Management course lasting three to four weeks - 3 iii) Management course lasting for 2 weeks - 2	5	
5	Certificate in Computer application	5	
	TOTAL MARKS	100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR CURRICULUM SUPPORT OFFICER I - (GRADE D1/TSC SCALE 11)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WORK COUNTY: WORK SUB COUNTY

WORK ZONE..... GENDER.....

DATE..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award for the highest qualification -PhD - 5 -Masters -4 -Bachelors’ Degree - 3	5																			
2	LENGTH OF STAY IN CURRENT GRADE	40																			
	Length of stay in current grade <i>(Marks awarded for length of stay in current grade)</i> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>40</td></tr><tr><td>2.</td><td>6 years</td><td>35</td></tr><tr><td>3.</td><td>5 Years</td><td>30</td></tr><tr><td>4.</td><td>4 Years</td><td>25</td></tr><tr><td>5.</td><td>3 years</td><td>20</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	40	2.	6 years	35	3.	5 Years	30	4.	4 Years	25	5.	3 years	20	40	
S/No.	No. of years in grade	Marks																			
1.	7 years and above	40																			
2.	6 years	35																			
3.	5 Years	30																			
4.	4 Years	25																			
5.	3 years	20																			
3	AGE	45																			
	Age of teacher <table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>45</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>40</td></tr><tr><td>3.</td><td>47 to 51 years</td><td>35</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>30</td></tr><tr><td>5.</td><td>41 years and below</td><td>25</td></tr></table>	S/No.	Age of Teacher	Marks	1.	57 and above	45	2.	52 to 56 years	40	3.	47 to 51 years	35	4.	42 to 46 years	30	5.	41 years and below	25	45	
S/No.	Age of Teacher	Marks																			
1.	57 and above	45																			
2.	52 to 56 years	40																			
3.	47 to 51 years	35																			
4.	42 to 46 years	30																			
5.	41 years and below	25																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE
4	MANAGEMENT COURSE LASTING AT LEAST TWO WEEKS	5	
	Management/Leadership Courses iv) Management course lasting five or more weeks –5 v) Management course lasting three to four weeks - 3 vi) Management course lasting for 2 weeks - 2	5	
5	Certificate in Computer application	5	
	TOTAL MARKS	100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY PRINCIPAL III REGULAR - (GRADE D1/TSC SCALE 11)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTEA County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div>																										

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks	30	
	1.	7 years and above	30		
	2.	6 years	25		
	3.	5 Years	20		
	4.	4 Years	15		
	5.	3 years	10		
	6.	2 Years	5		
	7.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
	5	AGE			
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR HEAD TEACHER (REGULAR) - (GRADE D1/TSC SCALE 11)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY..... GENDER

DATE..... TIME.....FOLIO

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award the highest qualification -PhD - 5 -Masters - 4 -Bachelors’ Degree - 3	5																			
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	5																			
3	LENGTH OF STAY IN CURRENT GRADE	50																			
	<div>Length of stay in current grade (Marks awarded for length of stay in current grade)</div> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>50</td></tr><tr><td>2.</td><td>6 years</td><td>40</td></tr><tr><td>3.</td><td>5 Years</td><td>30</td></tr><tr><td>4.</td><td>4 Years</td><td>20</td></tr><tr><td>5.</td><td>3 years</td><td>10</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	50	2.	6 years	40	3.	5 Years	30	4.	4 Years	20	5.	3 years	10	50	
S/No.	No. of years in grade	Marks																			
1.	7 years and above	50																			
2.	6 years	40																			
3.	5 Years	30																			
4.	4 Years	20																			
5.	3 years	10																			
4	PERFORMANCE MANAGEMENT	10																			
	<div>TPAD Rating (Marks awarded for the average Marks in the last 3 years)</div> <table><tr><th>Rating Scale</th><th>TPAD Marks</th><th>Marks</th></tr><tr><td>5</td><td>81% and above</td><td>10</td></tr><tr><td>4</td><td>61% – 80%</td><td>8</td></tr><tr><td>3</td><td>41% – 60%</td><td>6</td></tr><tr><td>2</td><td>21% – 40%</td><td>4</td></tr><tr><td>1</td><td>1% – 20%</td><td>2</td></tr></table>	Rating Scale	TPAD Marks	Marks	5	81% and above	10	4	61% – 80%	8	3	41% – 60%	6	2	21% – 40%	4	1	1% – 20%	2	10	
Rating Scale	TPAD Marks	Marks																			
5	81% and above	10																			
4	61% – 80%	8																			
3	41% – 60%	6																			
2	21% – 40%	4																			
1	1% – 20%	2																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
5	AGE	30																			
	Age of teacher																				
	<table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>30</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>25</td></tr><tr><td>3.</td><td>47 to 51years</td><td>20</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>15</td></tr><tr><td>5.</td><td>41 years and below</td><td>10</td></tr></table>	S/No.	Age of Teacher	Marks	1.	57 and above	30	2.	52 to 56 years	25	3.	47 to 51years	20	4.	42 to 46 years	15	5.	41 years and below	10	30	
S/No.	Age of Teacher	Marks																			
1.	57 and above	30																			
2.	52 to 56 years	25																			
3.	47 to 51years	20																			
4.	42 to 46 years	15																			
5.	41 years and below	10																			
	TOTAL MARKS	100																			

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR HEAD TEACHER (SNE)- (GRADE D1/T-SCALE 11)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award the highest qualification -PhD - 5 -Masters - 4 -Bachelors’ Degree - 3	5																			
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	5																			
3	LENGTH OF STAY IN CURRENT GRADE	50																			
	<div>Length of stay in current grade (Marks awarded for length of stay in current grade)</div> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>50</td></tr><tr><td>2.</td><td>6 years</td><td>40</td></tr><tr><td>3.</td><td>5 Years</td><td>30</td></tr><tr><td>4.</td><td>4 Years</td><td>20</td></tr><tr><td>5.</td><td>3 years</td><td>10</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	50	2.	6 years	40	3.	5 Years	30	4.	4 Years	20	5.	3 years	10	50	
S/No.	No. of years in grade	Marks																			
1.	7 years and above	50																			
2.	6 years	40																			
3.	5 Years	30																			
4.	4 Years	20																			
5.	3 years	10																			
4	PERFORMANCE MANAGEMENT	10																			
	<div>TPAD Rating (Marks awarded for the average Marks in the last 3 years)</div> <table><tr><th>Rating Scale</th><th>TPAD Marks</th><th>Marks</th></tr><tr><td>5</td><td>81% and above</td><td>10</td></tr><tr><td>4</td><td>61% – 80%</td><td>8</td></tr><tr><td>3</td><td>41% – 60%</td><td>6</td></tr><tr><td>2</td><td>21% – 40%</td><td>4</td></tr><tr><td>1</td><td>1% – 20%</td><td>2</td></tr></table>	Rating Scale	TPAD Marks	Marks	5	81% and above	10	4	61% – 80%	8	3	41% – 60%	6	2	21% – 40%	4	1	1% – 20%	2	10	
Rating Scale	TPAD Marks	Marks																			
5	81% and above	10																			
4	61% – 80%	8																			
3	41% – 60%	6																			
2	21% – 40%	4																			
1	1% – 20%	2																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
5	AGE	30																			
	Age of teacher																				
	<table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>30</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>25</td></tr><tr><td>3.</td><td>47 to 51years</td><td>20</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>15</td></tr><tr><td>5.</td><td>41 years and below</td><td>10</td></tr></table>	S/No.	Age of Teacher	Marks	1.	57 and above	30	2.	52 to 56 years	25	3.	47 to 51years	20	4.	42 to 46 years	15	5.	41 years and below	10	30	
S/No.	Age of Teacher	Marks																			
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3.	47 to 51years	20																			
4.	42 to 46 years	15																			
5.	41 years and below	10																			
	TOTAL MARKS	100																			

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR LECTURER II (TTC) - (GRADE D1/TSC SCALE 11)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
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3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr><tr><td>2.</td><td>6 years</td><td>25</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	2.	6 years	25	30																
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									
2.	6 years	25																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

**SCORING GUIDE FOR CURRICULUM SUPPORT OFFICER II (REGULAR)-
(GRADE C5/TSC SCALE 10)**

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY.....GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award for the highest qualification -PhD - 5 -Masters - 4 -Degree - 3																				
2	LENGTH OF STAY IN CURRENT GRADE	35																			
	<div>Length of stay in current grade (Marks awarded for length of stay in current grade)</div> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>35</td></tr><tr><td>2.</td><td>6 years</td><td>30</td></tr><tr><td>3.</td><td>5 Years</td><td>25</td></tr><tr><td>4.</td><td>4 Years</td><td>20</td></tr><tr><td>5.</td><td>3 years</td><td>15</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	35	2.	6 years	30	3.	5 Years	25	4.	4 Years	20	5.	3 years	15		
S/No.	No. of years in grade	Marks																			
1.	7 years and above	35																			
2.	6 years	30																			
3.	5 Years	25																			
4.	4 Years	20																			
5.	3 years	15																			
3	PERFORMANCE MANAGEMENT	20																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
	<div>TPAD Rating</div> <div>(Marks awarded for the average Marks in the last 3 years)</div> <table><tr><th>Rating Scale</th><th>TPAD Marks</th><th>Marks</th></tr><tr><td>5</td><td>81% and above</td><td>20</td></tr><tr><td>4</td><td>61% – 80%</td><td>16</td></tr><tr><td>3</td><td>41% – 60%</td><td>12</td></tr><tr><td>2</td><td>21% – 40%</td><td>8</td></tr><tr><td>1</td><td>1% – 20%</td><td>4</td></tr></table>	Rating Scale	TPAD Marks	Marks	5	81% and above	20	4	61% – 80%	16	3	41% – 60%	12	2	21% – 40%	8	1	1% – 20%	4		
Rating Scale	TPAD Marks	Marks																			
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2	21% – 40%	8																			
1	1% – 20%	4																			
4	AGE	35																			
	<div>Age of teacher</div> <table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>35</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>30</td></tr><tr><td>3.</td><td>47 to 51 years</td><td>25</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>20</td></tr><tr><td>5.</td><td>41 years and below</td><td>15</td></tr></table>	S/No.	Age of Teacher	Marks	1.	57 and above	35	2.	52 to 56 years	30	3.	47 to 51 years	25	4.	42 to 46 years	20	5.	41 years and below	15		
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2.	52 to 56 years	30																			
3.	47 to 51 years	25																			
4.	42 to 46 years	20																			
5.	41 years and below	15																			
5	Certificate in Computer applications	5																			
	TOTAL MARKS	100																			

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

**SCORING GUIDE FOR CURRICULUM SUPPORT OFFICER II (SNE)-
(GRADE C5/TSC SCALE 10)**

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

NAME OF THE INSTITUTION: WORK COUNTY:

WORK SUB COUNTY..... GENDER.....

DATE..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	5																			
	Award for the highest qualification -PhD - 5 -Masters - 4 -Degree - 3																				
2	LENGTH OF STAY IN CURRENT GRADE	35																			
	Length of stay in current grade <i>(Marks awarded for length of stay in current grade)</i> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>6.</td><td>7 years and above</td><td>35</td></tr><tr><td>7.</td><td>6 years</td><td>30</td></tr><tr><td>8.</td><td>5 Years</td><td>25</td></tr><tr><td>9.</td><td>4 Years</td><td>20</td></tr><tr><td>10.</td><td>3 years</td><td>15</td></tr></table>	S/No.	No. of years in grade	Marks	6.	7 years and above	35	7.	6 years	30	8.	5 Years	25	9.	4 Years	20	10.	3 years	15		
S/No.	No. of years in grade	Marks																			
6.	7 years and above	35																			
7.	6 years	30																			
8.	5 Years	25																			
9.	4 Years	20																			
10.	3 years	15																			
3	PERFORMANCE MANAGEMENT	20																			
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i> <table><tr><th>Rating Scale</th><th>TPAD Marks</th><th>Marks</th></tr><tr><td>5</td><td>81% and above</td><td>20</td></tr><tr><td>4</td><td>61% – 80%</td><td>16</td></tr><tr><td>3</td><td>41% – 60%</td><td>12</td></tr><tr><td>2</td><td>21% – 40%</td><td>8</td></tr><tr><td>1</td><td>1% – 20%</td><td>4</td></tr></table>	Rating Scale	TPAD Marks	Marks	5	81% and above	20	4	61% – 80%	16	3	41% – 60%	12	2	21% – 40%	8	1	1% – 20%	4		
Rating Scale	TPAD Marks	Marks																			
5	81% and above	20																			
4	61% – 80%	16																			
3	41% – 60%	12																			
2	21% – 40%	8																			
1	1% – 20%	4																			

S/No.	AREA OF INTERVIEW	MARKS	SCORE																		
4	AGE	35																			
	Age of teacher																				
	<table><tr><th>S/No.</th><th>Age of Teacher</th><th>Marks</th></tr><tr><td>1.</td><td>57 and above</td><td>35</td></tr><tr><td>2.</td><td>52 to 56 years</td><td>30</td></tr><tr><td>3.</td><td>47 to 51 years</td><td>25</td></tr><tr><td>4.</td><td>42 to 46 years</td><td>20</td></tr><tr><td>5.</td><td>41 years and below</td><td>15</td></tr></table>			S/No.	Age of Teacher	Marks	1.	57 and above	35	2.	52 to 56 years	30	3.	47 to 51 years	25	4.	42 to 46 years	20	5.	41 years and below	15
	S/No.			Age of Teacher	Marks																
	1.			57 and above	35																
	2.			52 to 56 years	30																
	3.			47 to 51 years	25																
	4.			42 to 46 years	20																
5.	41 years and below	15																			
5	Certificate in Computer applications	5																			
	TOTAL MARKS	100																			

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR HEADTEACHER (REGULAR)- (GRADE C5 /TSC SCALE 10)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Head-Teacher OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr></table></div>	S/No.	No. of years in grade	Marks	30																						
S/No.	No. of years in grade	Marks																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	1.	7 years and above	30			
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51 years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR LECTURER III (TTC) - (GRADE C5 /TSC SCALE 10)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL OR DEPUTY PRINCIPAL BEFORE

(YES/NO)DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr><tr><td>2.</td><td>6 years</td><td>25</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	2.	6 years	25	30																
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									
2.	6 years	25																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR MASTER III (REGULAR) - (GRADE C5 /TSC SCALE 10)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL OR DEPUTY PRINCIPAL BEFORE

(YES/NO)DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDERDATE.....

TIME.....FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr></table></div>	S/No.	No. of years in grade	Marks	30																						
S/No.	No. of years in grade	Marks																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	1.	7 years and above	30			
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51 years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY HEADTEACHER II (REGULAR) - (GRADE C4 /TSC SCALE 9)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Head Teacher OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
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7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr></table></div>	S/No.	No. of years in grade	Marks	30																						
S/No.	No. of years in grade	Marks																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	1.	7 years and above	30			
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51 years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR DEPUTY HEADTEACHER II (SNE) - (GRADE C4 /TSC SCALE 9)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

..... WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Head Teacher OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
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7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	30																			
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR LECTURER IV (TTC) - (GRADE C4 /TSC SCALE 9)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
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7.	6 months -Below 1 year	2																									
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S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									
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S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR MASTER IV (REGULAR) - (GRADE C4/T-SCALE 9)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>26</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	26	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	26																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	30																			
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR MASTER IV SNE - (GRADE C4/TSC SCALE 9)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Bachelors’ Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	30																			
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR LECTURER I (TTC) - (GRADE C3/TSC SCALE 8)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility</div><div>(Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade</div><div>(Marks awarded for length of stay in current grade)</div><table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr><tr><td>2.</td><td>6 years</td><td>25</td></tr></table></div>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	2.	6 years	25	30																
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									
2.	6 years	25																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SECONDARY TEACHER I (DIPLOMA) REGULAR - (GRADE C3/TSC SCALE 8)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A PRINCIPAL BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Principal Or Deputy Principal OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div><div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div></div>	30																									

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks		
	1.	7 years and above	30		
	2.	6 years	25		
	3.	5 Years	20		
	4.	4 Years	15		
	5.	3 years	10		
	6.	2 Years	5		
	7.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
5	AGE			30	
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR TEACHER I (REGULAR)- (GRADE C3 /T- SCALE 8)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Head or Deputy Head-Teacher OR had earlier acted as such through deployment by the Commission or BOM)</div> <table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>26</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table>	S/No.	No. of years as administrator	Marks	1.	7 years and above	26	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	26																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div> <table><tr><th>S/No.</th><th>No. of years in grade</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>30</td></tr></table>	S/No.	No. of years in grade	Marks	1.	7 years and above	30	30																			
S/No.	No. of years in grade	Marks																									
1.	7 years and above	30																									

S/No.	AREA OF INTERVIEW				MARKS	SCORE
	2.	6 years	25			
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
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	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ **Date:** _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR TEACHER I (SNE)- (GRADE C3 /TSC SCALE 8)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
	<div><div>i)Responsibility (Marks awarded for performance of administrative duties – This shall apply to those who are performing duties of Head or Deputy Head-Teacher OR had earlier acted as such through deployment by the Commission or BOM)</div><table><tr><th>S/No.</th><th>No. of years as administrator</th><th>Marks</th></tr><tr><td>1.</td><td>7 years and above</td><td>25</td></tr><tr><td>2.</td><td>6 Years</td><td>22</td></tr><tr><td>3.</td><td>5 Years</td><td>18</td></tr><tr><td>4.</td><td>4 Years</td><td>14</td></tr><tr><td>5.</td><td>3 Years</td><td>10</td></tr><tr><td>6.</td><td>2 Years</td><td>6</td></tr><tr><td>7.</td><td>6 months -Below 1 year</td><td>2</td></tr></table></div>	S/No.	No. of years as administrator	Marks	1.	7 years and above	25	2.	6 Years	22	3.	5 Years	18	4.	4 Years	14	5.	3 Years	10	6.	2 Years	6	7.	6 months -Below 1 year	2	25	
S/No.	No. of years as administrator	Marks																									
1.	7 years and above	25																									
2.	6 Years	22																									
3.	5 Years	18																									
4.	4 Years	14																									
5.	3 Years	10																									
6.	2 Years	6																									
7.	6 months -Below 1 year	2																									
	<div>ii)Length of stay in current grade (Marks awarded for length of stay in current grade)</div>	30																									

S/No.	AREA OF INTERVIEW			MARKS	SCORE
	S/No.	No. of years in grade	Marks		
	1.	7 years and above	30		
	2.	6 years	25		
	3.	5 Years	20		
	4.	4 Years	15		
	5.	3 years	10		
	6.	2 Years	5		
	7.	6 months - 1 year	3		
4	PERFORMANCE MANAGEMENT			10	
	TPAD Rating (Marks awarded for the average Marks in the last 3 years)			10	
	Rating Scale	TPAD Marks	Marks		
	5	81% and above	10		
	4	61% – 80%	8		
	3	41% – 60%	6		
	2	21% – 40%	4		
	1	1% – 20%	2		
	5	AGE			
	Age of teacher			30	
	S/No.	Age of Teacher	Marks		
	1.	57 and above	30		
	2.	52 to 56 years	25		
	3.	47 to 51years	20		
	4.	42 to 46 years	15		
	5.	41 years and below	10		
	TOTAL MARKS			100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

- Each panel member will award marks for each section as the interview continues.
- Actual score is the average mark scored for each section.
- Sum of Actual Scores will determine the candidate's final score.

SCORING GUIDE FOR SENIOR TEACHER I I REGULAR - (GRADE C2 /T- SCALE 7)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPOSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE A County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
3	ADMINISTRATIVE RESPONSIBILITY AND LENGTH OF STAY IN CURRENT GRADE	55																									
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S/No.	AREA OF INTERVIEW				MARKS	SCORE
	3.	5 Years	20			
	4.	4 Years	15			
	5.	3 years	10			
	6.	2 Years	5			
	7.	6 months - 1 year	3			
4	PERFORMANCE MANAGEMENT				10	
	TPAD Rating <i>(Marks awarded for the average Marks in the last 3 years)</i>				10	
	Rating Scale	TPAD Marks	Marks			
	5	81% and above	10			
	4	61% – 80%	8			
	3	41% – 60%	6			
	2	21% – 40%	4			
	1	1% – 20%	2			
5	AGE				30	
	Age of teacher				30	
	S/No.	Age of Teacher	Marks			
	1.	57 and above	30			
	2.	52 to 56 years	25			
	3.	47 to 51years	20			
	4.	42 to 46 years	15			
	5.	41 years and below	10			
	TOTAL MARKS				100	

Panel Member: _____

Designation: _____

Signature: _____ Date: _____

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SCORING GUIDE FOR SENIOR TEACHER I I (SNE) - (GRADE C2 /TSC SCALE 7)

NAME..... TSC NO: HOME COUNTY

PWD (YES/NO) CURRENT RESPONSIBILITY.....

WHETHER HAD ACTED AS A HEADTEACHER BEFORE (YES/NO)

DURATION OF ACTING) FROM TO

NAME OF THE SCHOOL: WORK COUNTY:

WORK SUB COUNTY..... GENDER

DATE..... TIME..... FOLIO.....

S/No.	AREA OF INTERVIEW	MARKS	SCORE																								
1	ACADEMIC AND PROFFESIONAL QUALIFICATIONS	3																									
	Award the highest qualification -PhD - 3 -Masters - 2 -Degree - 1	3																									
2	TSC (TIMEC/CBC/CEMASTE County trainers) KNEC (examiners/ item developers), KICD (panelist/book evaluator)	2																									
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