



**TEACHERS SERVICE COMMISSION
INTERNAL MEMO**

TO : ALL TSC REGIONAL DIRECTORS
ALL TSC COUNTY DIRECTORS

REF : TSC/DTPM/CDS/40/VOL.III/28

DATE : 18TH SEPTEMBER, 2025

**UPDATED DETAILS OF TEACHERS WHOSE NAMES WERE SUBMITTED FOR
THE PROPOSED UPGRADE PROGRAMME**

Further to our memo to Regional Directors, **REF: TSC/DTPM/CDS/40/VOL.III/2** dated **22nd August, 2025**. The Commission has been processing the data submitted from the data, the following has been noted:

1. Data on 2,000 teachers whose details was submitted did not appear in our records. This implies that there were anomalies in transferring teacher details into soft.
2. Some teachers' qualifications were different from what appears in our registration records.
3. Many teachers wrote to the Commission raising their concerns that their details were not collected during the exercise.
4. There has risen a need for further information from the teachers for further processing.

Due to the aforementioned, you are required to do the following:

1. Countercheck all the details to ensure that the teachers' registration numbers and names are as per our records.
2. Ensure that all the teachers who meet our requirements (as earlier communicated in our memo referenced above) teaching at the primary school level are not left out.
3. Add two columns so as to collect data on the KCSE Index numbers and the year the teacher sat for KCSE (See the attached template).

The purpose for this memo is to request that you immediately facilitate the collection of this data and share it with the undersigned for further processing using the attached template in MS Excel format so as to reach him by **Wednesday, 24th September, 2025**.


DR. MUGWUKU NTHAMBURI, F. AFTRA
DIRECTOR, TEACHER PROFESSIONAL MANAGEMENT

Copy to: Commission Secretary

**TEACHERS SERVICE COMMISSION
INTERNAL MEMO**

TO : ALL TSC REGIONAL DIRECTORS

REF : TSC/D(TPM)/CDS/40/VOL.III/2

DATE: 22ND AUGUST, 2025

UPGRADE PROGRAMME FOR P1 TEACHERS

The Commission is committed to ensuring that Junior School level of Education operates at optimum staffing level. To this end, the Commission, in liaison with other education stakeholders and with support from the World Bank is planning an Upgrade Program for serving P1 teachers who meet minimum entry requirements for either diploma or degree programme.

To ensure that the Commission gets the exact number of serving P1 teachers who qualify for the Upgrade program, there is need to collect the following data from the teachers themselves and compare it with the available data online.

- a) Number of P1 teachers employed by the Commission, who got a Mean Grade of C+ at KCSE and a C+ in at least two subjects but never proceeded to acquire a diploma or a degree certificate; and
- b) Number of P1 teachers employed by the Commission, who got a Mean Grade of "C" at KCSE and a C+ in at least two subjects.

This data is urgently required to inform decision-making on the proposed Upgrade Programme.

The purpose of this memo is to request that you immediately facilitate the collection of this data and share it with the undersigned for further processing using the attached template in MS Excel format to reach him by Friday, 29th August, 2025.

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DR. MUGWUKU NTHAMBURI, F. AFTRA
DIRECTOR (TEACHER PROFESSIONAL MANAGEMENT)



Table 1: Distribution of applicants by County and KCSE Mean grade

S/NO	COUNTY	KCSE MEAN GRADE						Grand Total
		A	A-	B	B-	B+	C+	
1	Makueni			2	14		28	44
2	Lamu				13		73	86
3	Marsabit			3	23		104	130
4	Wajir			3	29	1	118	151
5	Isiolo			3	26		124	153
6	Samburu			6	21		138	165
7	Tana-River			7	38	1	169	215
8	Mombasa			10	47		159	216
9	Mandera			10	39	2	197	248
10	Laikipia			13	61		218	292
11	Taita-Taveta			4	65		238	307
12	Garissa			8	51		254	313
13	Kirinyaga			8	59		291	358
14	Turkana			17	75		277	369
15	Embu			5	107	2	367	481
16	Kajiado			23	108		375	506
17	Nairobi			24	94	2	398	518
18	Tharaka-Nithi			16	105	1	413	535
19	Nyeri			14	104		436	554
20	Kwale			15	118	3	442	578
21	Nyamira			26	132		476	634
22	Elgeyo Marakwet	1		10	156	2	479	648
23	Kilifi			30	142	1	515	688
24	Nyandarua			25	186	2	480	693
25	Baringo			12	170	2	515	699
26	West Pokot			27	190	1	558	776
27	Uasin Gishu			24	193		598	815
28	Vihiga			40	244		579	863
29	Kiambu			22	186		671	879
30	Busia		1	51	262	3	633	950
31	Trans Nzoia			47	255		703	1005
32	Kisii			36	242	1	727	1006
33	Kitui			79	270	2	663	1014
34	Kericho			36	270	1	722	1029
35	Bomet			57	271		733	1061
36	Nandi			51	206	4	840	1101
37	Machakos			58	323	1	749	1131
38	Narok			46	300		804	1150
39	Meru			47	300	3	909	1259



S/NO	COUNTY	KCSE MEAN GRADE					Grand Total	
		A	A-	B	B-	B+		C+
40	Migori			97	377	2	882	1358
41	Siaya			114	389	5	882	1390
42	Muranga			36	250		1124	1410
43	Kisumu			102	406	3	945	1456
44	Homa-Bay			100	438	1	1027	1566
45	Nakuru			69	443	3	1157	1672
46	Bungoma			138	657	8	1405	2208
47	Kakamega		4	243	1243	6	2673	4169
	Grand Total	1	5	1814	9698	63	27268	38849

NB:

1. This data was collected directly from teachers. The Commission does not record primary school qualifications by subjects since they are employed to teach all the subjects on offer in the national curriculum. During reporting for upgrading, it would be advisable to verify these grades by submission of KCSE certificate. This would also help in deciding which areas a teacher can be upgraded on based especially on the learning areas where the Commission is finding it hard to find teachers.
2. It may be noted that about 2000 respondents had their TSC number captured erroneously and could not be analysed but may be available for selection once the errors have been corrected.
3. Makueni County had the lowest number of respondents for a total of 44.
4. Kakamega county has the highest number of respondents at 4169.

Table 2: Distribution of applicants by County and age

S/NO	County	AGE					Grand Total
		24 to 30 yrs	31 to 40 yrs	41 to 50 yrs	51 to 60 yrs	Over 60 yrs	
1	Makueni		35	9			44
2	Lamu	20	54	12			86
3	Marsabit	39	79	11	1		130
4	Wajir	41	101	9			151
5	Isiolo	35	99	19			153
6	Samburu	57	87	21			165
7	Tana-River	41	146	27	1		215
8	Mombasa	19	167	27	3		216
9	Mandera	94	140	14			248
10	Laikipia	31	147	104	10		292
11	Taita-Taveta	21	199	81	6		307
12	Garissa	65	220	28			313
13	Kirinyaga	27	191	124	16		358
14	Turkana	41	256	69	3		369
15	Embu	18	222	226	15		481
16	Kajiado	73	328	97	8		506



Appendix ii

S/NO	County	AGE					Grand Total
		24 to 30 yrs	31 to 40 yrs	41 to 50 yrs	51 to 60 yrs	Over 60 yrs	
17	Nairobi	37	355	108	18		518
18	Tharaka-Nithi	21	308	186	20		535
19	Nyeri	63	258	213	20		554
20	Kwale	66	389	116	7		578
21	Nyamira	23	395	203	13		634
22	Elgeyo Marakwet	42	385	210	11		648
23	Kilifi	68	485	127	8		688
24	Nyandarua	74	393	209	17		693
25	Baringo	70	445	178	6		699
26	West Pokot	33	567	169	7		776
27	Uasin Gishu	55	487	258	15		815
28	Vihiga	10	554	290	9		863
29	Kiambu	47	500	307	25		879
30	Busia	12	650	271	17		950
31	Trans Nzoia	34	563	390	18		1005
32	Kisii	35	597	351	23		1006
33	Kitui	24	675	303	12		1014
34	Kericho	24	600	391	14		1029
35	Bomet	13	669	368	11		1061
36	Nandi	48	637	394	22		1101
37	Machakos	33	631	442	25		1131
38	Narok	170	719	244	17		1150
39	Meru	48	859	325	27		1259
40	Migori	50	959	330	19		1358
41	Siaya	20	931	415	24		1390
42	Muranga	136	695	511	66	2	1410
43	Kisumu	27	984	433	12		1456
44	Homa-Bay	33	1086	436	11		1566
45	Nakuru	74	1034	531	33		1672
46	Bungoma	27	1262	880	39		2208
47	Kakamega	50	2474	1557	88		4169
	Grand Total	2089	24017	12024	717	2	38849

N/B

1. From the table, it is observable that, a total of 38,130 teachers are aged between 24-50 years
2. It is further noted that 717 teachers are in the 51-60 age bracket
3. A total of two teachers are aged above 60 years. These may be those who retire at 65 years due to being PWDs or those serving on contract in Northeastern region who are allowed to serve up to to the age of 65 years when the contracts end.



Table 3. Staffing position of Junior schools per County

S/NO	COUNTY	NUMBER OF JUNIOR SCHOOLS	NUMBER OF CLASSES	ESTIMATED TEACHER REQUIREMENTS	ESTABLISHMENT	ESTIMATED SHORTAGE
1	BARINGO	608	1,894	3,428	1,965	1,463
2	BOMET	485	1,791	3,241	2,235	1,006
3	BUNGOMA	771	4,109	7,437	3,527	3,910
4	BUSIA	442	2,192	3,967	1,736	2,231
5	ELGEYO MARAKWET	396	1,520	2,751	1,515	1,236
6	EMBU	346	1,263	2,286	1,187	1,099
7	GARISSA	130	484	876	486	390
8	HOMA BAY	796	3,475	6,289	2,600	3,689
9	ISIOLO	102	321	581	315	266
10	KAJIADO	450	1,790	3,239	1,454	1,785
11	KAKAMEGA	894	4,178	7,562	3,734	3,828
12	KERICHO	517	1,754	3,174	2,091	1,083
13	KIAMBU	459	2,400	4,344	2,262	2,082
14	KILIFI	512	2,716	4,915	2,235	2,680
15	KIRINYAGA	195	891	1,612	883	729
16	KISII	696	2,597	4,700	2,718	1,982
17	KISUMU	616	2,400	4,344	2,127	2,217
18	KITUI	1,083	3,526	6,382	3,705	2,677
19	KWALE	420	1,703	3,082	1,459	1,623
20	LAIKIPIA	263	903	1,634	707	927
21	LAMU	92	352	637	350	287
22	MACHAKOS	816	2,882	5,216	2,660	2,556
23	MAKUENI	876	2,877	5,207	2,685	2,522
24	MANDERA	252	771	1,395	542	853
25	MARSABIT	159	577	1,044	497	547
26	MERU	719	2,918	5,281	2,916	2,365
27	MIGORI	640	2,472	4,474	2,237	2,237
28	MOMBASA	95	667	1,207	574	633
29	MURANG'A	493	2,012	3,641	2,136	1,505
30	NAIROBI	201	2,400	4,344	2,113	2,231
31	NAKURU	734	2,980	5,393	3,110	2,283
32	NANDI	704	2,325	4,208	2,458	1,750
33	NAROK	715	2,533	4,584	2,475	2,109
34	NYAMIRA	402	1,538	2,783	1,434	1,349
35	NYANDARUA	342	1,262	2,284	1,222	1,062
36	NYERI	382	1,290	2,334	1,414	920
37	SAMBURU	126	464	839	481	358
38	SIAYA	667	2,568	4,648	2,192	2,456



Appendix ii

S/NO	COUNTY	NUMBER OF JUNIOR SCHOOLS	NUMBER OF CLASSES	ESTIMATED TEACHER REQUIREMENTS	ESTABLISHMENT	ESTIMATED SHORTAGE
39	TAITA TAVETA	190	608	1,100	660	440
40	TANA RIVER	170	585	1,058	525	533
41	THARAKA NITHI	373	1,419	2,568	1,472	1,096
42	TRANS NZOIA	370	1,866	3,377	1,585	1,792
43	TURKANA	241	977	1,768	790	978
44	UASIN GISHU	468	2,147	3,886	2,666	1,220
45	VIHIGA	382	1,410	2,552	1,412	1,140
46	WAJIR	252	801	1,449	646	803
47	WEST POKOT	477	1,718	3,109	1,497	1,612
	Grand Total	21,519	86,326	156,230	81,690	74,540