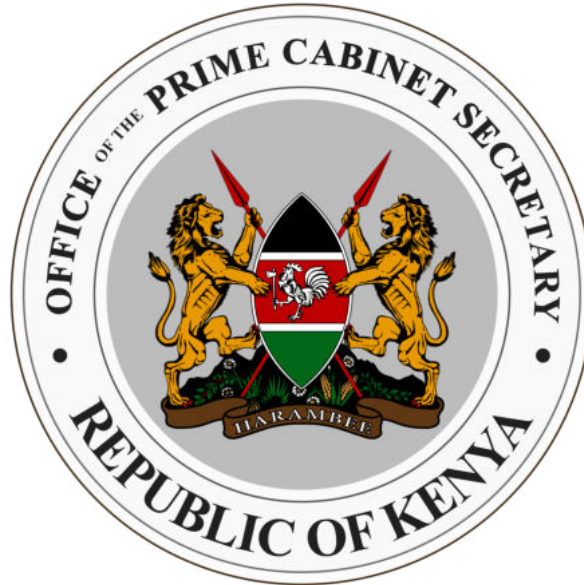




**EXECUTIVE OFFICE OF  
THE PRESIDENT**

OFFICE OF THE PRIME CABINET SECRETARY

SPEECH BY H.E. HON. DR. MUSALIA MUDAVADI, EGH, THE PRIME CABINET SECRETARY OF THE REPUBLIC OF KENYA AT THE LAUNCH OF TEACHERS SERVICE COMMISSION (TSC) STRATEGIC PLAN 2023-27; KENYA SCHOOL OF GOVERNMENT (KSG) THURSDAY JULY 6, 2023



**SPEECH BY H.E. HON. DR. MUSALIA MUDAVADI, EGH,  
THE PRIME CABINET SECRETARY OF THE REPUBLIC OF  
KENYA AT THE LAUNCH OF TEACHERS SERVICE  
COMMISSION (TSC) STRATEGIC PLAN 2023-27;**

**THURSDAY JULY 6, 2023  
KENYA SCHOOL OF GOVERNMENT (KSG)**





**The Cabinet Secretary for Education, Honourable Ezekiel Machogu;**

**The Cabinet Secretary, Ministry of Information, Communication and the Digital Economy, Honourable Eliud Owalo;**

**The Principal Secretary for Education, Dr. Belio Kipsang;**

**The Principal Secretary for Information, Communication and the Digital Economy;**

**Chairman of the Senate Committee on Education;**

**Chairman of the Parliamentary Committee on Education;**

**Chairpersons and Chief Executive Officers of Constitutional Commissions and Independent Offices (CCIOs);**

**Chief Executive Officers/ Directors of Agencies and SAGAs of the Ministry of Education;**

**Members of the Governing Councils of Teachers' Associations and Unions;**

**Country Director of the World Bank Group;**

**Country Director for UNICEF;**

**Head of Office of the UK Department for International Development (DFID) in Kenya;**

**Head of USAID in Kenya;**





**Country Director of the British Council in Kenya;**

**Religious Leaders;**

**Chairman of the National Parents Association;**

**Chairperson of the Kenya Private Schools' Association;**

**Chairperson of the Kenya Association of International Schools;**

**Delegations from Public and Private Universities;**

**Delegations from TVET and Teacher Training Colleges;**

**Delegations from Kenya Literature Bureau and Jomo Kenyatta Foundation;**

**Delegations from Non-Governmental Organisations;**

**Delegations from Banks and other Financial Institutions;**

**Invited Guests;**

**Ladies and Gentlemen:**

**1.** It is my singular pleasure to join you during this launch of the Strategic Plan 2023-2027. Yours is perhaps one of the first few strategic plans that have emerged under the Kenya Kwanza Administration. You therefore deserve a part on the back for this starring effort. Your achievement should spur other government institutions into action on this.





2. It is also a great honor that I represent the President, H.E. Dr. William Ruto, at this auspicious occasion.

3. The importance of strategic planning cannot be over-emphasized. It is a deliberate organizational process that defines intended actions within a specified period. A strategic plan prioritizes activity, effectively allocates resources, and aligns stakeholders and employees to the organization's goals. In fact, a strategic plan helps in the differentiation of organizations, especially those in the same sector.

4. Furthermore, **gone are the days when strategic plans were viewed as mere accounting documents. They are now a measure of performance efficiency and effectiveness that must be taken seriously.** The strength of a strategic plan lies in the agility to adjust and respond appropriately to emerging phenomena, both anticipated and opportunistic.

5. **Indeed, government entities ought to know that in the next round of performance contracting review, strategic plans will be key measurement and grading instruments. So, don't store your strategic plan thinking that its publication is the main goal.**

6. The Teachers Service Commission (TSC) is an independent entity tasked with managing key components of our education system; – the teachers and the professional standards of basic education. The offshoot of





this wide mandate is that TSC oversees the training of persons entering the teaching profession, maintenance of professional standards, the demand and the supply of teachers; and advises the Government on matters relating to the teaching profession. Any measure of TSC must stand or fall on these key tenets.

### **Ladies and Gentlemen;**

**7.** Education is the ultimate equalizer. This is a realization that has governed our education system since independence. At that time, we inherited a very unequal education system and every government since then has strived to create an equitable society through the hanging fruit called education. Through education as an enabler,

We want to guarantee that every child has an opportunity to exploit and achieve their fullest potential irrespective of their social background.

**8.** This is the common denominator that must guide all institutions charged with the delivery of education. Every one of us within the education system must always beware that whenever we stagger at any stage within the system as institutions and individuals, we disorganize, disorient, distort, and put in jeopardy innocent lives.

**9. I am addressing myself to the TSC as I do to teachers and parents associations; students and those whose business is education. I am a strong believer that where there are misunderstandings,**





**the power of reason must prevail. As you guard your personal interest, always know that there is an even greater civil interest that you owe society.**

**Surely, disrupting the education of innocence when you could talk through an issue, cannot be the reason for your existence. In other words, between education stakeholders, there should never be a moment when we refuse to talk with each other.**

**10. I am cognisant that there have been differences of opinion between TSC, Teachers, and Parents over whether indeed, there has been effective teacher re-orientation on Competency-Based Curriculum (CBC) and the quantity of teachers required for its effective implementation. I am also aware of differing opinions from Private Sector owners of schools over the same implementation of CBC.**

**11. Separately, the TSC has issues with the parent Ministry on who should appoint school heads. Pending the report of the Task Force on CBC, nothing stops us from talking with each other and feeding the Task Force with consensus position ideas. Indeed, I firmly believe that if you choose to criticize, do so while offering an alternative. Don't condemn. Have the candor to offer solutions.**





**12. And so our journey to ensure inclusivity and equitable quality education and promote lifelong learning opportunities for all, remains the focus of Government. We do this for ourselves, but also as part of internationalizing our education outputs under the United Nations' 2030 Agenda for Sustainable Development Goals (SDGs), specifically SDG 4.**

**13.** The Government has integrated these education aspirations in the Bottom-Up Economic Transformation Agenda's (BeTA) five (5) critical sectors;

- Agricultural Transformation;
- Micro-Small and Medium Enterprise (MSME);
- Housing and Settlements;
- Healthcare; and
- The Digital Superhighway and Creative Industry.

**14.** We all agree that **Education is a critical enabler in providing the skills required to achieve the aspirations of this Agenda. All education stakeholders should hereafter align themselves with these aspirations and commitment to spur increased efficiency in economic productivity.**

**Ladies and Gentlemen;**





**15.** I am informed that the TSC 2019/2023 Strategic Plan, which was retired on Friday, June 30, 2023, had 3 main focus areas: -

- **Teacher Competence, Conduct, and Performance Management.**
- **Reforms and innovations in the provision of teaching services.**
- **Service Delivery Re-engineering.**

**16.** Given lingering public perceptions to the contrary, one thing I hope the current Strategic Plan addresses itself is the extent TSC should be successful in Capacity Building and Retooling of teachers to implement CBC and automation of processes for efficiency. Of significance also is whether the recruitment of additional teachers has facilitated the 100 % transition and reduction of the teacher shortage. Then there is the nibbling issue of delocalization teacher deployment.

**17.** I point out these issues because I am aware of competing stakeholder interests that suggest otherwise. If this be the case, how does TSC propose to overcome these handicaps given the harsh environment on financial resources? I, of course, note that you require Ksh.125.49 billion to implement the plan over a five-year period.

**18.** Meanwhile, it is also refreshing that the current Strategic Plan aligns TSC to international and national





development agendas, specifically; the Vision 2030 and Bottom-Up Economic Transformational Agenda (BETA). You have suggested bridging the existing teacher shortage gap in the next five years by recruiting 111,870 teachers and equitably distributing them to public basic learning schools.

**19.** I would suggest that since Kenya Vision 2030 lapses in seven years' time, we should be thinking of Vision 2060 when Kenya turns 100 years old. What, for instance, do we project to be an education system in a world that will be, in all probability, governed by robotics in every sphere of life?

**20.** In the circumstances, I am impressed that the Commission will continue to retool teachers on Competency Based Curriculum (CBC) and Competency Based Assessment (CBA) to improve curriculum delivery at education institutions; and will also implement appropriate programs for Continuous Professional Development of teachers. We must never tire in constantly re-engineering our teachers to perform better. In this regard, TSC should formulate a healthy stakeholder engagement and collaboration with relevant partners.

**21.** Finally, you have my word that the Government is committed to supporting the Commission to achieve its mandate and improve our education system and its





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products. Further, in improving curriculum implementation, the government will escalate the paid National Internship Programme for all students graduating from teachers, technical and medical colleges, and universities, in collaboration with industry players.

It is, therefore, my singular honor to launch the **TSC 2023/2027 Strategic Plan.**

Thank you and May God Bless you All.

**H.E. HON. Dr. Musalia Mudavadi, EGH**

**Prime Cabinet Secretary**

**REPUBLIC OF KENYA**

