

PROGRAMMES OFFERED BY THE ACADEMY OF SINGAPORE TEACHERS

(a) Teaching Skills Programme

The Teaching Skills Programme aims to furnish teachers with strong pedagogical skills. Teachers will be equipped with a repertoire of teaching strategies to improve classroom teaching and strengthen teacher-student rapport.

(b) Mentoring Programme

Teaching is a craft undergirded by educational theories and psychology. For student and beginning teachers to understand the theory behind their practice, it is necessary to strengthen the linkage between theory and practice. The Mentoring Programme is specially designed to enhance the current Structured Mentoring Programme. It aims to support student teachers and beginning teachers in their instructional practice while providing guidance in the values, ethos and beliefs of the teaching profession

(c) Networked Learning Communities

Networked Learning Communities will provide a platform for teachers to build relationships with their counterparts. This will help promote a teacher-led culture of excellence and deepen the knowledge base of the profession. The networked communities at the Academy will include Subject Chapters, Professional Focus Groups, Professional Learning Communities (PLC) Network, Master Teachers Network, Lead and Senior Teachers Network, Mentors Network and Beginning Teachers Network, amongst others.

- **Subject Chapters**

Subject Chapters, led by Principal Master Teachers and Master Teachers, will serve as focal points for teachers of the same subject discipline to share ideas and teaching methods, and develop innovative programmes. For a start, three Subject Chapters (Geography, Mathematics and Science) have been formed and other Chapters will be rolled out over the next few years. The Subject Chapters will support subject-based PLCs in schools and provide teaching resources and drive instructional leadership in their subjects. In addition, they will identify and share good practices throughout the school system.

- **Professional Focus Groups**

Though they perform similar roles as Subject Chapters, Professional Focus Groups will bring together teachers with specific professional intent, such as Citizenship and Character Education, Special Needs

Education, Information Communication Technology (ICT), Action Research and others.

- **Professional Learning Communities (PLC) Network**

To date, more than half of our schools have formed Professional Learning Communities (PLCs), where teachers collaborate in areas such as refining lesson plans and instructional materials, as well as teaching strategies and assessment practices. The PLC Network will gather the best practices and innovations gleaned from the various PLCs and work closely with the Subject Chapters and Professional Focus Groups to share them across schools.

- **Master Teachers Network**

With the Principal Master Teachers and Master Teachers located in various institutes and academies, the Master Teachers Network will provide a common professional forum for these teachers to come together to share what they have been working on and update their professional knowledge on a regular basis.

- **Lead and Senior Teachers Network**

Alongside the Master Teachers Network is the Lead and Senior Teachers Network, facilitated by the Principal Master Teachers and Master Teachers, which will bring together Lead Teachers and Senior Teachers of the same subject to share about their respective subject disciplines.

- **Mentors Network**

A key programme of the Academy is the Enhanced Mentoring Programme. To promote system-wide mentoring and to develop a pervasive culture of mentoring in schools, the Mentors Network will provide a professional forum for the mentors, mentor-leaders and mentor-trainers to come together for networking and collaboration.

- **Beginning Teachers Network**

The Academy will set up the Beginning Teachers Network to help beginning teachers in their transition from the National Institute of Education to schools. Besides the professional support from their school mentors, the Network will facilitate valuable peer support and foster a culture of collaborative learning and sharing of resources.

(d) **Academy Fellowship Programme**

Under the Academy Fellowship Programme, the Academy will facilitate exchange programmes for top teaching talents in reputable overseas institutes, forging new partnerships and collaborations with overseas counterparts.

(e) **MOE and Education Heritage Centre**

The MOE and Education Heritage Centre will be responsible for preserving archives related to MOE and the education sector. Residing within the Academy, the Heritage Centre will function as a key platform to strengthen the professional ethos of the teaching fraternity. There will be organised visits to the Heritage Centre for serving teaching and HQ staff as well as National Institute of Education student teachers.

(f) **Allied Educators (AED) and Executive and Administrative Service (EAS) Training and Development Offices**

Allied Educators (AED) and Executive and Administrative Service (EAS) officers play an important role in supporting the mission and vision of MOE in our schools and HQ divisions. The Academy will administer a full suite of Professional Development programmes for AED and EAS officers, including courses and attachments to facilitate professional upgrading.

(g) **MOE Well-Being Centre**

In support of its aim to be the “Home to Singapore Teachers”, the Academy will upscale the current well-being programmes and services for all staff of MOE, adopting a holistic health approach which encompasses the physical, social and emotional aspects of an individual. The Academy will promote staff well-being as a one-stop well-being centre and continue to support community service programmes and environmental awareness programmes.