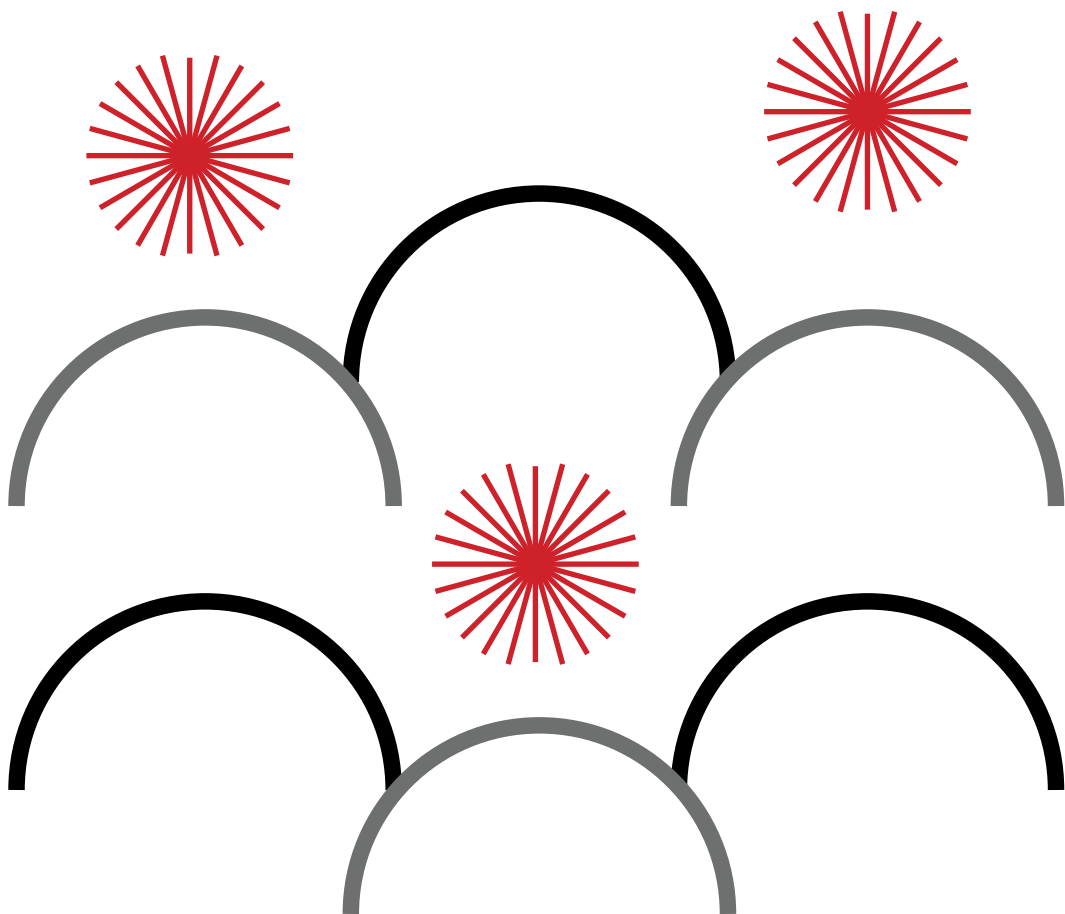


Academy of Singapore Teachers

Lead. Care. Inspire.



Empowering our Educators to Nurture Lives and Steward Change



Introducing the Academy of Singapore Teachers	4
Fostering Professional Identity	6
Structuring Professional Learning	8
Implementing Key Professional Learning Programmes	10
Developing Teacher Leaders	14
Affirming Outstanding Teachers	17
Supporting Teacher Well-being	18

Introducing the Academy of Singapore Teachers

The Academy of Singapore Teachers (AST) was established in 2010 to spearhead staff professional learning in the Ministry of Education (MOE). In collaboration with other divisions in MOE and external agencies, we aim to foster a strong teacher-led culture of professional collaboration and excellence.

Vision

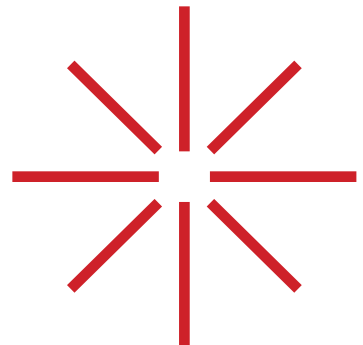
The leading academy
for professional
excellence in education

Mission

Building a teacher-led
culture of professional
excellence centered on
the holistic development
of the child

Professional Learning Philosophy

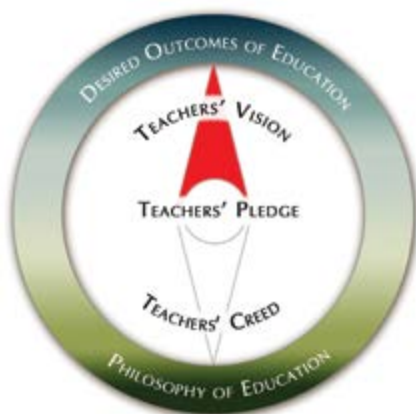
Our philosophy of professional learning, “Teacher Ownership, Teacher Leadership (TOTL)”, is rooted in the belief that our educators are skilled professionals who are mission-driven, entrusted with the autonomy to chart their learning, both as individuals and as a fraternity. This approach nurtures a culture of continuous learning and a strong sense of professional identity within the teaching community.



Fostering Professional Identity

An abstract graphic consisting of three thick, dark grey curved lines that intersect to form a stylized 'X' or star-like shape. The lines are smooth and have a consistent thickness.

We champion the professional beliefs and values of Singapore educators, fostering teacher professional identity, enhancing professional capabilities and supporting teacher well-being.



The Ethos of the Teaching Profession and the Code of Professional Conduct for Educators encapsulate the beliefs and practices of our profession and guide the educators in their professional conduct.

Through the MOE Heritage Centre at AST, we showcase Singapore's Education Story to inspire potential and in-service teachers, affirm the work of current educators, and commemorate the contributions of generations of educators and communities to the development of our young people.

Structuring Professional Learning



Teacher Growth Model

Serves as a guide for our teachers to plan their professional learning based on their interests and needs, as they work towards the five Desired Teacher Outcomes over the span of their careers. Learning opportunities include on-the-job assignments, mentoring and participating in networked learning communities, work attachments, learning journeys and attending courses and workshops.



Singapore Teaching Practice

Articulates our teachers' core beliefs about teaching and learning, emphasising a student-centric approach to education to achieve our Desired Outcomes of Education. It encapsulates the rationale, content, and methods of effective teaching practices in Singapore's context and provides lesson exemplars to illustrate good teaching strategies and actions.

Aligned to the philosophy of “Teacher Ownership, Teacher Leadership”, our teachers have the autonomy to chart their professional growth, supported by the following structures:



One Portal, All Learners (OPAL 2.0)

A one-stop portal for digital professional learning resources and opportunities. Users can access digital content, micro-learning units, courses, and online learning communities through a website or on a mobile.

School Staff Developer

A key middle management appointment responsible for charting the professional learning direction for the school and championing professional learning and well-being of the staff.

Implementing Key Professional Learning Programmes

At AST, we adopt the A-R-C Learning Model to support our teachers in their learning. We encourage them to learn from Assignments (about 70%), Relationships which include mentoring and participation in learning communities (about 20%) and Courses (about 10%). We support them to make sense of their learning from various modalities and platforms, and to apply their learning in their practice.



Assignments

Projects/Tasks
Teacher Work Attachment
Critical Inquiry



Relationships

Learning Communities
Mentoring
Coaching



Courses

Micro-Learning Units
Conferences/In-Situ PD
Milestone Programmes



Networked Learning Communities

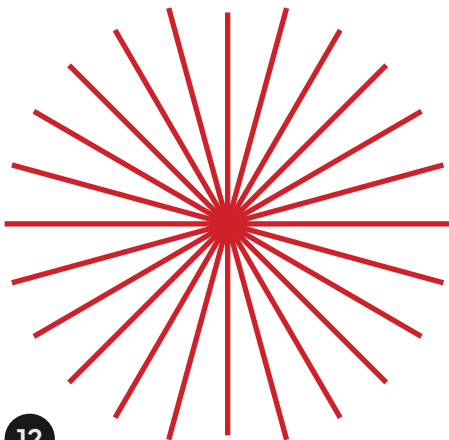
Our teachers can engage or lead in networked learning communities at the cluster or national levels. Networked learning communities facilitate purposeful and sustained learning, allowing teachers to collaboratively create, practise and share new knowledge aimed at enhancing student and organisational outcomes.



Centres for Teaching and Learning Excellence

The two Centres for Teaching and Learning Excellence is a tripartite partnership among AST, National Institute of Education and the host schools – New Town Primary School and Yusof Ishak Secondary School. The Centres aim to reinforce the connection between research, theory and practice, providing professional learning programmes aimed at enhancing student learning. Developed with in-situ* learning as a key component, these programmes take the form of masterclasses, demonstration classes, microteaching, webinars, and research-driven curriculum enhancements.

***in-situ:** This refers to the process of teacher learning taking place within the classroom setting, facilitated by masterclasses and demonstration classes.





Instructional Mentoring

Instructional mentoring is provided to all Beginning Teachers in their first two years of teaching. Each Beginning Teacher is assigned an Instructional Mentor, who is an experienced teacher in the school trained in mentoring. Time is set aside for professional conversations around teaching and learning and developing the whole child. Instructional Mentors also mentor other teachers who need help in specific area related to teaching.



Teacher Work Attachment Plus Programme

The Teacher Work Attachment Plus Programme allows our teachers to take part in work attachments, learning journeys and plenary discussions with companies and organisations from the public, private and people sectors. It is aimed at helping our teachers broaden their perspectives beyond education and feel excited about their work, while ensuring that they stay current in their understanding of the dynamic world for which they are preparing their students.



Programme to Inspire Professional Excellence (PIPE) & Teacher Agency and Professional Significance (TAPS)

Recognising that our experienced classroom teachers play an instrumental role in leading, mentoring and inspiring fellow teachers to enhance their teaching practices, these programmes aim to affirm the sense of purpose of these groups of teachers, while empowering and equipping them to keep abreast of educational changes, stay relevant and be meaningfully engaged in their teaching careers.

Developing Teacher Leaders

MOE recognises the diverse professional aspirations of teachers and offers various career pathways to support their growth and development.

The Teaching Track provides professional advancement for teachers interested in pedagogical leadership and mentorship within the teaching fraternity to improve student outcomes. Teachers have the opportunity to progress through various roles such as Senior Teacher, Lead Teacher, Master Teacher, and eventually Principal Master Teacher. These teachers are known as Teacher Leaders.

The School Leadership Track provides opportunities for teachers interested in contributing to the effective school management and leadership.

The Senior Specialist Track caters to individuals inclined towards specialised areas in educational development, requiring deep knowledge and skills for breaking new grounds.

AST drives the development of teachers on the Teaching Track, by engaging Teacher Leaders in pedagogical innovation and research, and building a culture of teacher-led professional excellence through mentoring and coaching.



Milestone programmes are designed to cater to the specific needs of different levels of Teacher Leaders:

Teacher Leaders Programme 1 for Senior Teachers

Acquire and practise a repertoire of knowledge and skills to enhance pedagogical leadership through collaboration and mentoring in the school that they are supporting.

Teacher Leaders Programme 2 for Lead Teachers

Acquire and practise a repertoire of knowledge and skills to enhance pedagogical leadership through collaboration and mentoring in the school and cluster that they are supporting.

Teacher Leaders Programme 3 for Master Teachers

Integrate a repertoire of knowledge and skills to enhance pedagogical leadership at national and systems levels.

Affirming Outstanding Teachers

The various national-level awards give recognition and affirmation to outstanding teachers in the teaching fraternity.



President's Award for Teachers

Recognises excellent teachers for their role in moulding the future of our nation, and who are an inspiration to students and the teaching fraternity.



Outstanding Youth in Education Award

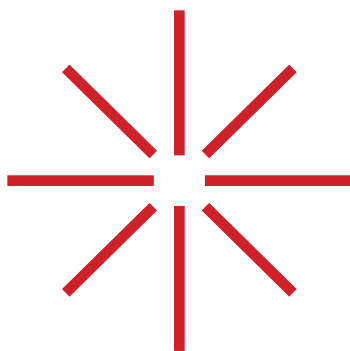
Recognises young teachers who have demonstrated passion for teaching, and a commitment to nurturing their students.



Academy Awards for Professional Development





Recognise teachers and partners in education for their contributions to the professional learning of the teaching fraternity.

Supporting Teacher Well-being



AST works with partner divisions in MOE to address teacher well-being. Provisions span across the social, physical, intellectual, community and emotional (SPICE) development of staff, empowering them to achieve well-being in various aspects of their lives, including self, family, work, community and environment.

Examples of provisions include professional development leave schemes, access to well-being resources through a digital platform, Wellness Ambassador Peer Support Programme, professional counselling services, pro-family policies, health screening services, MOE Sports and Recreation Club.

SPICE	Tagline	Mascot & Friends
<u>SOCIAL</u>	Bonding with family, friends and colleagues	
<u>PHYSICAL</u>	Enhancing health and wellness	
<u>INTELLECTUAL</u>	Immersing in the joy of learning	
<u>COMMUNITY</u>	Caring for the community	
<u>EMOTIONAL</u>	Embracing balance and positivity	