

Teaching as a Profession

FREQUENTLY ASKED QUESTIONS

Every student has endless questions, an inquisitive mind and infinite dreams

Imagine what you can do with a class!



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More information about teaching is available on our MOE Teach website (www.moe.gov.sg/teach).

Information correct at time of printing (Jan 2021).

MOE reserves the right to amend the terms & conditions without prior notice.

Selection and Appointment

Q: When must I submit my application?

Depending on your educational qualifications and the teacher training programme which you are keen to apply for, there are different application periods:

Educational Qualifications (or equivalents)	Teacher Training Programmes	Application Period
Degree	Postgraduate Diploma in Education (PGDE)	The current application window for the PGDE programme is from <u>12 January to 8 February 2021, 11pm</u> . Please visit www.moe.gov.sg/teach for updates on upcoming recruitment exercises.
<ul style="list-style-type: none">• Diploma• 'A' Level• International Baccalaureate	Diploma in Education (DipEd)	The current application window for the DipEd programme is from <u>12 January to 8 February 2021, 11pm</u> . Please visit www.moe.gov.sg/teach for updates on upcoming recruitment exercises.
<ul style="list-style-type: none">• 'O' Level• Diploma• 'A' level• International Baccalaureate	<ul style="list-style-type: none">• Art Teacher Training Scheme• Music Teacher Training Scheme• Chinese Language Teacher Training Scheme• Tamil Language Teacher Training Scheme	<p>The application window for the Teacher Training Scheme is now closed. The next recruitment exercise will likely be in January 2022. Application opens on the day the GCE 'O' Level results are released, and closes approximately a week after that.</p> <p>Please visit www.moe.gov.sg/tss for updates.</p>

Q: How is the application process like?

First, complete and submit the online application form at Careers@Gov. Thereafter, MOE will process your application and if you are shortlisted, you will be invited to an interview.

We strongly encourage you to find out more about what teaching is like in our schools prior to your application, so that you will be able to have a sound understanding of the job scope of a teacher. For more details about ongoing recruitment exercises, please refer to MOE Teach website (www.moe.gov.sg/teach).

Q: What can I expect if I am shortlisted for an interview?

If you are shortlisted for an interview, you are expected to do all of the following on the day of the interview:

- a) Write a short response to share your thoughts on a particular issue. There is no limit on the number of words but the essay should not exceed a page;
- b) Make a 5-minute lesson presentation on a topic you would like to share with students. The topic is related to your assigned teaching subject(s). Pitch the presentation to a specific level; e.g. primary 5, secondary 3. If you are shortlisted for a Chinese, Malay or Tamil-medium subject, you will have to present in the appropriate language; and
- c) Meet the panel for an interview.

More details will be emailed to shortlisted applicants.

Q: What are the selection criteria?

Each teaching application will be considered based on suitability and in competition with the other applications that we receive. Applicants should have strong content knowledge in the subject(s) they wish to teach, a keen interest in teaching, good personal attributes and values, and the ability to communicate and relate to the young.

Q: Will I be able to enter NIE directly after I am successfully selected?

You will be required to undergo a teaching stint in a school as an untrained teacher upon successful selection. You will join the next available NIE intake for pre-service training after you are assessed suitable by the Principal during your stint.

The stint allows you to experience the life of a teacher, affirm your interest in teaching and help you to relate what you learn in the school to your training at NIE.

Q: If I obtained a degree from overseas, do I still need to undergo training at NIE?

All applicants without teaching qualifications will need to undergo teacher training at NIE, which focuses on developing your knowledge and skills necessary to be an effective and competent teacher.

Q: What are the criteria to become a PE teacher?

Applicants will need to have a keen interest in the subject, meet the minimum requirements of the Physical Proficiency Test and have good CCA records or participation in activities related to PE and Sports.

Q: Suppose I want to work in the private sector for a few years first before joining the teaching fraternity, will I be penalised? Are there any additional tests?

We welcome mid-career professionals to join us in teaching. There are no additional tests for mid-career professionals, besides the Entrance Proficiency Test(s) as relevant.

Q: Why are some applicants rejected?

Each year, MOE receives many teaching applications. Like in many other organisations' selection processes, applicants must first and foremost meet stringent selection criteria. They are assessed based on the totality of their overall experience, personal attributes and qualities, and job fit for teaching.

NIE Training

Q: How does NIE prepare teachers for their teaching career?

The National Institute of Education (NIE) develops aspiring teachers holistically, emphasising values and character development alongside academic skills. The NIE teacher preparation programmes combine a legacy of educational excellence and innovation, opportunities to learn from senior teachers, greater self-awareness of the roles and responsibilities as Singapore teachers, and provision of a supportive NIE ecosystem with quality resources and facilities to thrive as future-ready educators.

You can find out more about the various teacher training programmes on NIE's website (www.nie.edu.sg/teacher-education/).

Teaching

Q: What are some of the duties that teachers are expected to undertake?

A teacher is the heart and soul of a class. They are like mentors and role models to their pupils. They must impart to pupils learning skills, thinking skills and life skills to prepare them for the future. They influence young minds and inculcate sound social and moral values through word and deed, within and outside the classroom. Thus, it is important that you are morally grounded when you take on this career.

Teachers employ innovative and creative teaching techniques/strategies to cater to pupils of different learning abilities and backgrounds. They use a variety of methods to determine current and future pupils' needs and expectations, and provide necessary guidance and support. Through Co-Curricular Activities (CCAs), teachers provide opportunities for pupils to maximise their potential in their intellectual, physical, emotional, moral and social development.

Teachers participate actively in school initiatives and duties, to bring about school effectiveness and development. In addition, teachers engage in continual learning through sharing, innovation and research, and provide necessary guidance and training to fellow teachers to enhance the skills, knowledge and expertise of the teaching profession.

Q: Can I indicate my preference to teach a particular subject or subject combination?

You are required to indicate your preferred subjects in the application form. Do note that the Ministry will allocate teaching subjects based on a number of considerations, including organizational requirements. What you are assigned to may differ from your indicated preference.

If you are assigned a subject or subject combination different from what you have indicated in your application and are shortlisted for the interview, do consider carefully your interest in and aptitude for the assigned subjects before accepting the interview invitation.

Q: What are the subject combinations for primary school teachers?

The subject combinations are:

- English Language and Social Studies
- English Language and Mathematics
- English Language and Science

Please note that those who wish to teach Art or Music at the primary level will be trained to teach Art or Music only. Those who wish to teach Physical Education (PE) will be trained to teach the subject at both the primary and secondary levels.

Remuneration, Service Benefits & Job Progression

Q: How is the remuneration package like for teachers?

MOE values our teachers, and ensures competitive pay to attract and retain them.

Please visit our MOE Teach website (www.moe.gov.sg/teach) for more details.

Q: What is the job progression for me as a teacher?

MOE understands that teachers have different aspirations and may want to pursue alternate routes during their teaching service.

There are three career tracks – Teaching Track, School Leadership Track and Senior Specialist Track, which allow all teachers to develop and progress along different fields of excellence. You may learn more about the three said tracks on MOE Teach website.

Q: What is the average speed of career advancement in MOE?

It depends on your performance and potential. Those who have demonstrated consistently high performance and potential can expect to progress faster than the norm along the career tracks.

Mid-Career Teachers

Q: What will be my starting salary and grade as a new mid-career teacher, if I had never been employed by MOE before?

MOE values the knowledge and diverse experiences that mid-career teachers bring to the profession, and appreciates the great diversity of experiences and perspectives that they inject into the learning environment for our students.

The starting salary offered will take into consideration, the relevance of each applicant's experience to teaching, time spent on the job, and his/her academic training. Other common factors such as academic qualifications and National Service will also be taken into account during the computation. The offered salary will not be pegged to the applicant's last-drawn salary.

Q: Will fresh graduates be at a disadvantage compared to mid-career teachers?

Those who join teaching as their first career continue to be highly recognised for their length of service in the Education service, as well as their commitment.

In terms of teaching experience, fresh graduates will still have a better head start, as teaching is a vocation where professional skills and competencies get better with development and reflective practice. You will also have more time to explore and develop within the career tracks of teaching, leadership and specialisation.

Entrance Proficiency Test (EPT)

Q: How do I know if I need to sit for Entrance Proficiency Test (EPT)?

The Ministry may require applicants to sit for the EPTs at its discretion. If required to sit for an Entrance Proficiency Test, you will be scheduled by the Ministry and will receive an email with information on the test date, time, venue and payment details a week prior to the test.

Q: If I wish to be a Mother Tongue Language teacher, must I sit for both the English and Mother Tongue Language Entrance Proficiency Tests?

You may be required to sit for the Entrance Proficiency Tests as deemed necessary by the Ministry.

Q: If I had taken the English Proficiency Course in university, do I need to sit for the English Language EPT?

Yes. The English Proficiency Course differs from the English Language Proficiency Test.

Teaching Bond

Q: How long is the bond period, and what happens if I break the teaching bond?

The PGDE and Dip Ed programmes carry a bond of 3 years. You will need to sign the Teacher Training Agreement (TTA) before your enrolment at the National Institute of Education for teacher training. If you break the bond after signing the TTA, you will have to pay liquidated damages. Please bear in mind that you would need to commit yourself to teaching for a minimum of 3 years to serve the teaching bond. Be clear and certain of your commitment to teaching before signing the TTA.

Q: How much do I have to pay if I break the teaching bond?

The liquidated damages (LD) comprise the expenses that the Government has incurred in connection with your training, which includes course fees, salary received during training and interest thereon at the prevailing prime lending rate as determined by the Government at the time of termination of the Teacher Training Agreement. An estimate of the LD will be indicated in the Teacher Training Agreement.