



**SINGAPORE  
SPORTS SCHOOL**



**THE JOURNEY  
OF A CHAMPION  
BEGINS HERE**



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# PROFESSIONAL LEARNING COMMUNITY: THE SINGAPORE SPORTS SCHOOL WAY



# Overview



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**Philosophy**

**Objective**

**Key Features**

# Philosophy (Stephen Covey)



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**Org Excellence**



**Org Alignment**



**Managerial Empowerment**



**Interpersonal Trust**



**Personal Trustworthiness**

# Objective

**Competent & High Performing School**



**A professional learning community**

# A professional learning community

(adapted from Robert Eaker etc)



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## Observables

- 1. All Staff are working as collaborative teams.**
- 2. All Staff have shared vision.**
- 3. Decisions are research-based with collaborative teams of teachers seeking out “best practices”.**
- 4. Effectiveness of school strategies is internally validated regularly (before seeking external validation).**
- 5. The effect on student growth is the primary basis for assessing various school strategies.**
- 6. School improvement plans focus on a few important goals that will affect student growth & they are the vehicles for organised, sustained school improvement.**

# A professional learning community

(adapted from Robert Eaker etc)



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## Observable (Cont'd)

- 7. Administrators are viewed as leaders of leaders while staff are viewed as transformational leaders.**
- 8. Celebration is frequent, tied directly to the school's values, & recognises the accomplishments of individuals as well as groups.**
- 9. New initiatives are only implemented if it is determined that the change will help the school achieves its vision of the future.**
- 10. The leader's role is to promote, protect and defend the school's vision and values and to confront behaviour that is incongruent with the school's vision & values.**

# **Our Action/Commitment**

**(adapted from FISH! PHILOSOPHY)**



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**Find IT**  
**Live IT**  
**Coach IT**

**(all begin with Quality Relationship)**





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# Key Features

# Organisation Structure



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- 1. Professional teams for Acad Admin; Teaching & Learning; Student Dev & Teacher Dev at Wing level (headed by Director or Asst Dirs)**
- 2. Level student management teams (headed by Head Of Years)**
- 3. Dept teams (headed by Instructional Programme heads)**
- 4. Academy mentor teams (headed by chief mentor)**

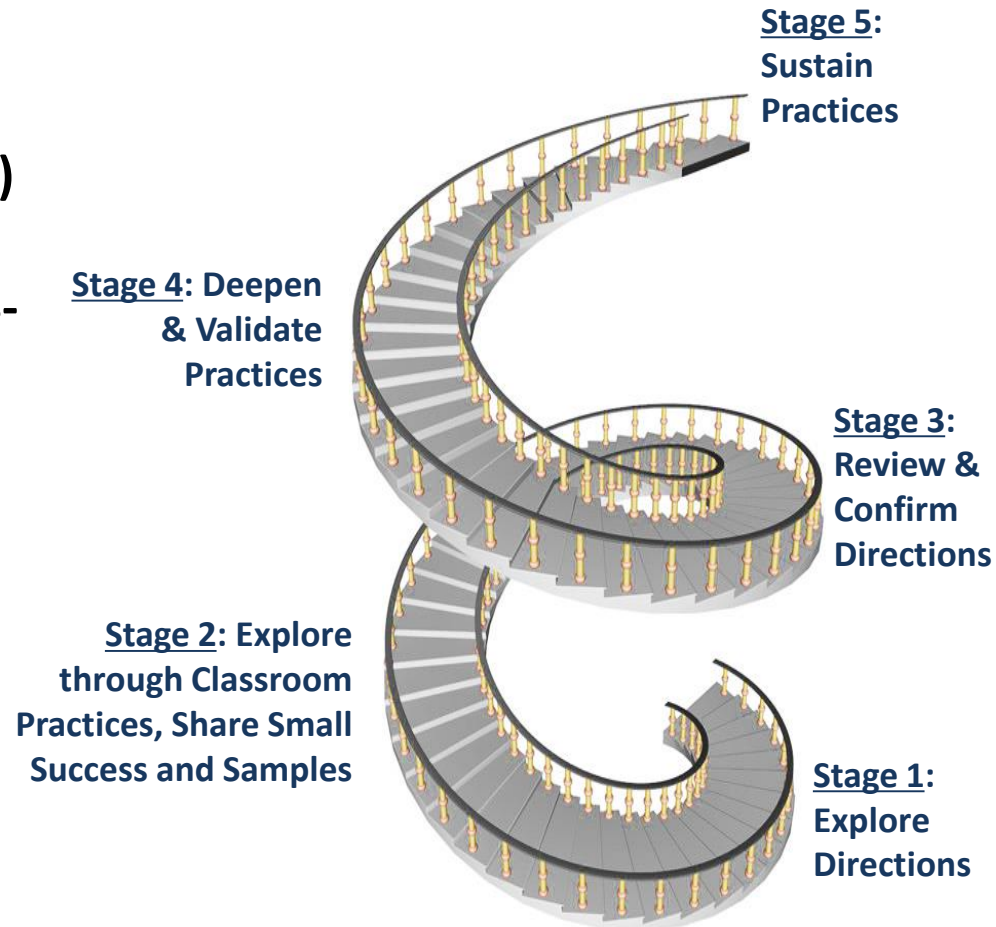
# Organisation – Change Management Key Initiative Implementation Process



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- **Examples of our Key initiatives implementation:**
  - **Quality Assessment (2010-2012)**
  - **Critical Thinking (2012-2014)**
  - **Differentiated Instruction (2014-2015)**
  - **CAR (2012-13)**
- **Adopts this Implementaion Process** *(illustrated by the diagram on the right)* to enhance change management and quality of practices in the school



# **Individual Level-Find IT (6 mths to 1 year)**



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**Internalise SSP's Way of Life (Practices & Org Culture):**  
**4 stages of Induction & Buddy Support**  
**Alignment of New Teacher's own mission to Sch  
mission**

# Individual Level- Live IT



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**A valued team player of SSP Professional Learning Community**

**-Perform the 'Responsibilities of a SSP Teacher' (a transformational leader)**

**Supporting Structure:**

**Professional/Dept Sharing; Purposeful External Training (Core, Recommended or enriching); Level Mtgs; Overseas Study Trip; SSP Competency Model (PMS)**

# Individual Level- Coach IT



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**A valued team player in spreading good practices & enthusiasm**

**-Formal Structure: PMS Coaching by Heads; Peer Mediation; Dept/Wing Sharing; Level Mtgs Retreat etc.**

**-Informal Sharing: Generative Conversations; Academy Chats etc.**

# Peer Mediation



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**Intent: spreading good/better practices in a real-life setting**

**Explore ways to elevate commitment level from 'Have To' to 'Want To'**

**Various Ways of 'Peer mediation/learning'**

- 1. Peer coach in classroom setting / Recorded lesson**
- 2. Peer observation**
- 3. Pair/Team teaching**
- 4. Analysis of recorded lesson with team/peer discussion & self-reflection**
- 5. Principal/Dept Head observation**
- 6. Peer/Team project**



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# Q & A