

Identifying & Developing School Leaders in SINGAPORE

Three-Pronged Approach

1. LEAD (Identification & Selection)
2. LEARN (Training & Development)
3. LEVERAGE (Systemic Support)



LEAD (Identification & Selection)

Key Features

- Driven by MOE and Schools
- Based on Assessment of Performance and Potential, starting with classroom teachers
- Through Interviews, Assignments & Postings
- Use of Leadership Situation Exercise (LSE)



LEARN (Training & Development)

Training and development opportunities to raise the officer's capacity in the leadership journey

Key Milestone Programmes

- Management and Leadership in Schools Programme (MLS)
- Leaders in Education Programme (LEP)
- Leader for Leaders Programme (LLP)



LEARN (Training & Development)

Key Learning Programmes

- Postgraduate scholarships – Masters, PhDs
- 1-year mentoring programme for new Principals
- Study trips and overseas learning journeys,
- Joint leadership Programmes – Building Educational Bridges with NCSL and IAB
- Attachments and overseas fellowships
- Sabbaticals for Principals



LEARN (Training & Development)

Milestone Leadership Development Programme **Leaders in Education Programme (LEP)**

- Executive-type programme that focuses on values, mindset change and innovation
- Interactive, using Syndicate Groups
- Blend of theory and practice
- Authentic learning



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LEVERAGE (Systemic Support)

Encompasses all 'leadership resources' within the system and the fraternity which Principals can leverage upon as they lead their schools

Key Features

- School Cluster System
- National Institute of Education (NIE)
- Academy of Principals (APS)
- Formation of ELDC



Thank you

