

SEAB-link



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Learning and exchange between SEAB and delegates from the Asian Development Bank - The HEAD Foundation Professional Learning Programme.

Dear readers,

We hope you had a great time catching up with friends and family during the Lunar New Year! The start of a new year signifies fresh aspirations and new plans which we are sure everyone is looking forward to fulfilling.

SEAB reached another milestone in 2016 as we achieved the Singapore Quality Class Star, People Developer and Innovation Class. These certifications are testaments of our commitment and unwavering efforts to innovate, learn and improve, and we will continue in our quest for excellence.

The second half of 2016 also saw opportunities for international exchanges. SEAB participated in two international conferences, namely the 42nd International

Association for Educational Assessment Conference in South Africa and the 18th Academic Forum on English Language Testing in Asia in Hong Kong. In addition, we hosted seven corporate visits, which included international examination boards and education ministries from Asia, Europe, and Middle East, and local school teachers. These exchanges were enriching as they provided deep insights of the assessment practises around the globe and opportunities for learning and improvement within our own systems.

The year-end period is always a busy period for SEAB with the commencement of the national examinations and we could not have done this without the help of our partners – the examination personnel. In this issue, we would like to extend our appreciation and thanks

to this group of dedicated and unsung heroes through a poem penned by our own staff.

At SEAB, we work and play hard. In this issue, you can read more about our corporate events such as the SEAB Active Day and SEAB Seminar.

If one of your resolutions for 2017 is to learn a new skill, remember to look up page 21 for the list of exciting upcoming courses on assessment literacy.

We hope you enjoy reading this issue. If there are topics that you would like us to feature or if you have any suggestions for us, simply drop us an email at SEAB_SEABLink@seab.gov.sg.

Meng Lee,

On behalf of the SEAB-link Editorial Team



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The 42nd International Association for Educational Assessment (IAEA) Conference

📍 CAPE TOWN, SOUTH AFRICA

The Chief Executive of SEAB, Ms Tan Lay Choo, accompanied by Dr Ng Siow Chin, Deputy Director of Research and Development Division, and Ms Adeline Teng, Assessment Specialist of Assessment Services Division, were invited to Cape Town, South Africa to conduct a pre-conference workshop and to present two papers at the conference.

1. UMALUSI-sponsored pre-conference workshop presented at the 42nd IAEA Conference, Cape Town, South Africa (20 August 2016)

The workshop was the product conceptualised by Dr Leong See Cheng, Lead Assessment Specialist, who was invited by UMALUSI Council for Quality Assurance in General and Further Education and Training (UMALUSI) to conduct the workshop for their examiners from Department of Basic Education (DBE), Department of Higher Education and Training (DHET), Independent Examinations Board (IEB), and the South African Comprehensive Assessment Institute (SACAI). Dr Leong developed the content of the workshop entitled 'A Framework for Thinking about Item Demand', tailored to meet the needs of the intended audience. The workshop was based on an updated version of the item demand framework published in the 2006 paper 'On varying the difficulty of test items' presented at the 32nd IAEA Conference in Singapore and covered the topics: (1) an update of an item demand framework that incorporates mental demands; (2) the psychological processes of judging item demand; and



CE sharing her perspective with the CE and Deputy CE of UMALUSI.

(3) using the ideas of item demand in a construct map. In order to reach out to the examiners from various disciplines, two booklets for the workshop were produced – one on English Language and Literature constructs and the other on Mathematics construct.

The half-day workshop was facilitated by Dr Ng Siow Chin, Deputy Director of Research and Development Division, and Ms Adeline Teng, Assessment Specialist, on 20 August 2016 at Southern Sun: The Cullinan Hotel, to 45 participants from the organisations mentioned above.

CEO/UMALUSI, CEO/DHET, Deputy CEO/UMALUSI were among the audience and interacted with Ms Tan Lay Choo, CE/SEAB, throughout the workshop to understand more about SEAB's internal processes. Designed to be interactive, the participants were engaged in lively discussions of the concepts introduced which opened up opportunities for future collaborations. Friendship between UMALUSI and SEAB was forged through the workshop with plans for further collaborations.

2. The 42nd IAEA Conference (21 – 26 August 2016)

The conference was organised by UMALUSI in conjunction with their 15th anniversary celebration. Being aware of the changing landscape of education systems all around the world which shape the direction that assessment systems should take, UMALUSI envisaged that the theme of 'Assessing the Achievement of Curriculum Standards – An Ongoing Dialogue' would elicit stimulating discussions on the latest educational trends from various countries and how the respective assessment systems could align with the changes.

Dr Ng Siow Chin, Deputy Director of Research and Development Division, presented a paper entitled 'Assessment of 21st Century Skills in Singapore – a Decade's Journey'. This paper, co-written with Dr Tay Poh Hua and Ms Wee Tian Lu, described a methodology developed to compare cohorts' performance over the past decade. The findings, further augmented with qualitative descriptions, provide an indication of students' acquisition of relevant skills articulated in MOE's 21st Century Competencies Framework 2010.



CE addressing the team of examiners appointed by UMALUSI about the rigorous process in place for test development.



Ms Adeline Teng, Assessment Specialist, presented a paper entitled 'PACE: Using qualitative assessment data to drive teaching and learning of Mathematics for lower primary students' which she co-wrote with Dr Leong See Cheng, Lead Assessment Specialist. The presentation attracted questions from practitioners on various formative assessment approaches practised in Singapore.



Dr Ng Siow Chin presenting the segment on Mathematics constructs.



Ms Adeline Teng in discussion with participants over English Language and Literature constructs.



An acappella performance by high school students.



Presenters for the concurrent session on formative assessment: Ms Nino Revishvili from Georgia, Ms Adeline Teng from Singapore, Mr Sam N N Ollennu from Ghana (Chairperson), Ms Garima Bansal from India, and Ms Grace Grima from Malta.

Participation in the 2016 Academic Forum on English Language Testing in Asia

Started in 1988, the Academic Forum on English Language Testing in Asia (AFELTA) has served as an annual platform for educational organisations in Asia to share their knowledge and experiences in English Language assessment.

Currently, AFELTA has the following member organisations:

- National College English Testing Committee, China
- College Entrance Examination Center, Taiwan
- The Language Training and Testing Center, Taiwan
- Eiken Foundation of Japan, Japan
- Korea English Language Testing Association, Korea
- Korea Institute for Curriculum and Evaluation, Korea
- Hong Kong Examinations and Assessment Authority, Hong Kong
- Singapore Examinations and Assessment Board, Singapore.

The member organisations take turns in hosting the AFELTA. For instance, SEAB hosted the 16th AFELTA in 2014 in Singapore, and the Eiken Foundation of Japan hosted the 17th AFELTA in 2015.

The 2016 AFELTA was hosted by the Hong Kong Examinations and Assessment Authority (HKEAA) in Hong Kong from 25 to 26 November 2016. Reflecting recent developments in language assessment, the theme of the forum was 'Social Aspects of English Language Testing'.



Delegates from the eight member organisations that participated in the 2016 AFELTA.

A total of eleven presentations and two keynote speeches by member organisations were given at the 2016 AFELTA. Mrs Doreen Goh and Dr Rajenthiran Sellan represented SEAB at the Forum, and they presented a paper that focused on recent changes in the Primary Six English Language writing paper.

With deep insights and invaluable learning points gleaned from the conference, SEAB looks forward to participating in the next AFELTA, which will be hosted by The Language Training and Testing Center, Taiwan in Taipei from 24 to 25 June 2017.



Delegates from SEAB – Mrs Doreen Goh and Dr Rajenthiran Sellan.



Dr Tong Chong-sze, Secretary-General of Hong Kong Examinations and Assessment Authority, presenting a corporate gift to Mrs Doreen Goh from SEAB.

Exchange on updates in assessment practices between SEAB and HKEAA

Prior to the 2016 AFELTA, the two delegates from SEAB and senior officers from HKEAA met in the latter's premises to exchange updates on assessment matters that relate to their respective organisations.

As part of the sharing, SEAB delegates made a presentation on our experience in the launch of the new GCE Normal (Technical)-Level English Language e-Oral examination in Singapore. Given the common interest in making further inroads into e-assessment, the participants had a lively exchange on the rationale for e-assessment as well as the actual development and administration of the first English Language e-Oral examination in 2016.

HKEAA then provided updates on the Hong Kong Diploma in Secondary Education, which aims to measure the attainment of Secondary Six students who have completed a three-year senior secondary curriculum, under the New Academic Structure. Of particular interest were the School-based Assessment components which count towards the final results in a number of core and elective subjects, and HKEAA's plans to expand the basket of subjects that incorporate School-based Assessment.

Both sides agreed that the face-to-face meeting had been useful to learn more about the professional and practical aspects of recent developments in assessments that cater to the different local contexts.



Participants discussing SEAB's presentation on e-oral assessment in Singapore.



Participants from HKEAA and SEAB at the pre-AFELTA meeting.

Sharing Assessment Expertise, Learning Best Practices

It is always a learning opportunity for SEAB each time we host a corporate visit. While a typical corporate visit would entail a sharing with our visitors on the Singapore's national examinations, assessment principles and examination processes, we often benefit as we learn and receive insights into the practices of the visiting agencies. There are also interesting points of sharing on the initiatives introduced by some of the agencies in response to their educational needs. The learning gleaned from these sharing is helpful for SEAB as Singapore might one day face the same demands or issues.

SEAB hosted seven corporate visits in the second half of 2016. The visitors included international examination boards and education ministries, as well as local school teachers.

1. Mauritius Ministry of Education and Human Resources, Tertiary Education and Scientific Research

Led by Her Excellency (Mrs.) Leela Devi Dookun-Luchoomun, Minister of Education and Human Resources, Tertiary Education and Scientific Research, the team of delegates was interested to learn how assessment is managed in Singapore, and how Singapore maintains a high level of professionalism and standards in the conduct of national examinations. The delegates also shared on their examination system and the recent reforms that took place in the system.

Penning her thoughts on the exchange of information, Her Excellency (Mrs.) Leela Devi Dookun-Luchoomun wrote:

“

Very interesting presentation, revealing the very efficient and reliable assessment and examination system of Singapore.

”

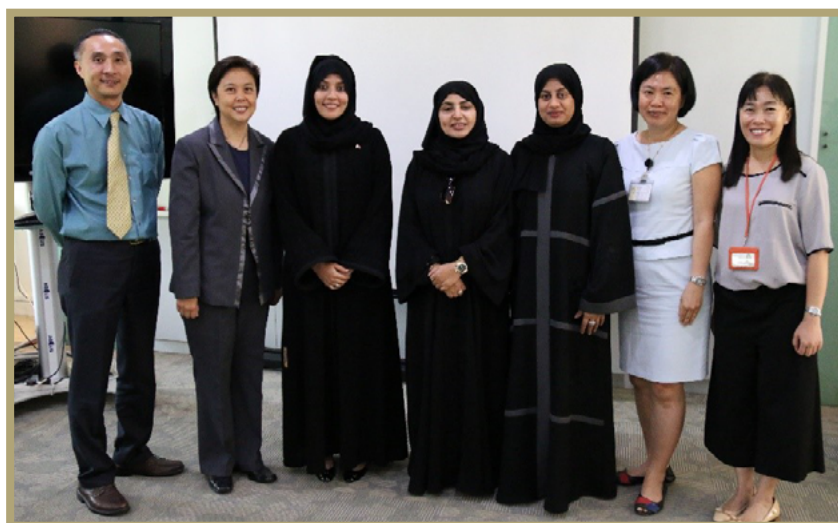


2. Qatari Ministry of Education and Higher Education

The Qatari Ministry of Education and Higher Education's delegation of education officials was in Singapore for an education study visit and the team chose SEAB as one of their visits. They were interested to find out how national examinations are developed and conducted in Singapore, specifically for the primary and secondary levels.

Thanking SEAB for the sharing, the delegates wrote:

“ It is a pleasure to meet you at the end of our visit to Singapore. Thank you so much for your arrangement and answering our questions regarding the shared areas of interest. ”



3. Asian Development Bank (ADB) – The HEAD Foundation (THF) Professional Learning Programme

THF is a Singapore-based think tank devoted to the research, policy influence, and effective implementation of education for development in Asia. Partnering with ADB, The Professional Learning Programme is designed to strengthen participants' knowledge and skills to better implement educational reforms. The participants included education specialists, policy makers and mid-level education managers from ASEAN Developing Member Countries and ADB.

SEAB shared with the participants the key national examination characteristics at the 6th, 10th and 12th grades, and how it maintains and enforces the integrity of examinations.

Professor S. Gopinathan, Academic Director, The Head Foundation, thanked SEAB for hosting the sharing. He wrote:



“ A very enlightening visit. Learnt much. ”

4. Council for the Indian School Certificate Examinations

The team from the Council for the Indian School Certificate Examinations was keen to understand more about the Singapore's national examinations and its related processes, specifically on test development and examination logistics. The team was also interested in the training and consultancy services provided by SEAB.



5. The World Bank and Ministry of Education and Science of the Russian Federation

The delegation team comprised education specialists from the WorldSkills Russia, World Bank and Moscow Polytech University. They were part of a larger team which was in Singapore for a study visit.

The delegates were keen to find out more about the assessment and development of problem solving and critical thinking skills, specifically relating to technical and vocational education and training.

Penning his thoughts on the sharing, Mr Kirill Vasiliev wrote:

“

.....
Thank you very much for the hospitality, comprehensive presentations of SEAB experience in assessing students skills and thoughtful discussion. Our group was very impressed by the professionalism of your team and complexity of the tasks you are implementing. We really appreciate the time you generously allocated to make our visit productive.

”



6. Abu Dhabi Education Council

Lead by His Excellency Dr Ali Rashid Al Nuaimi, the delegation team comprised education specialists from the Abu Dhabi Education Council as well as some school principals.

Requesting for a visit to SEAB, the delegates were interested in learning more about the assessment considerations for the national examinations. There was also much interest in how schools and teachers were held accountable based on the results of the national examinations.

Recounting his experience with SEAB, His Excellency Dr Ali Rashid Al Nuaimi wrote:



“ I learned a lot from the outstanding team that presented an excellent system of assessment. ”

7. NIE’s Management and Leadership in Schools (MLS) Programme

On the home front, SEAB hosted the second “Conversations with SEAB” which was extended to course participants of NIE’s Management and Leadership in Schools (MLS) programme who are typically Heads of Department or Subject Heads of primary, secondary and junior colleges.

Hosted by SEAB’s Chief Executive and Directors, the two-hour session expounded on topics ranging from e-Examinations, assessment principles and operational processes. The lively discussions also saw participants providing their feedback on specific processes to which SEAB would review and fine-tune further.

On behalf of the participants, Mr Mohammed Fazrin wrote:

“ Thank you SEAB for providing much insight into your organisation and work. We are very much enlightened and also empowered with the invaluable sharing that you have provided. ”



The Singapore e-Examinations Journey and An Appreciation to the Supervisors, e-Examination

To nurture active learners and proficient users of Mother Tongue Languages (MTL), the 2010 MTL Review Committee made several recommendations to enhance the teaching and learning of MTL in schools. One of the key recommendations was to use Information and Communication Technology (ICT) to enrich students' learning. With computer-based writing as the norm in the workplace and in social communication, students should have opportunities to practise and be assessed on computer-based writing for MTL¹.

the GCE A-Level MTL in 2015 and to the MTL subjects examined in the GCE N(A)-Level, GCE N(T)-Level and GCE O-Level as well as the GCE O-Level Higher MTL and GCE N(T)-Level English in 2016. In 2017, the use of video stimulus in oral examination will be extended to PSLE standard and foundation MTL subjects.

To date, more than 60,000 students have been assessed by the computer-based writing and oral with video stimulus mode of assessment.

Some have asked if the e-Examination would be extended to other subjects. For e-Examination to be introduced in a subject, it must first be aligned to the curriculum. Due consideration must also be given to the following two key factors :

ONE – Value-add

To value-add, a subject that uses e-Examination should assess what it cannot do in the paper-based exams. For example, using videos, audio and interactive items as stimulus as compared to a static picture

TWO – Authenticity

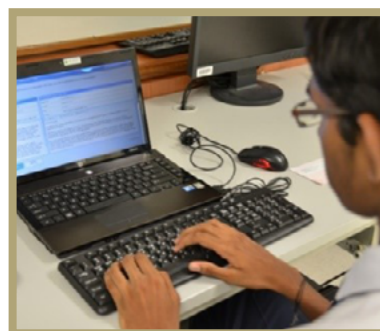
Does the introduction of e-Examination in the subject create more authentic experiences for students? For example, in one of our e-Examinations, students have to write an email reply or a blog response. These are authentic tasks which students do in their daily lives.

In addition, there is rigorous discussion among MOE, SEAB and key stakeholders before a decision if a subject would be assessed via e-Examinations is made.



The first e-Examination was introduced in 2013, starting with the MTL Syllabus B for GCE A-Level students. In this e-Examination, computer-based writing was introduced in Paper 1 (Functional Writing) of the MTL Syllabus B examination. Students were required to compose either an email response or a blog entry on a laptop via the SEAB eExam System. The computer-based writing examination was then extended to the MTL Syllabus B for GCE O-Level students in 2014 and GCE A-Level H2 Mother Tongue Language and Literature in 2016.

Oral with Video Stimulus was also launched in the 2014 MTL Syllabus B's examinations for GCE O-Level and A-Level students. A short video clip replaced the static picture which was used as a stimulus in the oral examinations, so as to provide more engaging and authentic contexts for the oral conversation between the oral examiners and the student after viewing the video. The use of video stimulus in oral examinations was extended to



¹ Joint MOE-SEAB Press Release, Aligning the use of Information and Communication Technology in Teaching, Learning and Assessment of Mother Tongue Languages, 22 May 2013.

In every conduct of the national examinations, fairness, integrity and reliability are three important factors that SEAB places priority on. SEAB works very closely with the appointed examination personnel to ensure that all examinations are conducted in a controlled environment. This applies to the e-Examination where a school personnel is appointed as Supervisor, e-Examination or eSup in short. The eSup is the primary liaison officer between SEAB and the Examination Centre. The eSup needs to work with a number of key personnel and this may include:

1. the Chief Presiding Examiner and Presiding Examiner and/or Supervisor, Oral Examiner to identify and prepare the examination venue(s) in accordance to the e-Examination requirements and to provide first level support to the candidates and examination personnel like the Oral Examiners during the conduct of e-Examination.
2. the school's Technical Assistant (TA) to prepare the hardware, operating system and network infrastructure for the e-Examinations.

The eSup is also responsible for ensuring that all the laptops are quarantined before and after the e-Examination once they have set up the encrypted e-Examination materials in the laptops. He or she will also have to ensure that the Examination Centre is ready for candidates to take the e-Exam.

The eSup, along with the other examination personnel, play an important role in ensuring the smooth and reliable conduct of the e-Examinations. We would like to express our appreciation to all eSup's for your resolute dedication, professionalism and contribution in making the e-Examination a success!

A Tribute to All Our Examination Personnel

**Friends of SEAB help us all year round.
Glad that every one of them, we found!**

**Friends of SEAB take on many roles,
working diligently, keeping to our rules!**

**Friends of SEAB know their responsibilities
and carry out smoothly their assigned duties!**

**Friends of SEAB do well their tasks,
be it examining, invigilating, or marking
and that's hardly surprising!**

**Friends of SEAB are our examination sentinels,
for they guard our standards as true professionals!**

**Friends of SEAB take on tasks of various kind,
while we attend to other tasks with peace of mind!**

**Friends of SEAB, what will it be like without you?
That's really hard for us to imagine and that is true!**

**All of us in SEAB thank you and appreciate you
for being with us always as our special few!**

*Syed Mohamed
Senior Assessment Specialist*

SEAB Seminar 2016: Anew, Ahead, Altogether

“ Failing to plan is planning to fail”
~ Allen Lakein ”

One of the key factors for any organisation’s success is the ability to plan and adapt to changes and SEAB is no exception. To ensure that the Board stays relevant to the changing landscape, corporate planning is done annually to review SEAB’s strategies and goals over the next five years. In SEAB, corporate planning is not just confined to the management retreat. It extends to a bottom-up approach where staff are invited to contribute their thoughts and ideas through the annual SEAB Seminar.

The SEAB Seminar 2016 was held on 24 June 2016. A refreshing rain greeted that morning, a start befitting the theme of “Anew, Ahead, Altogether” as everyone gathered to discuss the strategies that would place SEAB onto its next S-curve. The plans and strategies for the next few years were unveiled through a series of activities that commenced with the opening address by SEAB’s Chief Executive, Ms Tan Lay Choo. Regaling the audience with a personal anecdote, Ms Tan drove home the message about the importance of changing in good times and in good time. Having laid the context for the review of corporate plans, Ms Tan also introduced SEAB’s refined strategic thrusts to the crowd.

The speech was followed by an energizer activity called the Mission Game that required participants to piece together SEAB’s mission statement. After the game, the hall was momentarily dimmed, creating an atmosphere of uncertainty which alluded to the VUCA world, characterised by Volatility, Uncertainty, Complexity and Ambiguity.



Staff being engaged through group activities.

Against this backdrop, the broad strategies for SEAB’s future were shared with all staff, followed by presentations and sharing by the senior management on the strategic objectives for the plans and suggested frameworks for realising them. The segment ended with a Question and Answer session where the management responded to participants’ queries raised via an online platform, providing immediate clarifications.



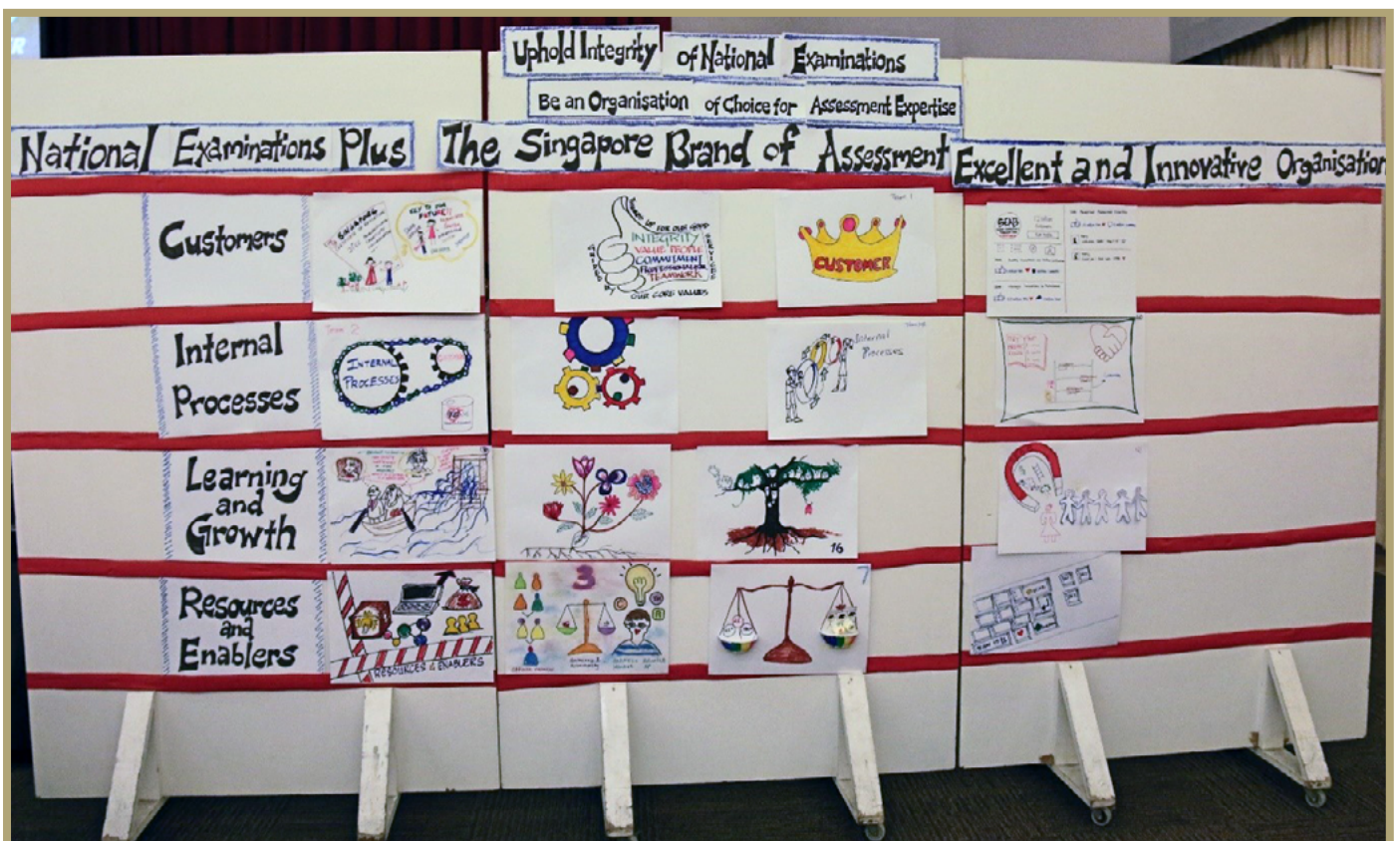
SEAB senior management engaging the audience with a sharing of the plans and strategies.



SEAB Chief Executive, Ms Tan Lay Choo addressing all staff at the SEAB Seminar 2016.

The afternoon programme presented participants with even more opportunities to voice their opinions and have a say in the planning and building of SEAB's future. Recharged after lunch, participants moved from table to table in a round-robin discussion, which captured their responses to and input on the future plans. Participants also reviewed the SEAB values and considered their relevance in the changing context.

The day concluded with participants working in teams to create an illustration depicting the various perspectives of the strategies. All in all, it was a fruitful and meaningful day. In the words of one participant, 'there was laughter in all activities', as all staff came together to chart our journey for the next five years.



The colourful illustrations completed by staff in the ending segment of the Seminar.

SEAB Active Day 2016

As part of the SEAB tradition, National Day is celebrated through fun and engaging activities by all staff and 2016 was no exception. We celebrated our nation's birthday in two parts on 8 August 2016 – Charity on Active Day and Active@Botanic Gardens.

Charity on Active Day

Dedicated to helping the needy, a charity bazaar was organised to raise funds for the President's Challenge.

12 booths were set up for the bazaar, with staff members across various divisions managing stalls selling food, snacks, drinks and even handmade products. In addition to giving to the community, there was also a recycling theme to this event.

The sale items ranged from saga seed bookmarks, DIY holders to potted plants and pre-owned items such as clothes, bags, accessories, toys and books. The bazaar provided the opportunity for staff to demonstrate their creativity and showcase their personal interests and hobbies.

For example, the saga seed bookmarks were made using seeds specially collected from the old saga trees on SEAB's premises. Also, the potted plants were grown with tender loving care by the staff who re-potted them to be sold. Another team had creatively made holders out of obsolete old computer diskettes. There was even a hand massage stall that offered on-the-spot services.

Certainly, no celebration would be complete without food and drinks. Dedicated personnel manning the food stalls rolled up their sleeves to painstakingly prepare and serve piping hot food, beverages and cold drinks.



Time for a therapeutic hand massage too!



Posing for a shot at the photo booth.



Food, glorious food served up at the Charity Bazaar.



Long wait for our turn to sing!

Besides food and shopping, there was added excitement with a creative Photo Station which was a great hit! A Karaoke booth was also available for staff who were keen to belt out their favourite tunes in the name of charity.

Our colleagues certainly enjoyed the shopping, sumptuous meals, entertainment and camaraderie. The event also provided opportunities for everyone across divisions to interact and mingle with one another while enjoying the host of activities. At the same time, the charity event was memorable as it was meaningful, being the first bazaar on this scale with contributions from all divisions.

Active@Botanic Gardens 2016

The second part of the Active Day celebration was held in the afternoon at the Singapore Botanic Gardens. Aply fitting to the overall theme of an "Active Day", the afternoon segment required staff to complete challenges and games whilst taking everyone through the various specialty gardens and trellis walkways in one of the oldest gardens in Singapore.

For some staff, it had been a long while since they last visited the gardens so it was a nostalgic stroll. For many others, it was their first time exploring so much of the 150-year-old garden in the two hours that they spent there.

At the end of the day, it was hardly a stroll in the park as many of the quizzes, games and challenges were a real test of grit and stamina. It was certainly aimed at getting everyone on their feet and be active! Though the activities proved slightly challenging under the sunny weather, everyone was a great sport and rose to the challenge. With a good dose of creativity and perseverance, all teams completed the events in good time.



Hurry! To our next station!



The Ping Pong Challenge!



The Caterpillar Game. Who's moving first?



Hurray... got our GOLD stickers!

SEAB Achieves Singapore Quality Class Star, Innovation Class and People Developer Certifications

SEAB's Journey in Business Excellence

SEAB started our Business Excellence (BE) journey in 2006 where we were certified to the People Developer (PD) standard, a niche BE standard to recognise organisations with a total approach to attracting, managing and engaging employees for high performance. In the following years, SEAB also received certification to ISO 22301:2012 for Business Continuity Management and ISO 27001:2013 for Information Security Management. In 2013, we submitted our first application to the Singapore Quality Class (SQC), which provides a more holistic and comprehensive coverage of the BE Framework. In that year, SEAB also renewed and attained our People Developer standard certification.

The Importance of Business Excellence in SEAB

To SEAB, Business Excellence (BE) is a journey of continuous learning and improvement. It is a result of our commitment to excellence and a belief in doing better to deliver greater value to our stakeholders. As a public agency, SEAB is accountable to both the Singapore Government and members of the public. The BE Framework and certification process provide a self-checking mechanism that not only supports the conduct of periodic reviews to refine and improve our internal systems and processes, but also encourages SEAB to adopt best practices to increase public trust and confidence.

SEAB's 3-in-1 Business Excellence Certification in 2016

With that in mind, SEAB took a step further and applied for certification to Innovation Class on top of our re-certification to the SQC and PD standards in 2016. Innovation Class is a niche BE standard that enables organisations to develop our innovation management capabilities in harnessing innovative ideas and creating value from them.

On 21 and 22 April 2016, SEAB hosted a 1.5-day site visit by assessors from SPRING. The site visit commenced with presentations on the organisational practices, initiatives and results of SEAB by our senior management. This was then followed by interviews with various groups of staff. The assessors also had an opportunity to experience SEAB's very own 3-in-1 eExam System with in-built authoring, delivery and marking capabilities, which was developed to create a more authentic and interactive examination experience for candidates.

SEAB is pleased to share that we have been awarded the SQC Star, People Developer and Innovation Class certifications. The SQC Star certification is given to organisations that have made further improvements in their BE journey.

An Emphasis on Innovation in SEAB

To continue leading in an increasingly VUCA (Volatility, Uncertainty, Complexity and Ambiguity) environment, innovation has grown in importance as part of SEAB's culture. Arising from the increasing emphasis in innovation, some key organisational initiatives include the institutionalisation of Research and Development as an independent Division, the introduction of a Development and Research fund for staff who are keen in the exploration and development of new ideas, and the recognition of Innovation as a core competency in staff.

As the Chief Executive of SEAB, Ms Tan Lay Choo, aptly summarises it, "Going forward, regardless of what we innovate and how much or the scale of innovation, it is important that we remain anchored on the purpose of innovation in SEAB. And, for SEAB, it is very important that we continue to uphold the integrity of national examinations and public confidence in us. Moving ahead, innovation will be an important priority of SEAB. We need to grow innovation capability across the whole of SEAB. Innovation is necessary for the continued growth and success of SEAB. There is urgency to innovate and to involve every one of us to innovate."

More than just a certification exercise, the attainment of the BE certifications affirms SEAB's efforts and that our practices, systems and processes are aligned to best practices. Also, the certifications validate our work in creating value for our stakeholders. We will continue this journey and leverage on the BE Framework to bring about more value to Singapore's education system and the education fraternity.



Demo of the SEAB eExam System to BE Assessors.



Director for Corporate Services, Ms Selena Yeo (centre), represented SEAB and received the BE plaques from Professor Cham Tao Soon (left), Chairman of SQA Governing Council on 27 October 2016.

Training Calendar

(April to August 2017)

FOR MOE PRIMARY SCHOOL TEACHERS

| WORKSHOP TITLE | DURATION (DAYS) | DATE OF TRAINING |
|--|-----------------|--|
| Introduction to Assessment for Beginning Teachers – English Language | 1 | Class 1 : 13 Apr 2017 Class 2 : 18 Apr 2017 |
| Introduction to Assessment for Beginning Teachers – Sciences | 1 | Class 1 : 17 May 2017 Class 2 : 06 July 2017 |
| P4 Assessment Literacy – Chinese Language | 1 | Class 1 : 18 Apr 2017 |
| P4 Assessment Literacy – Malay Language | 1 | Class 1 : 27 Apr 2017 |
| Introduction to Assessment for Beginning Teachers – Mathematics | 1 | Class 1 : 04 July 2017 Class 2 : 05 July 2017 Class 3 : 06 July 2017 |
| P4 Assessment Literacy – English Language | 1 | Class 1 : 20 July 2017 |
| Introduction to Assessment for Beginning Teachers – Chinese Language | 1 | Class 1 : 11 Aug 2017 |

FOR MOE SECONDARY SCHOOL TEACHERS

| WORKSHOP TITLE | DURATION (DAYS) | DATE OF TRAINING |
|-------------------------------------|-----------------|--|
| Assessment – Physics | 1.5 | Class 2: 03 Apr 2017 (Full Day) 19 Apr 2017 (Half Day) |
| Assessment – Biology | 1.5 | Class 2: 03 Apr 2017 (Full Day) 19 Apr 2017 (Half Day) |
| Assessment – Chemistry | 1.5 | Class 2: 04 Apr 2017 (Full Day) 19 Apr 2017 (Half Day) |
| Assessment – Chinese Language | 1.5 | Class 1: 06 Apr 2017 (Full Day) 13 Apr 2017 (Half Day) |
| Assessment – English Language (Sec) | 1.5 | Class 1: 07 Apr 2017 (Full Day) 21 Apr 2017 (Half Day) Class 2: 05 July 2017 (Full Day) 19 July 2017 (Half Day) |

FOR MOE SECONDARY SCHOOL TEACHERS (cont'd)

| WORKSHOP TITLE | DURATION (DAYS) | DATE OF TRAINING |
|---|-----------------|--|
| Assessment Literacy 2.2+ – Developing and Implementing Assessment in School | 2 | Class 1: 11 May 2017 (Half Day) 12 May 2017 (Full Day) 24 May 2017 (Half Day) |
| Assessment Literacy 2.7 – School – Based Assessment and Assessing Achievement | 2 | Class 1: 22 May 2017 (Half Day) 24 May 2017 (Full Day) 06 July 2017 (Half Day) |
| Assessment – English Language (NT) | 1.5 | Class 1: 21 July 2017 (Full Day) 03 Aug 2017 (Half Day) |
| Assessment – Mathematics | 1.5 | Class 1: 04 July 2017 (Full Day) 23 Aug 2017 (Half Day) |
| Assessment – Malay Language | 1.5 | Class 1: 22 Aug 2017 (Full Day) 29 Aug 2017 (Half Day) |

For more information about the above training courses on TR AISI, please click [here](#).



Singapore Examinations and Assessment Board

Our Vision:

A trusted authority in examinations and assessment,
recognised locally and internationally.

Our Mission:

We assess educational performance so as to certify individuals, uphold
national standards and advance quality in assessment worldwide.

Our Values:

Integrity | Value people | Commitment | Professionalism | Teamwork