

Dear readers,

As a teacher, parent or candidate, have you ever wondered how marking is done and controlled for standardisation in national examinations? What are some of the processes that safeguard the integrity of national examinations?

At SEAB, we often receive such queries from the public and educators. Hence, we will be introducing a new column in SEAB-link that aims to debunk certain myths of national examinations, starting with this issue. Designed in the form of a comic strip, the column demystifies national examinations in bite-sized portions that are easy to understand. Look out for this section on page 13!

In June 2017, Anglican High School held its 3<sup>rd</sup> National Symposium themed "Assessment Drives the Learning Paradigm". SEAB's Chief Executive, Ms Tan Lay Choo, was invited as the keynote speaker for this event and it was well-received with attendance by about 500 educators from the Ministry of Education and 130 schools. You can find out more about Ms Tan's keynote address and the event on page 3.

Two of our officers participated in the 2017 Academic Forum on English Language Testing in Asia and the Asian Association for Language Assessment held in Taiwan and a group of officers went on a study trip to Australia to understand more about the use of technology in assessments. These exchanges were important in providing deep insights into some of the best practices from our overseas counterparts.

Back at home, we hosted a few groups of international and local visitors, including the United Arab Emirates Ministry of Education, the Bhutan Council for School Examinations and Assessment, the Singapore Police Force and groups of teachers attending NIE's programmes. These exchanges are also covered in this issue.

Besides this, we have also recently launched our very own computerised adaptive test based on MOE's 2013 Primary Mathematics Teaching and Learning Syllabus. Read more about it on page 23.

SEAB recently collaborated with LTA to improve the information services offered through LTA's mobile application, MyTransport, to the candidates in times of major train disruptions. The application shows the schools that are near each train station. It is hoped that this information will provide candidates with ease of access in finding the nearest examination centre in the event of a major train disruption.

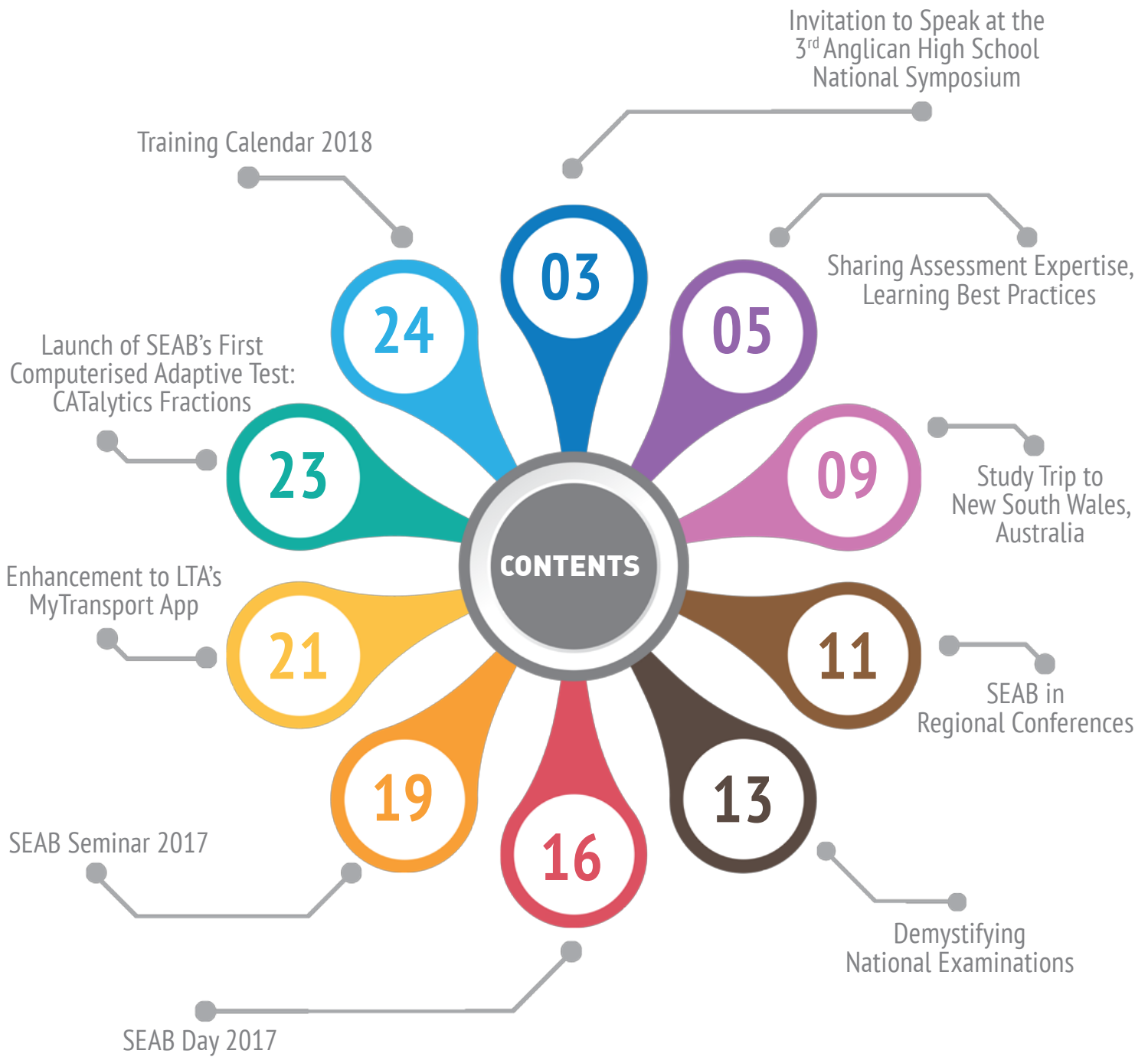
Last but not least, you can also read about some of the major SEAB events such as the 2017 SEAB Day and SEAB Seminar, and the upcoming training programmes available in issue 23.

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](mailto:SEAB_SEABLink@seab.gov.sg).

*Meng Lee,*

*On behalf of the SEAB-link Editorial Team*





## Invitation to Speak at the 3<sup>rd</sup> Anglican High School National Symposium

Ms Tan Lay Choo, Chief Executive, SEAB, was the Guest-of-Honour and Keynote Speaker at the 3<sup>rd</sup> Anglican High School National Symposium held on 29 June 2017. The symposium is organised biennially for educators to network and congregate for a time of learning and sharing of effective and innovative classroom practices.



*Ms Tan Lay Choo, Chief Executive, SEAB, delivering her keynote speech to a full-house of educators*

This year, the theme was “Assessment Drives the Learning Paradigm”. Attended by about 500 educators from primary, secondary, and post-secondary schools, MOE divisions and departments, Ms Tan spoke passionately about how assessment can be meaningful and purposeful in helping our students learn. She shared that assessment and national examinations can have a positive washback effect if educators are able to use them appropriately

to help students learn and apply their learning to real-life experiences. She also cautioned against assessment producing a negative washback effect if educators only saw it as an end in itself. In her concluding remarks, Ms Tan reminded the participants that for assessment to drive the learning paradigm, it must be aligned with the curriculum. When done well, assessment can be a positive force to drive learning and help our students succeed in life.

Here are the reflections from the Principal of Anglican High School and some participants of the Symposium on Ms Tan's Keynote Speech:

“

*I would like to express our appreciation to Ms Tan, Chief Executive, SEAB, for her very thought-provoking and inspiring keynote address on How Assessment Drives the Learning Paradigm at the 3<sup>rd</sup> Anglican High National Symposium on 29 June 2017. Her sharing encouraged us to think more deeply and reflect more thoughtfully how we can make assessment an integral part of teaching to bring about more engaged learning in schools. We received very positive feedback from the over 500 educators and school leaders on Ms Tan's keynote address. The educators were especially impressed with the way she injected fresh and new insights on assessment and made the sharing interesting with real-life examples.”*

- Mdm Maureen Lee, Principal, Anglican High School



*Ms Tan Lay Choo, Chief Executive, SEAB and Mdm Maureen Lee, Principal, Anglican High School*

Feedback from educator participants:

“

*Keynote address was very useful and the ideas shared can be carried out in schools. Thank you Ms Tan for the inspiring keynote address!”*

“

*It was a wonderful lesson learnt especially with regard to the keynote address. It provided many enriching and good perspectives on assessment. Will share with my fellow colleagues!”*

“

*Agree with Ms Tan that assessment drives the teaching and learning paradigms and not examinations. The examples she quoted about formative assessment in Mathematics and Science classrooms will enrich the learning process.”*

“

*Positive washback is a good reminder that it is through mindful instructional planning that links teaching and testing that ensures there is no mismatch between the stated goals of instruction and the focus of assessment.”*



*Ms Tan receiving a token of appreciation from Mr Justine Arul Pierre, Superintendent, East 4*

## Sharing Assessment Expertise, Learning Best Practices

SEAB was happy to host a number of corporate visits in 2017. To date, we had overseas visitors from the United Arab Emirates Ministry of Education, the Bhutan Council for School Examinations and Assessment, local government agencies from the Singapore Police Force's Home Team School of Criminal Investigation and participants of NIE's programmes for teachers.

Such opportunities provide a valuable platform for the sharing of experiences in assessment matters, as well as for us to gain ideas and insights from the visitors. We also obtained feedback and suggestions from hosting local school teachers who were participants of NIE's programmes.

### United Arab Emirates (UAE) Ministry of Education

A group of delegates from the UAE Ministry of Education visited Singapore on a study trip to learn more about our education system. As part of the visit, they also visited SEAB to learn more about Singapore's assessment practices at the national level.

The delegation team was led by Her Excellency, Jameela Al Muhairi, Cabinet Member and Minister of State for General Education, UAE. The two-hour visit generated a vibrant

discussion, abundant with many questions from the delegates.

Thanking SEAB for hosting the visit, Her Excellency, Jameela Al Muhairi wrote:

“

*Thank you for sharing your knowledge with us, we look forward to future collaborations.”*



## Singapore Police Force's Home Team School of Criminal Investigation (SPF HTSCI)

Senior Assistant Commissioner Soh Kee Hean, Senior Director Technology Department concurrent Director HTSCI and a group of nine other officers from the SPF HTSCI visited SEAB in the early part of 2017.



The visit was hosted by SEAB's directors, Mr Yue Lip Sin, Director, Assessment Planning and Development, and Ms Selena Yeo, Director, Corporate Services. During the visit, we shared with the officers an overview of SEAB's work and the development of national examinations and specific item types such as essays. It was a fruitful exchange of assessment experiences for both agencies.

Recounting his experience of the visit, Senior Assistant Commissioner Soh Kee Hean wrote:

“

*Thank you very much for the sharing of your expertise this morning! My colleagues and I have learnt a lot and hope to have more opportunities to have mutual exchanges in the future.”*

## NIE's Teacher Leaders Programme

A group of teachers attending NIE's Teacher Leaders Programme had requested to visit SEAB as part of their course requirement for industrial visits. In the group of 19 teachers were senior teachers teaching Mathematics and Science from various primary and secondary schools and junior colleges.



Besides sharing with the participants the array of SEAB's work, SEAB's senior management also clarified some of the misconceptions pertaining to national examinations, such as marking and grading. It was an interactive and fruitful session as we also obtained feedback and suggestions from the teachers that could help improve our processes and communication to schools and teachers.

Grateful for the sharing, the teachers presented Ms Tan Lay Choo, Chief Executive of SEAB with an artwork made by the attendees.

On behalf of the group, the coordinator, Ms Uma Devi D/O Nadesvaran wrote:

“

*Thank you for hosting us. It was an insightful session - especially the part about there being no moderation of marks!”*

## NIE's Management and Leadership in Schools (MLS) Programme

Now into the second year of SEAB's partnership with NIE's Management and Leadership Programme, two runs of "Conversations with SEAB" were held in April and September 2017.

Hosted by SEAB's senior management, "Conversations with SEAB" is a platform where Heads of Department or Subject Heads of primary and secondary schools and junior colleges can clarify various topics pertaining to national examinations with the board.

A group of about 50 participants attended the sessions in April and September 2017. All sessions were abuzz with in-depth discussion about examination matters. Participants also provided their feedback on national examination processes from a middle management perspective.

Ms Tan Ying Hui, wrote the following on behalf of the MLS participants for the session in April 2017:

“

*Thank you SEAB for hosting us for the conversation. We gained deeper insights on the principles of National Examinations and also got the opportunity to clarify some of our concerns. Thanks again!”*

For the sessions in September, representatives from the groups penned the following messages:

“

*Dear Colleagues of SEAB, thank you very much for the insightful sharing and clarification. We have certainly gained lots of useful learning. Thank you for all the good years of work for our students. Keep it up!”*

- Ms Linda Tan

“

*SEAB is clear of its mission and purpose. From their sharing, it was also evident that they have processes in place. We have gained greater clarity on national examination and assessment matters from the session which we will share with our colleagues.”*

- Mr Josh Wong Han Xian



## Bhutan Council for School Examinations and Assessment (BCSEA)

Led by Mr Tenzin Dorji, Secretary for the BCSEA, a group of four delegates visited SEAB on 15 September 2017 to find out more about Singapore's assessment policy and national examination system.

The visit was hosted by Ms Tan Lay Choo, Chief Executive, SEAB, Mr Yue Lip Sin, Director, Assessment Planning and Development and Ms Selena Yeo, Director, Corporate Services. SEAB shared with the delegates an overview of the Singapore education system, assessment policy and practices and the key features of Singapore's examination system.

It was a fruitful exchange between both examination boards as SEAB's senior management and BCSEA's shared experiences in assessment matters.

Thanking SEAB for the sharing, the delegates wrote:

“

*This is the first of such visits by the BCSEA and we are not only grateful but learnt immensely on the Examination and Assessment system of Singapore through the presentations. We are happy to make the acquaintance that will lead to good professional development in the future. Thank you.”*





## SEAB Study Trip to New South Wales, Australia

A team of SEAB officers visited New South Wales (NSW), Australia between 24 and 26 May 2017 to gather insights on the use of technology in Australian assessments. The team visited educational agencies including the Australia Curriculum, Assessment and Reporting Authority (ACARA), the New South Wales Department of Education (NSW DoE), the NSW Education Standards Authority (NESA), and Educational Assessment Australia (EAA) to better understand their assessment practices and to have a first-hand view of emerging technologies. Several observations and learning points provided much food for thought as Singapore pushes on with her e-assessment journey.

The visit highlighted advances in the conduct of computer-based test administration on a large scale. Of interest are applications that can be deployed across a wide range of computer devices (such as Windows, Mac, Android, iPad and Chromebook) to securely deliver test packages as well as equipment that reduces reliance on internet connectivity throughout a test session.

With continual technological advancements, there will be more possibilities, and likely greater benefits, for schools to explore and adopt the use of e-assessment in school practices. Indeed, from our visits to ACARA, NSW DoE, NESA and EAA, we learnt that there was a shift towards the use of e-assessment for formative purpose in Australia. Examples included, NSW DoE's Validation of Assessment for Learning and Individual Development (VALID) Science tests, and NESA's Early Literacy Assessment.

The agencies also shared how they used technology to value-add assessments. For example, the National Assessment Program – Literacy and Numeracy (NAPLAN) used a multistage adaptive test design to tailor the test difficulty to a student's ability, thereby giving each student a more suitable level of challenge and a

more accurate and efficient measurement of his/her ability. Interactive item types and multimedia stimuli were used in Science assessments, such as the National Assessment Program – Science Literacy (NAP-SL) and VALID, to facilitate the measurement of inquiry skills and offer a more engaging and accessible test-taking experience. These provided a glimpse of possibilities that e-assessments could provide 'better' or 'new' ways of assessing students' abilities.

Besides enhancing the testing process, technology also added value to the marking process. For example, NESA used an onscreen marking system, the Mark Manager, for the marking of High School Certificate examination papers. The system enabled live monitoring of markers' performance, thereby improving the accuracy, consistency and efficiency of the marking process. These positive outcomes gave teachers' confidence in the onscreen marking process, and reinforced their commitment in overcoming the initial challenges during the transition from paper-based to onscreen marking. Another benefit that technology could bring to marking was that the online marking system could be used to provide accessible structured training for markers. This enabled NSW DoE to train more markers than required for the actual marking of VALID tests in some schools.

Finally, technology also helped agencies to provide schools with diagnostic information and statistical analysis in a more timely and accessible fashion. For example, NSW DoE delivered results to schools through the School Measurement, Assessment and Reporting Toolkit (SMART) system, and provided information such as strengths, weaknesses and growth tracking for individual students. ACARA envisioned that NAPLAN Online would shorten the gap between testing and reporting from months to weeks, compared to the paper-based test.

In Singapore, SEAB has begun harnessing technology for both summative and formative assessments with the first e-Examinations introduced in 2013. Candidates now enter their responses electronically instead of writing them on paper in the Mother Tongue Language 'B' as well as in the H2 Mother Tongue Language and Literature examinations. Video clips are used as a stimulus in the spoken interaction component in all GCE Mother Tongue language oral examinations. This has expanded to PSLE Mother Tongue oral examinations in 2017. For formative assessments, the online assessment tool Singapore Mathematics Skills Check for Primary 2 (MathsCheck-P2) was launched in 2014. To date, 45,000 students in 134 primary schools have sat the test. Teachers receive feedback about the students' mastery of mathematical knowledge and skills at the end of Primary 2, and use the information to plan instructional programmes for students. Currently, SEAB is also developing computerised adaptive tests on Primary Mathematics to provide diagnostic assessment of students' mastery of learning objectives in specific topics such as Fractions. SEAB together with MOE, are working on plans to further leverage the use of technology in national assessments, including marking and analytics.

As SEAB and Singapore schools continue to develop our capabilities and applications in e-assessments, lessons from this study trip have further inspired us to stay open-minded and curious, and to innovate and persevere in capitalising on technological advancements to improve our teaching and assessment practices.

### Composition of the Study Team:

Mr Pang Chong Han  
*Director, Exam Operations Division*

Mrs Cheah Mei Ling  
*Director, Research and Development Division*

Mr Jimmy Ng  
*Deputy Director, Exam Operations Division*

Mr Oliver Junus  
*Assistant Director, Exam Operations Division*

Dr Tay Poh Hua  
*Senior Assessment Specialist,  
Research and Development Division*

Mr Fong Yick Chee  
*Assessment Specialist,  
Research and Development Division*



*SEAB presented a token of appreciation to Mr Robert Randall, CEO of ACARA for hosting the team*

## SEAB in Regional Conferences

SEAB is pleased to have participated in the Asian Association for Language Assessment (AALA) and the Asian Forum for English Language Testing in Asia (AFELTA) held in Taiwan in June this year. Mr Syed Mohamed and Ms Joys Ng represented SEAB in both the events and presented a paper at the AFELTA Conference.

### Asian Association for Language Assessment (AALA)

The purpose of AALA is to promote language assessment in Asia. To date, AALA has held four conferences - the first was held in October 2014 in Hangzhou, China, the second in May 2015 in Bangkok, Thailand, the third in May 2016 in Sanur, Bali, Indonesia and the fourth in June 2017 in Taipei, Taiwan. For the first time, Ms Joys Ng and Mr Syed Mohamed from the Assessment Planning and Development Division participated in the 4<sup>th</sup> AALA Conference in Taipei from 21 to 23 June 2017. With the theme of “Connecting Assessment with Teaching and Learning: Innovation and Impact”, the conference was an enriching experience as both the officers learnt about the research interests and developments in English Language assessment in the region.



*Mr Syed Mohamed (extreme left) and Ms Joys Ng (extreme right) with one of the keynote speakers and a Taiwanese delegate taken at the AALA*

### Asian Forum for English Language Testing in Asia (AFELTA)

AFELTA conferences have been held since 1998. The founding members of AFELTA are English Language testing organisations in China, Hong Kong, Japan, Singapore, South Korea and Taiwan. Singapore first participated in the conference held in 2000 in Hong Kong. Since then, officers from the Languages and Literature Department of SEAB have presented several papers at the conferences. SEAB successfully hosted the 16<sup>th</sup> AFELTA Conference in May 2014.

The 19<sup>th</sup> AFELTA Conference was held in Taipei on 24 and 25 June 2017. Ms Joys and Mr Syed presented their paper entitled, Write to Function, which discusses the assessment of writing at the Normal (Technical) Level. The presentation was well received by the participants at the conference. The two presenters also learnt much from the examining authorities of the member countries.



*Mr Syed Mohamed and Ms Joys Ng presenting their paper, “Write to Function” at the 19<sup>th</sup> AFELTA Conference*

*AFELTA, an international platform for meeting of minds  
to exchange ideas on language assessment of all kinds!*

*AFELTA, an international forum for forward thinking,  
paving the way for novel ideas and friendship building!*

*AFELTA, an international stage for sharing on assessment in Asia  
through well-organised series of annually held symposia!*

*AFELTA, an opportune time for ideas, friendship and fun  
and that time certainly is, one of the best under the sun!*

- Penned by Mr Syed Mohamed on the AFELTA Conferences

Besides learning from the presentations at both the AALA AND AFELTA conferences, Ms Joys and Mr Syed had the opportunity to meet professionals from the assessment authorities and universities from the participating countries. Through informal get-together, both Ms Joys and Mr Syed learnt more about the assessment authorities and the universities – such as their key role in the education system of their country and

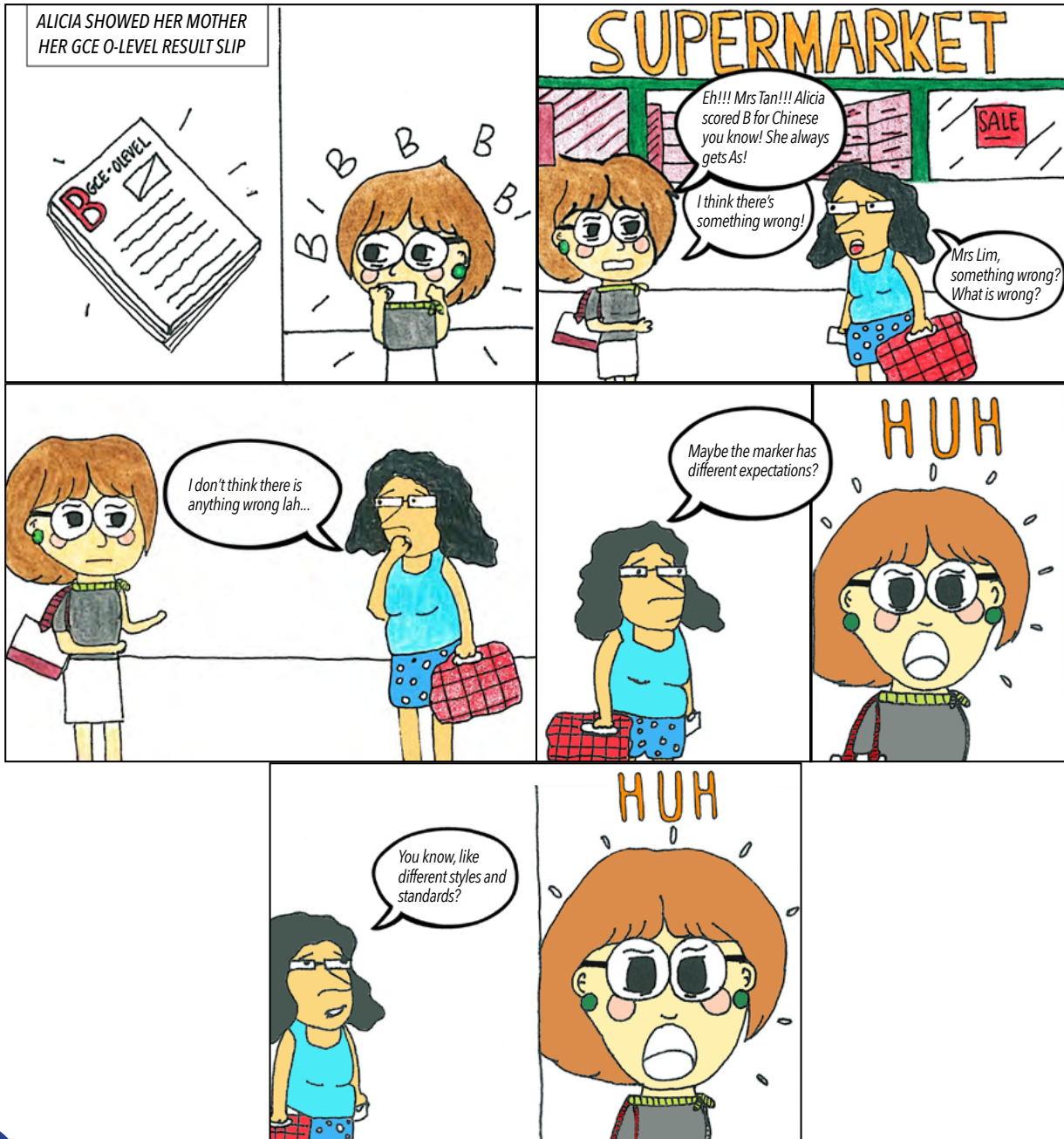
how they operate. They also had the opportunity to renew their friendship with the participants from the AFELTA member countries. In short, the two conferences not only provided them with information on regional assessment practices and developments but also enabled face-to-face interaction with members of the assessment fraternity in this region.



*Delegates of the 19<sup>th</sup> AFELTA Conference posing for a group photo*

# Demystifying National Examinations

## #1 "STYLES AND STANDARDS"



**Q**

*How are markers for national examinations selected? How is standardisation ensured in the marking of scripts?*

**MYTH BUSTED!**

All personnel involved in marking are selected based on their subject knowledge, teaching and marking experience. There are processes in place to make sure the markers are trained and they must follow a standard marking scheme. There are also controls and checks to make sure the markings are done accurately and reliably.

## #2 “DIFFERENT SCORING FOR PRIVATE CANDIDATES”

AS BOTH MRS LIM AND MRS TAN WALK HOME...

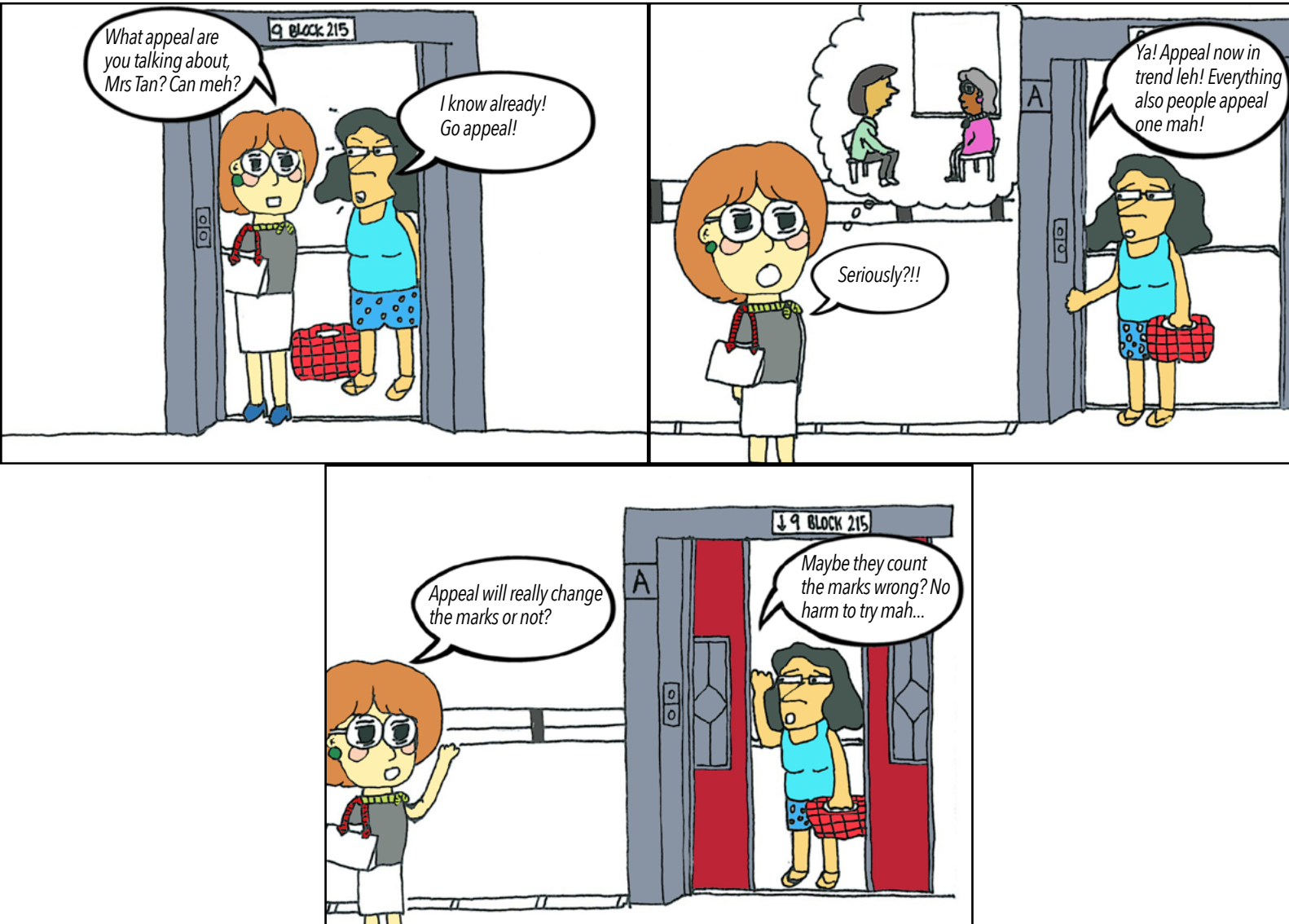


**Q** Do private candidates have a different grading process?

**MYTH BUSTED!**

School and private candidates are subjected to the same marking and grading process. Grading takes into consideration various factors such as the level of difficulty of papers, as well as how the candidates in that particular year fare.

### #3 "THE APPEAL"



**Q** Would an appeal result in a change of grade?

**MYTH BUSTED!**

When a candidate submits an appeal, there will be a senior marker to conduct a thorough review of the marking and he/she will make sure that the computation of the marks is correct. There are stringent quality control processes and multiple independent checks to make sure the results released are accurate. A change in grade after appeal is very rare.

## SEAB Day 2017

### One loud bang, and many more to go!

SEAB's 13<sup>th</sup> Anniversary Celebration started with a loud bang. We had our very first teambuilding activity in 2017 – The Domino Challenge. Working in small groups, we started lining up thousands of colourful domino tiles to form the outline of 20 animal motifs. Each motif was designed based on what we thought best represented the traits of future-ready SEAB staff. Naturally, our creative juices flowed and we flooded The Joyden Hall at Bugis with innovative motifs!



For almost 3 hours, we lined up all the tiles to build a larger, interconnected domino design. The tiles were not supposed to fall until all 20 motifs were erected. To achieve that, every one of us was extremely meticulous in positioning every single tile at a precise angle. Were there disruptions? Yes, of course! The tiles fell ahead of time. Many times. Such were the heart-stopping, show-stopping moments of SEAB Day. Everybody scurried to build their motifs again and again...



And the breath-taking finale came. All of us stood in intense anticipation when Chief Executive, Ms Tan Lay Choo, held the remote control of a model car. Among us, burning questions surfaced. 'How long will our design take to fall completely?', 'Will our design fall all at one go?' and 'Which part of our design is the weakest link?' We counted down from 5 seconds, but it certainly felt like an eternity.



"Go!" everyone shouted, as Ms Tan launched the model car. It knocked over the first few dominos. With that, the domino effect set in fast and furious. Within 62 seconds, ALL the upright dominos from one end of The Joyden Hall to the other fell. At the collapse of the 20<sup>th</sup> design, a needle pushed through a balloon, sending out a loud bang. THAT was a sure sign of success. We succeeded! Thunderous cheers and applause filled the entire Hall.





Our celebration started with a loud bang. The domino effect showed us how connected we are, and how important each individual's contribution is to build synergy and achieve collective success in the next stage of our organisational growth. Not surprisingly, the 2017 SEAB Day theme is, **'Connecting Hearts, Running the Next Lap'**.



Ms Tan shared in her Opening Address, "The theme of this year's SEAB Day bears a strong semblance to the imagery we had on the Domino game. You can see how connected we are. Essentially, this is how we'll be running the next lap. In the sense that we'll have to do it together and every one of us counts... that small piece can affect everybody else." She highlighted the importance of every SEAB staff's contribution and TEAM SEAB's unity as we progress into the future with a new strategy map, move further in our e-Examinations journey, and expand the outreach of our training and consultancy services to all teachers in Singapore. Notably, Ms Tan complemented her sharing on the role of technology in cultivating a vibrant workplace culture of learning and sharing with the launch of SEAB's knowledge management and sharing system.

Our guest of honour and Chairman, Ms Ho Peng, shared with us the importance of repositioning ourselves for the future. She encouraged us to be customer-centric in developing products, services and work processes. In particular, we ought to strategise our developments so as to bring about convenience and efficiency in schools' examination operation procedures. And we should leverage on technology to expand our capacity and overcome limitations. Not only did

she emphasise the need for us to be adaptable in the face of changes, but she also spoke about capitalising on the changes to improve current realities.



Like the domino effect, one loud bang set off many loud bangs for the rest of the day. Thunderous cheers and applause echoed through The Joyden Hall as a series of ceremonies were run. This included the recognition of all the members' contributions to the various SEAB committees and winners of awards for innovation and service excellence amongst others. Last but not least, all the Promotion and Long-Service Award recipients were greeted with high energy and great enthusiasm from the floor.

Our 13<sup>th</sup> Anniversary cake-cutting ceremony was graced by Ms Ho and Ms Tan, our Board members Prof. Tan and Mr Chen, and SEAB's divisional directors.



Loud cheers echoed incessantly as we were won over by our in-house star performers in their talent showcase. The singing and strumming band, poet, skit team and acapella team left the stage to rapturous applause.



*The acapella team*



*The singing and strumming team*



*The skit team and the poet*



Ms Selena Yeo, Director of Corporate Services Division, put a nice finishing touch to our celebration by sharing a heartfelt message on connecting hearts and progressing as one. Our hearts were indeed singing in harmony

throughout the day, and would remain so throughout the year too!

As with the past years, we gathered for a photo as one SEAB, one TEAM.



# SEAB Seminar 2017

## Embracing our Culture, Empowering our Future

The SEAB Seminar is an important annual event in SEAB's corporate calendar. It is when staff take time to come together to align their workplans and goals with SEAB's future strategies for the coming years.



*Participants were excited to collect the new culture trait cards*

2017 was no different and the seminar on 30 June 2017 was timely with the recent launch of SEAB's Strategy Map for the next five years, along with a newly-defined set of cultural traits. The theme of the seminar this year was Embracing Our Culture, Empowering Our Future, underscoring the importance of sound strategies and an aligned culture in SEAB in an increasingly VUCA world characterised by Volatility, Uncertainty, Complexity and Ambiguity.

The seminar commenced with familiar childhood games from yesteryears and staff were thrilled to collect a set of exclusive culture trait cards in the process.

Following the energising start, a series of presentations helped to set the context of SEAB's development and future strategic directions. An Interpretation Guide to complement SEAB's newly-launched Strategy Map was shared with everyone to illustrate SEAB's strategies moving forward. To understand our future directions, we need to remember our past and a special screening of interviews with three pioneers of SEAB, namely, Mr Toh Poh Guan, Director, Assessment Services, Mrs Doreen Goh, Deputy Director, Research and Development and Mr Sia Kian Teck, Deputy Director, Exam Operations was shown.

Through their recollection, everyone came to appreciate the values and work ethics which helped shape the SEAB of today and which would continue to be important in ensuring SEAB's success in the future.

“

*The interview video helps colleagues who have just joined us know what was done by the pioneers in the past.*

- Comment by staff on the video by SEAB's pioneers

The 2017 SEAB Seminar also moved beyond the boundaries of SEAB to survey the changing education landscape and note the developments taking place in other industries. Major Zhou Yan Sheng from the Singapore Civil Defence Force (SCDF) provided this perspective and gave a refreshing take on driving innovation and organisation change from a middle-manager's point of view.

“

*Innovation is 1% inspiration and 99% execution.*

- Quote from Major Zhou Yan Sheng, SCDF



*An inspiring sharing by Major Zhou from SCDF*

Next, CE set participants thinking with her narration of *Autobiography in Five Short Chapters* (by Portia Nelson). Her presentation invited everyone to challenge the status quo and not accept problems or mediocrity as the norm.

“

*... how things might be done differently in order to arrive at a different outcome.*

- reflection by staff after CE's sharing

One of the key aims of the seminar was to strengthen everyone's understanding of the newly-defined culture traits. To achieve this aim, participants formed groups and were tasked to present a skit that encapsulated three of the culture traits. Everyone embarked on this activity with much gusto, armed with the definitions and descriptors of the five culture traits. Not wanting to miss out on the fun, the Organising Committee presented their pre-recorded skit, adapted from the Rabbit and Tortoise fable. It incorporated the culture traits but the conclusion of the skit was left as a cliff-hanger until all the groups had presented.



*Groups in deep discussion to prepare for their performance to illustrate SEAB's culture traits*

After a sumptuous lunch, the groups were eager to present their skits, some as a recording and others as live presentations. Using wit, humour and creativity, the groups made the culture traits come alive. The range of skits truly demonstrated the multitude of talents in SEAB. Several groups caught on to the Rabbit and Tortoise storyline and spun alternative endings, while others drew inspiration from folklore and bedtime stories for their dramatisation, much to the amusement of the audience.

“

*We learn about our culture traits through creative activities.*

- Comment from SEAB staff, who found the group activities engaging and helpful in furthering their understanding of the culture traits



*Showcasing SEAB's culture traits through a skit*

The day drew to a close with two final segments to help staff deepen their commitment to demonstrating the culture traits through their work and personal interactions. Through an interactive panel discussion, CE and Directors addressed questions and comments from the audience that were posted for this session. Finally, everyone wrote a personal letter addressed to themselves in 2022, describing the commitment they would each make to shape the culture and future of SEAB.

The success of the event was captured in the following comment by a staff:

“

*The seminar was simple but it generated lots of deep thinking.*

# Enhancements to LTA's MyTransport App

## Providing easy access to information for candidates affected by train disruptions during National Examinations

In the event of a major train service disruption during national examinations, all candidates should still make their way to their own schools. They will be given the full duration of the paper as long as they reach their school before the end of the paper.

Candidates may go to an examination centre nearest to them if they are unable to reach their own examination centre before the end of the paper. Candidates will be given the full duration of the paper as long as they reach the examination centre before the examination ends.

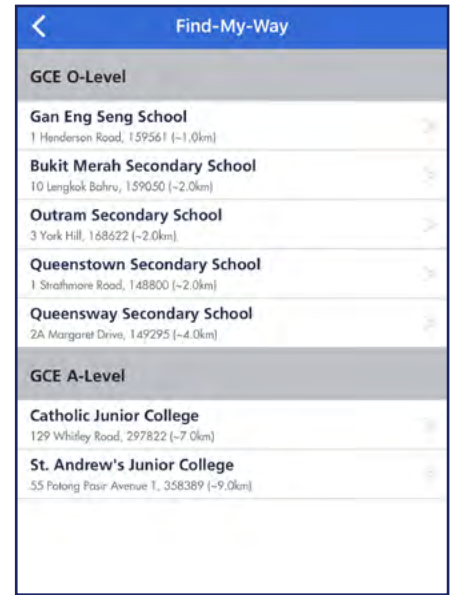
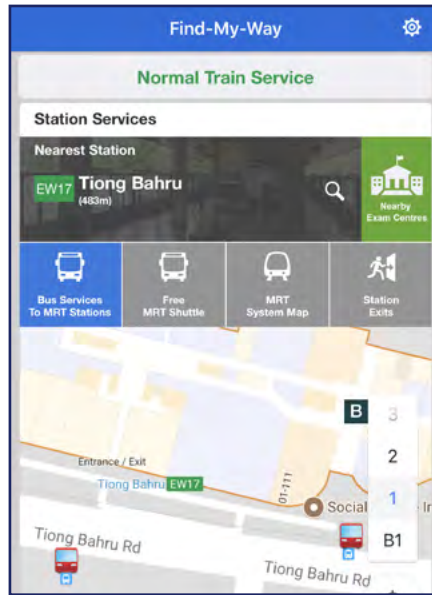
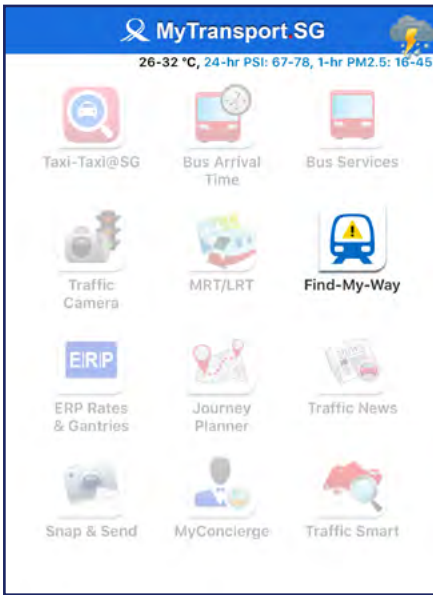
As part of SEAB's Business Continuity Management System, SEAB has mapped out and uploaded on the SEAB website, a comprehensive list of examination centres near each MRT station. Candidates who are unable to arrive at the examination centre before the end of the paper can refer to the list and locate the nearest examination centres around each station during a train disruption. The list was also provided to all schools before the examination period so they could pass on this information to their students.

SEAB has been working closely with the public transport operators, SMRT Corporation and SBS Transit, to render support to candidates who are affected by major train disruptions during the period of the national examinations. The train operators have also assisted to put up SEAB's

posters listing the nearest examination centres around the stations on notice boards at each station.

In 2016, SEAB furthered our collaboration with the Land Transport Authority (LTA) by harnessing the capabilities of a new module called 'Find-My-Way' in LTA's existing 'MyTransport' mobile application. The enhancement of the 'Find-My-Way' module allows GCE-Level candidates and the public to access the list of examination centres around each station directly through their mobile phones, in addition to the posters at MRT stations and information listed on the SEAB website. For PSLE candidates, the list of alternative examination centres is not included, as most of them attend schools near their homes. In addition, there are also safety concerns for PSLE candidates to travel to alternative examination centres considering their young age. The collaborative effort between the two agencies paid off in 2017 when the first user acceptance testing (UAT) on the new module was successfully undertaken in March 2017 and the list of examination centres on 'Find-My-Way' was implemented in May 2017 in time for the 2017 GCE -Level Mid-Year Examination. The new module provided candidates and the public with an interactive view of the nearest examination centres and proximity in relation to any train station island-wide.





Screenshot of 'Find-My-Way' module in LTA's MyTransport mobile application

It is hoped that the collaborative effort between the agencies will bring about greater ease of access to information by candidates during such events and enable affected candidates to get to an alternative examination centre quickly if they are unable to reach their designated examination centre in time.

To complement the roll out, SEAB has also updated our posters to include information on this new module within LTA's My Transport application. The updated posters have been placed at all MRT stations.

**SEAB** Singapore Examinations and Assessment Board

**INFORMATION FOR CANDIDATES TAKING THE SINGAPORE-CAMBRIDGE GCE EXAMINATIONS**

**IN THE EVENT OF A MAJOR TRAIN SERVICE DISRUPTION**

Please report to your exam centre. You will be given the full duration to sit the exam if you arrive at the exam centre before the end of the paper.

If you are unable to reach your exam centre before the end of the paper, please go the nearest exam centre (see below) and report to the Chief Presiding Examiner.

You can also access the SEAB website at [www.seab.gov.sg](http://www.seab.gov.sg) for more information.

**Nearest Exam Centre**

CC 1  
Dhoby Ghaut

**For O / N(A) / N(T)-Level:**  
 Outram Secondary School  
 Anglo-Chinese School (Barker Road)  
 Gan Eng Seng School  
 Bendemeer Secondary School  
 Queenstown Secondary School

**For A-Level:**  
 Catholic Junior College  
 Hwa Chong Institution

You can also download LTA's MyTransport.SG mobile app and access 'Find-My-Way' module for a list of exam centres near this station.

App Store | Google Play | Aug 2017

Example of a poster put up at train stations with information on LTA's My Transport mobile application

## Launch of SEAB's First Computerised Adaptive Test: CATalytics Fractions

SEAB is proud to launch CATalytics Fractions, a test that assesses students' mastery of Fractions based on the learning outcomes described in Singapore Ministry of Education's 2013 Primary Mathematics Teaching and Learning Syllabus. It is designed for students in primary schools or those who have just completed their primary education. Anyone seeking information about proficiency in Fractions can also take the test.

CATalytics Fractions is a computerised adaptive test that is tailored to an individual's ability, thus offering a high level of precision in determining

one's performance compared to a traditional linear test. Teachers can use the qualitative descriptors provided in the reports to design learning experiences targeted at individual students or groups of students.

The launch in September 2017 received an overwhelming response and we would like to thank all schools that have signed up. For schools that have missed the launch, we look forward to your participation in the next cycle.

**CATalytics FRACTIONS**

DEVELOPED BY SEAB

SEAB's 1<sup>st</sup> Computerised Adaptive Test for Mathematics

"Diagnostic Tool for Assessment For Learning"

- ✓ On-line Adaptive Test
- ✓ Based on learning outcomes in MOE's Mathematics Syllabus on Fractions
- ✓ Provide diagnostic feedback to teachers
- ✓ Customised test for each student
- ✓ Auto-scoring, no marking required
- ✓ Quick feedback from SEAB on school, class and student performance

LAUNCH IN SEP 2017

**TEST IN JAN/FEB 2018**

\$8.50/student

# Training Calendar 2018

FOR MOE PRIMARY SCHOOL TEACHERS

WORKSHOP TITLE	DURATION (DAYS)	DATE OF TRAINING
Introduction to Assessment for Beginning Teachers – English Language	1	Class 1: 19 Apr 2018
Introduction to Assessment for Beginning Teachers – Chinese Language	1	Class 1 : 27 Jul 2018
Introduction to Assessment for Beginning Teachers – Mathematics	1	Class 1 : 18 Jan 2018 Class 2 : 22 Jan 2018 Class 3 : 23 Jan 2018
Introduction to Assessment for Beginning Teachers – Science	1	Class 1 : 17 May 2018 Class 2 : 04 Jul 2018
P4 Assessment Literacy – English Language	1	Class 1 : 26 Jul 2018
P4 Assessment Literacy – Chinese Language	1	Class 1 : 19 Apr 2018
P4 Assessment Literacy – Malay Language	1	Class 1 : 26 Apr 2018
P4 Assessment Literacy – Tamil Language	1	Class 1 : 25 Apr 2018

FOR MOE SECONDARY SCHOOL TEACHERS

WORKSHOP TITLE	DURATION (DAYS)	DATE OF TRAINING
Assessment – English Language (NT)	1.5	Class 1: 22 Feb 2018 (Full Day) 08 Mar 2018 (Half Day) Class 2: 19 July 2018 (Full Day) 02 Aug 2018 (Half Day)
Assessment – Chinese Language	1.5	Class 1: 05 Apr 2018 (Full Day) 12 Apr 2018 (Half Day)
Assessment – Malay Language	1.5	Class 1: 21 Aug 2018 (Full Day) 28 Aug 2018 (Half Day)
Assessment – Tamil Language	1.5	Class 1: 15 Aug 2018 (Full Day) 29 Aug 2018 (Half Day)
Assessment – Mathematics	1.5	Class 1: 16 Jan 2018 (Full Day) 28 Feb 2018 (Half Day)
Assessment - Science (Lower Sec)	1.5	Class 1: 04 Jul 2018 (Full Day) 18 Jul 2018 (Half Day)

For more information about the above trainings, please refer to TR AISI.





## 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