



Newsletter Vol. 1. No. 5.

8 Apr 2020

Protecting & Promoting Teachers & Teaching

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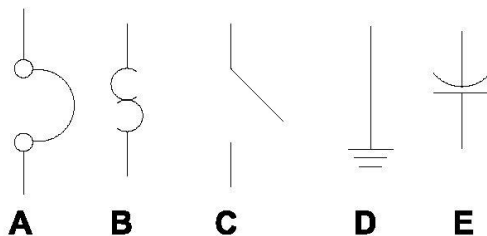
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Which of the following is the correct electrical symbol for circuit breaker?



A

B

C

D

E



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MOE News – Circuit Breaker Measures



- Full home-based learning will take place from 8 April 2020 to 4 May 2020.
- Mid-year exams have been cancelled.
- Face-to-face tuition, music lessons, dance classes, sports training and other such activities have also been suspended.
- Pre-schools will be closed.

STU understands that many teachers are affected by the closure of pre-schools. This is especially compounded by the demands of HBL from 8 April 2020 to 4 May 2020.

MOE HR has confirmed with STU that **affected teachers should speak to Reporting Officers and School Leaders soonest** so that HBL arrangements may be managed better to address your needs at home.

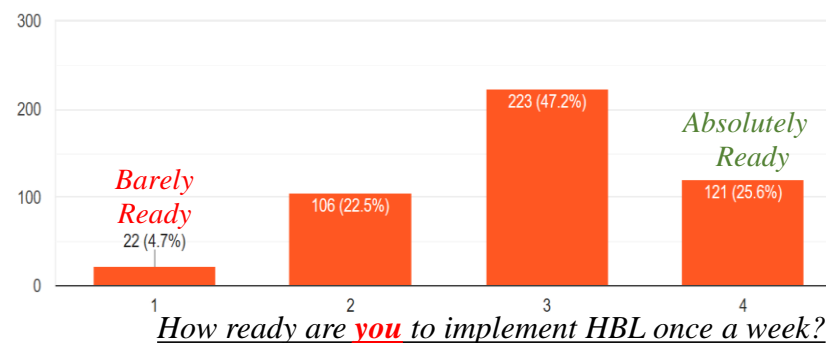
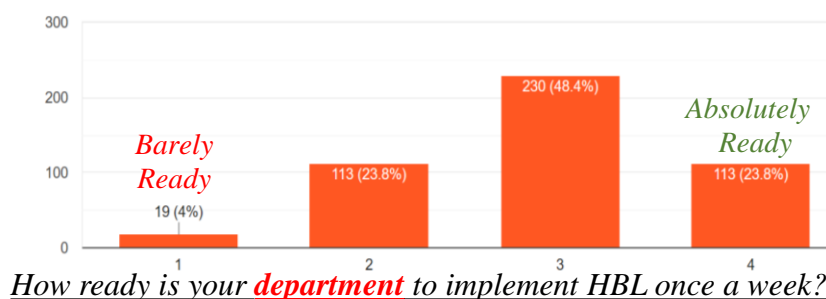
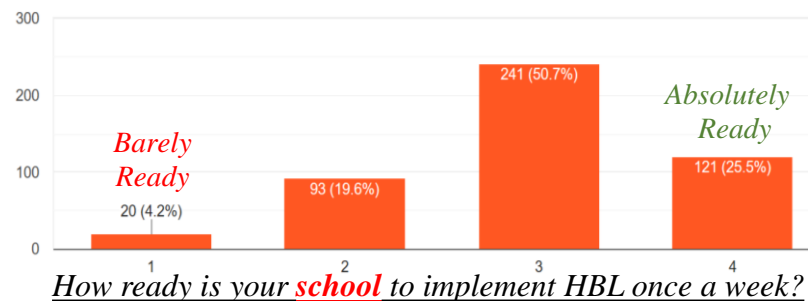
To support your HBL needs, we have put together some resources on the STU website. Click [here](#).

In response to COVID-19, STU recently conducted two surveys on Leave of Absence/Stay-Home Notice and Home-Based Learning policies. A resounding total of **500 over respondents** responded to the two surveys. We have highlighted your concerns to MOE HR as well as to Education Minister Mr Ong Ye Kung. The survey results follow on pages 3 to 5.



STU Survey on HBL

Teachers highlighted 5 broad areas of concerns!



(a) SLS

- Not all subjects are well stocked on SLS e.g. MTL, Course Work and PE.
- SLS may not ready to support HBL on a large scale.

(b) Department Needs

- Not all subjects are well-served by HBL e.g. Course Work subjects, Science, Physical Education and Music.
- Some skills cannot be taught or learned effectively via HBL e.g. laboratory skills, thinking skills and reading skills.
- Course Work teachers are worried by the lack of time for practical work.

(c) Professional Development / Training

- Teachers need upgrading to handle full-scale HBL.
- Meaningful and impactful Professional Development for HBL needs time.

(d) Student-Related Factors

- It is challenging to engage, motivate and monitor students via HBL.
- Not all parents and guardians are ready, or have the resources, for HBL.

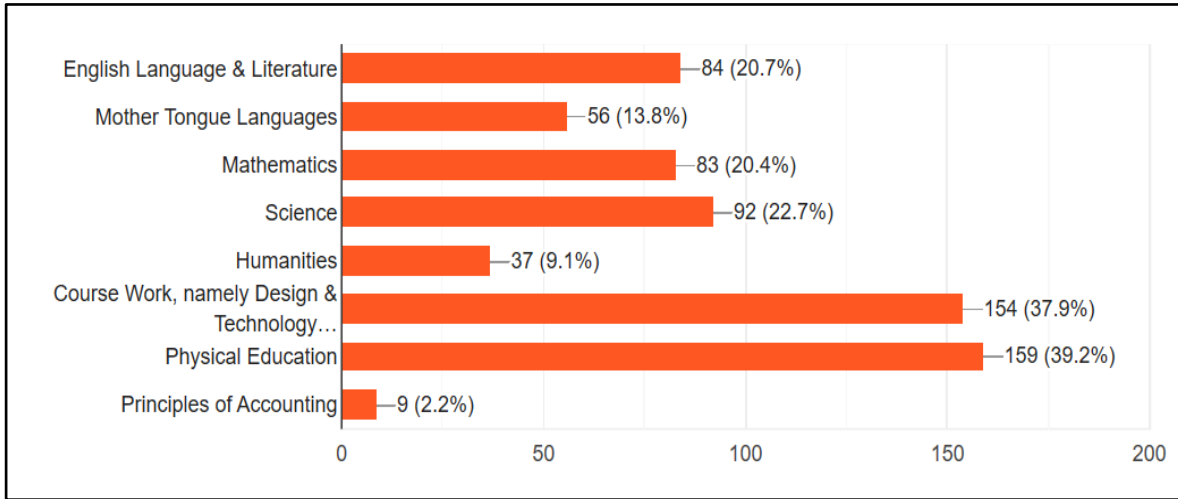
(e) Workload

- The workload has increased due to HBL.
- There is uneven distribution of workload.



STU Survey on HBL

Many prefer full HBL for health and safety reasons!
Teachers expressed most concern for PE and Course Work!



Which departments are worst affected by the implementation of HBL once a week?

We hear you.

Tendency for students not to exercise beyond school

They have to assign too many groups due to banding of MTL.

In my humble opinion, the idea of community taking part in PE lessons will be lost via HBL

You can't hbl coursework.

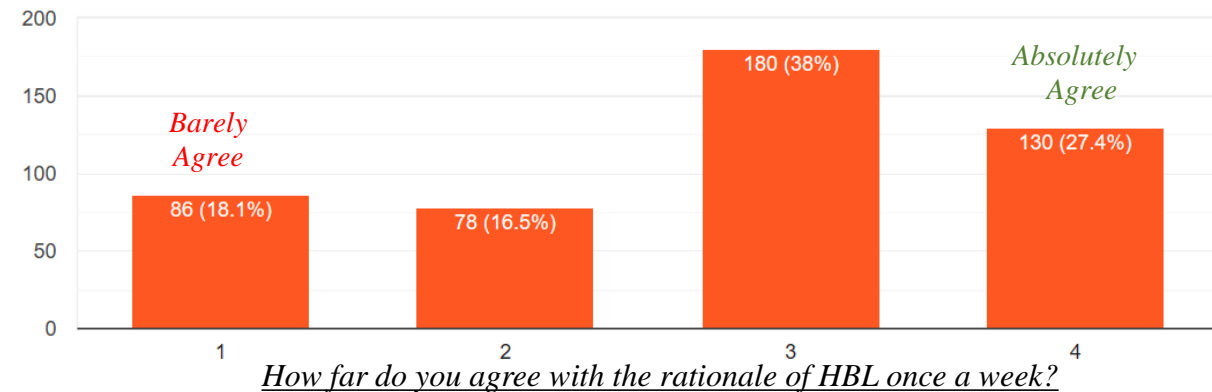
GP is a compulsory H1 subject that is very content heavy and requires extensive preparation of IP materials.

Mathematics need number statements in which pupils may have trouble typing in or writing out in full.

How to do physical activities for primary school students through video without adult supervision?

Time wasted due to non-cooperative students

Core subjects will take precedence. Non-core like Humanities will therefore not.



Many had expressed health and safety concerns...

[Students] would still go out as a group after school despite repeated reminders.

One day a week at home does not provide much protection to students or teachers who use the public transport systems every day

Many teachers would rather full HBL... (wish granted)

I'd rather go full HBL for 2 weeks than to do this half-baked effort as schools have made provision for a small group of students who do not have internet-accessible devices to come back to school.

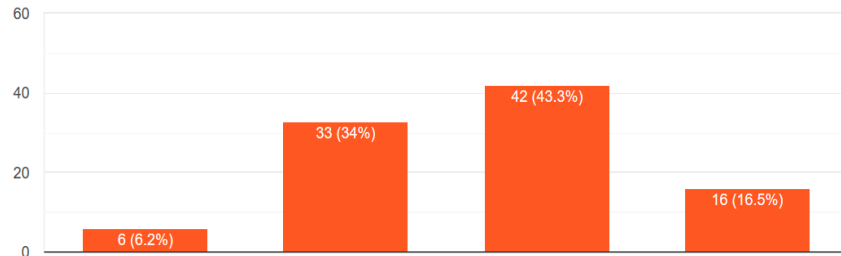
We must be prepared for home based learning in the event of school closure. Safety of students and staff take priority.



STU Survey on LOA / SHN Policy

On a scale of 1 (coping poorly) to 4 (coping well), how well is your school coping with the newly imposed LOA/SHN policy?

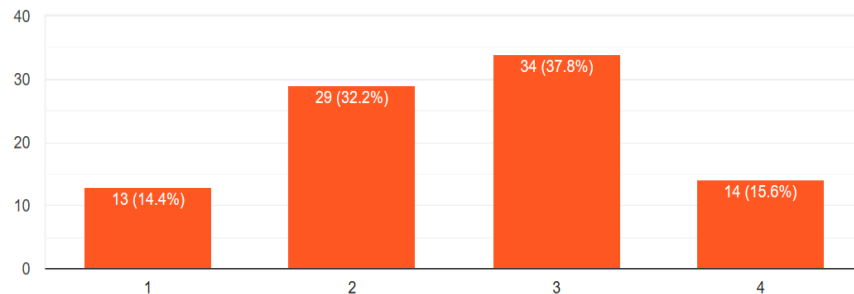
97 responses



- A total of 97 responses.
- A majority of 42 responses or 43.3% surveyed gave a rating of 3 out of 4.
- The mean is 2.7.

On a scale of 1 (coping poorly) to 4 (coping well), how well are you coping with measures taken by your school?

90 responses



- A total of 90 responses.
- A majority of 34 responses or 37.8% surveyed gave a rating of 3 out of 4.
- The mean is 2.54.

3. What are some **useful school measures** taken to manage workload?

- External assistance
- Digital infrastructure
- Cancellation / Suspension of routine school functions and activities
- Clear and early communications / implementation
- Empathy
- Digital platforms to relay information
- Deployment of duties for teachers on LOA.
- Digital platforms and online resource bank.
- Reshuffling of timetable.
- Some flexibility in Performance Appraisal .

4. What are some things your SLs and/or colleagues have done which have **NOT** helped?

- Unsafe physical work environment.
- Additional duties.
- Lack of empathy.
- MC or CCL discouraged.
- Fear of being marked in terms of performance appraisal.
- High/Unreasonable expectations.
- Lack of time for rising workload.
- Conflicting approaches to follow up
- Senior teachers not contributing.
- Threats in relation to performance appraisal.
- Performance Appraisal continues.
- Ground concerns / teachers' concerns not heard.

5. What **additional support** can STU and/or MOE provide?

- Clear communications by SLs.**
 - Teachers are made anxious by conflicting and excessive communications.
- Workplace safety.**
 - Teachers worry about getting infected, and passing on the virus to their families.
- Implications on performance appraisal.**
 - Teachers who are on LOA/SHN, and teachers who are struggling with HBL, worry that they may be penalised.
 - Some schools have called off lesson observations and file checks in Term 2, others have continued.
- Care and concern for teachers.**
 - Teachers are feeling more stressed due to new HBL demands.
 - Teacher morale is low.



Members' Calendar

Circuit Breaker Measures

STU Office Hours

In line with COVID-19 Circuit Breaker Measures, STU will continue to function as an essential service to members from **9.30 a.m. to 4.30 p.m.** with effect from 7 April 2020.

Career Care Saturdays@STU



We welcome members who need career guidance to make an appointment using the QR code. Appointments may take place using teleconference platforms e.g. Microsoft Teams or Zoom.

STU workshops

- **Parenting Workshop.**

This workshop originally scheduled for 17 April 2020 has been postponed indefinitely.

- **EPMS Workshop.**

We are planning bite-sized online learning either using Microsoft Teams or Zoom:

- (a) Unpacking the TGM for the Work Review Form
- (b) How to document targets for the Work Review Form

More details to come soon.



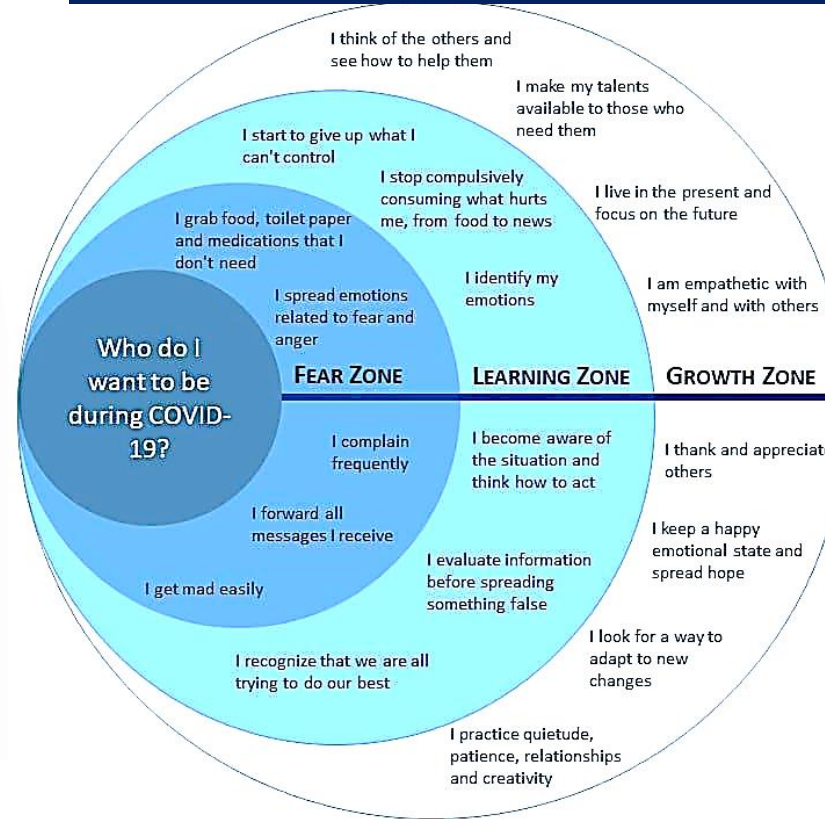
Teacher Wellness:



to build a positive YOU!

COVID-19 cases have recently emerged in two schools. Many of you are worried for the well-being of your peers. Do you know any teacher who needs socio-emotional support? Let us know at kai_low@stu.org.sg

Have you seen this infographic?



Influence Zone

As teachers, let's go one step further.
How can we influence others positively?

If you require the assistance of our Principal Consultant (Teacher Wellness), please contact Mr. Adrian Lim Peng Ann at adrian@stu.org.sg



New Members Benefits

- Recommend STU to your colleagues today! Forward them this newsletter!
- **Look out for our STU MEMBER-GET-MEMBER Benefits!**
- If you have any queries regarding Membership matters, please contact Ms. Carine Yip at carine_yip@stu.org.sg

STU MEMBER-GET-MEMBER (MGM) PROMOTION 2020

For every 3 successfully referred new members, the referring member will receive an **OTO PURE Humidifier (worth \$68.00)*** from STU.



Terms and Conditions

1. This promotion is open to existing STU members only.
2. The successfully referred member must be a person who is eligible to join STU and not an existing STU member.
3. Referring member should ensure that his/her name is indicated in the membership forms of referred members.
4. STU will issue a Letter of Redemption to the referring member upon the submission of the 3rd completed form.
5. STU reserves the right to revise these terms and modify or withdraw this promotion at any time without prior notice or reason.

* OTO Pure Humidifier can be redeemed at STU Office (583 Serangoon Road, Singapore 218197).



Get your colleagues and friends to scan here to sign up now!



STU.ORG.SG

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Save over **\$2,100*** a year with Union Membership

Up to \$240 cash rebate on grocery shopping 	4 FREE Wild Wild Wet passes worth \$384 with a 3D2N stay 	Save up to \$102 on childcare services
Get up to \$250 in NTUC training benefits with UTAP 	NTUC Gift Insurance Coverage 	Save up to \$60 with corporate rates at Aranda and Orchid Country Club

Plus, earn and redeem Linkpoints at selected retail and online merchants!

* Terms and conditions apply. Visit plus.com.sg for more information



FREE OTO PURE (worth \$68.00)
when you sign up with STU
Promotion valid from January 2020
(while stock lasts)
<http://bit.ly/STUMembership>

or Scan QR Code to sign up for STU Membership



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NTUC Benefits for all Union Members

Free Legal Clinics



Email lawworks@ntuc.org.sg or call 8444 6209 to register.

Dates for Legal Clinics:

- 21 May 2020, (register by 8 May 2020)

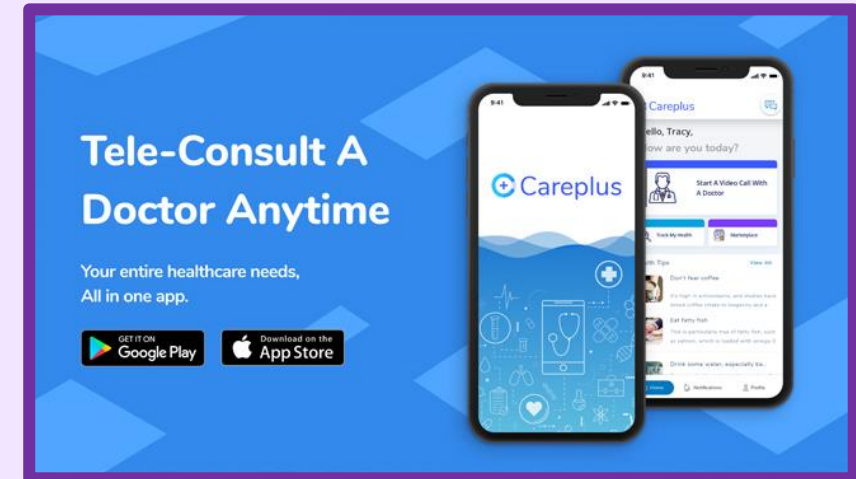
Venue:

- NTUC Centre, One Marina Boulevard, Singapore 018989

Time:

- 7pm to 9pm

GP Teleconsultation



- Union Members enjoy video call GP Teleconsultation at a lower rate of \$10 (U.P. \$12).
- This benefit is extended to Union members' children
- Download CarePlus App at Google Play or App Store.
- Register an account to enjoy this service now.



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Get in touch with us!

Please write to Mr. Kai Low at kai_low@stu.org.sg if you will like to ...

- Update your email address or other personal details with the STU.
- Share your views about the STU Newsletter with us.
- Recommend STU membership to a colleague.



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