

The 3rd International Conference on Best Practice for School Leadership Development Bali, Indonesia, 14-17 May 2012



Paya Lebar Methodist Girls' School



- A distinctively Christian school with a rich Christian heritage and tradition
- All girls' school with 96 years of history
- 2 levels – Primary & Secondary
- Strong emphasis on character development and academic excellence
- Arts / Music as Niche

School Philosophy

Luke 2:52

“...and Jesus increased in wisdom (cognitive development) and stature (physical development) and in favour with God (moral development) and man (social & emotional development).”



School Mission

To nurture every PL-Lite
into a whole person
who lives in favour with
God and Man



School Vision

An outstanding school producing women of fine character with a passion for life and learning



School Values

Godliness

Respect

All-round
excellence

Commitment

Enthusiasm



PRIME IMPORTANCE

Character
Development

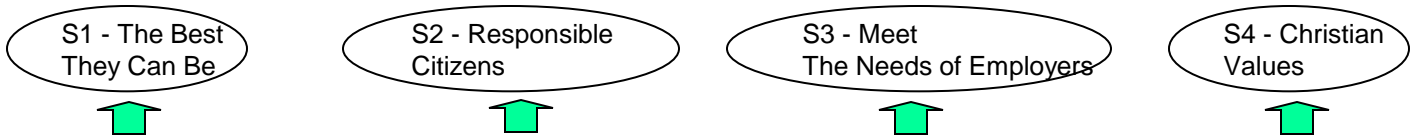
Academic
Excellence



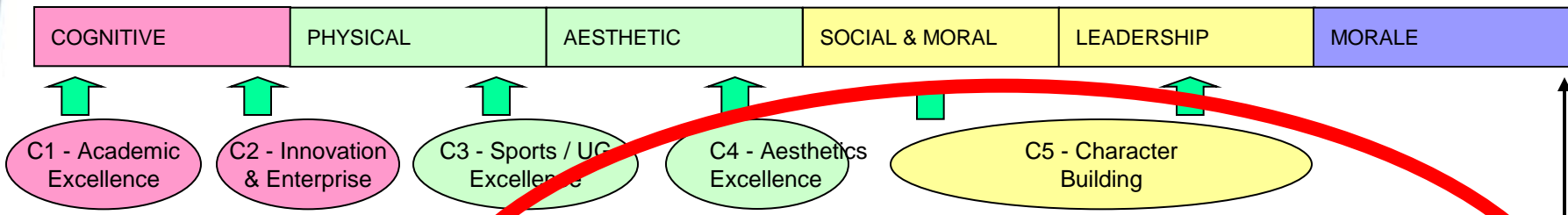


Mission: To nurture every PL-Lite into a whole person who lives in favour with God and man
 Vision: An outstanding school producing women of fine character with a passion for life and learning

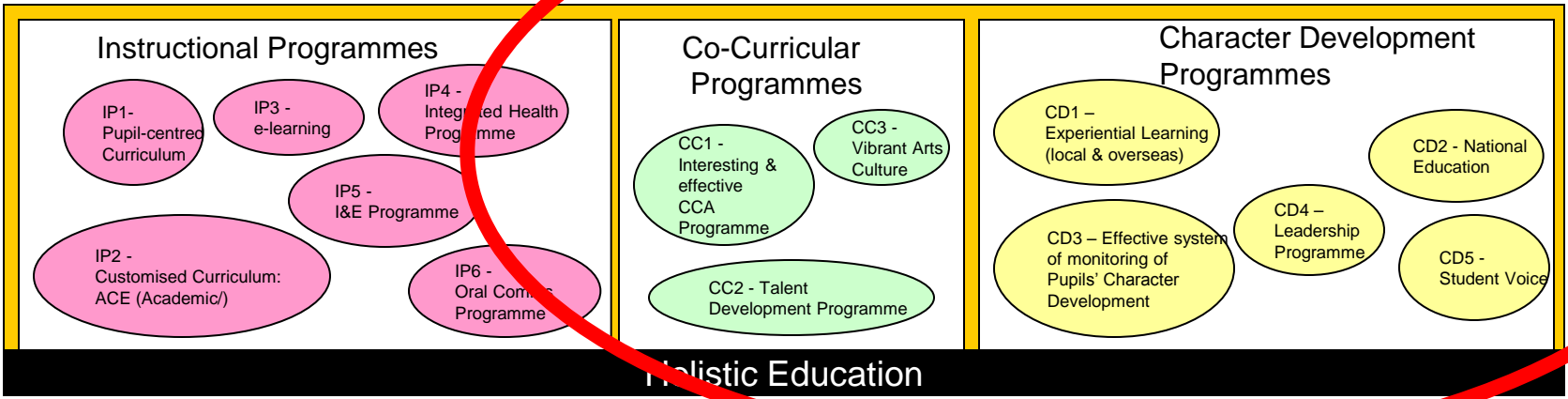
Shareholder Perspective



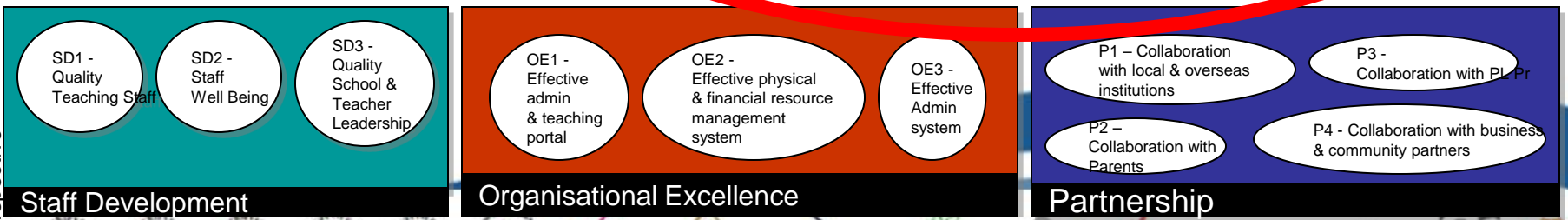
Customer Perspective



Internal Perspective



People / Organisation Perspective



Culture

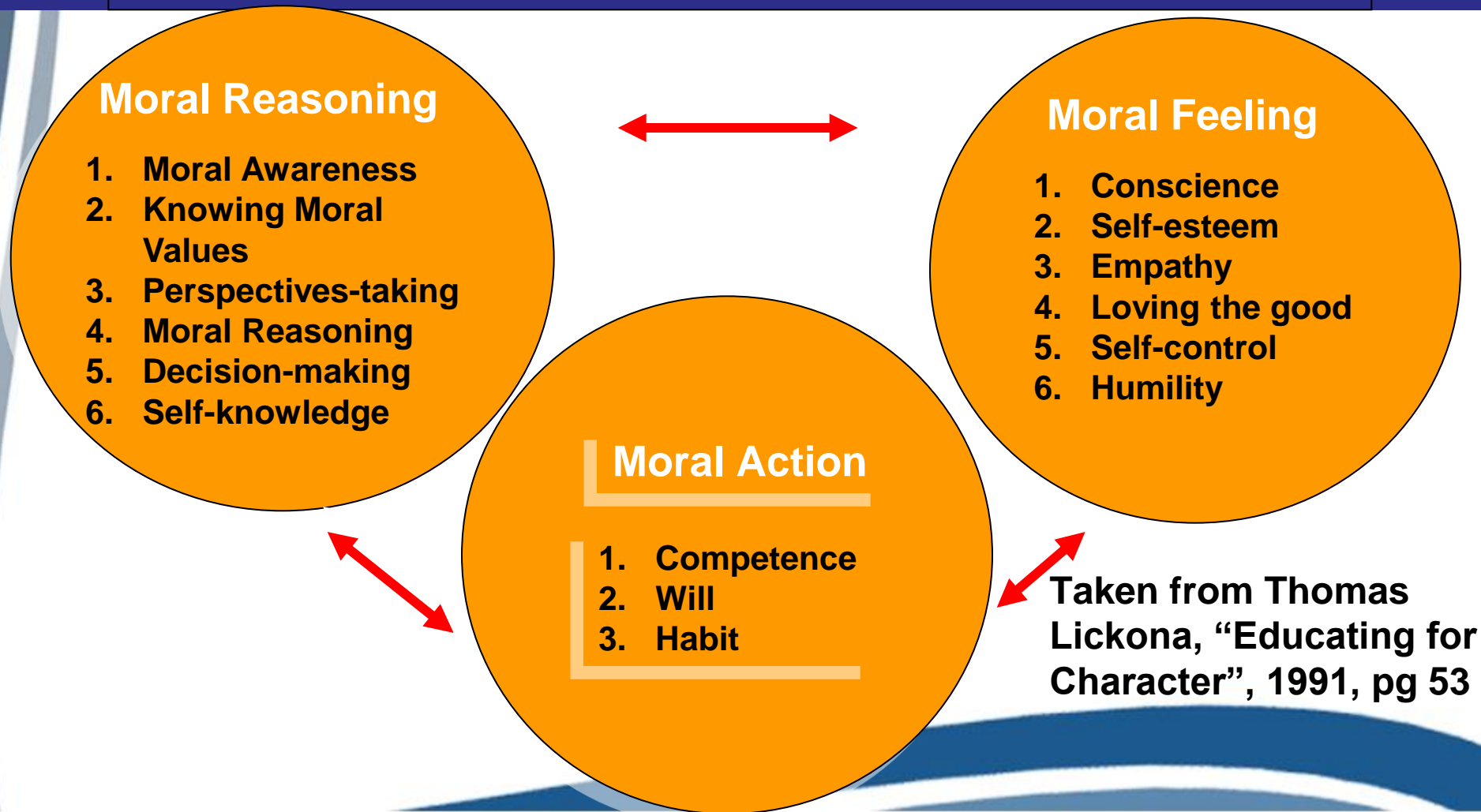
Stretch Goal (3rd 5 Year plan, 2010 to 2015)

To be a school known for producing **student leaders** who are **confident and articulate** with a **heart for service**.



Model for Character Development in PLMGSS

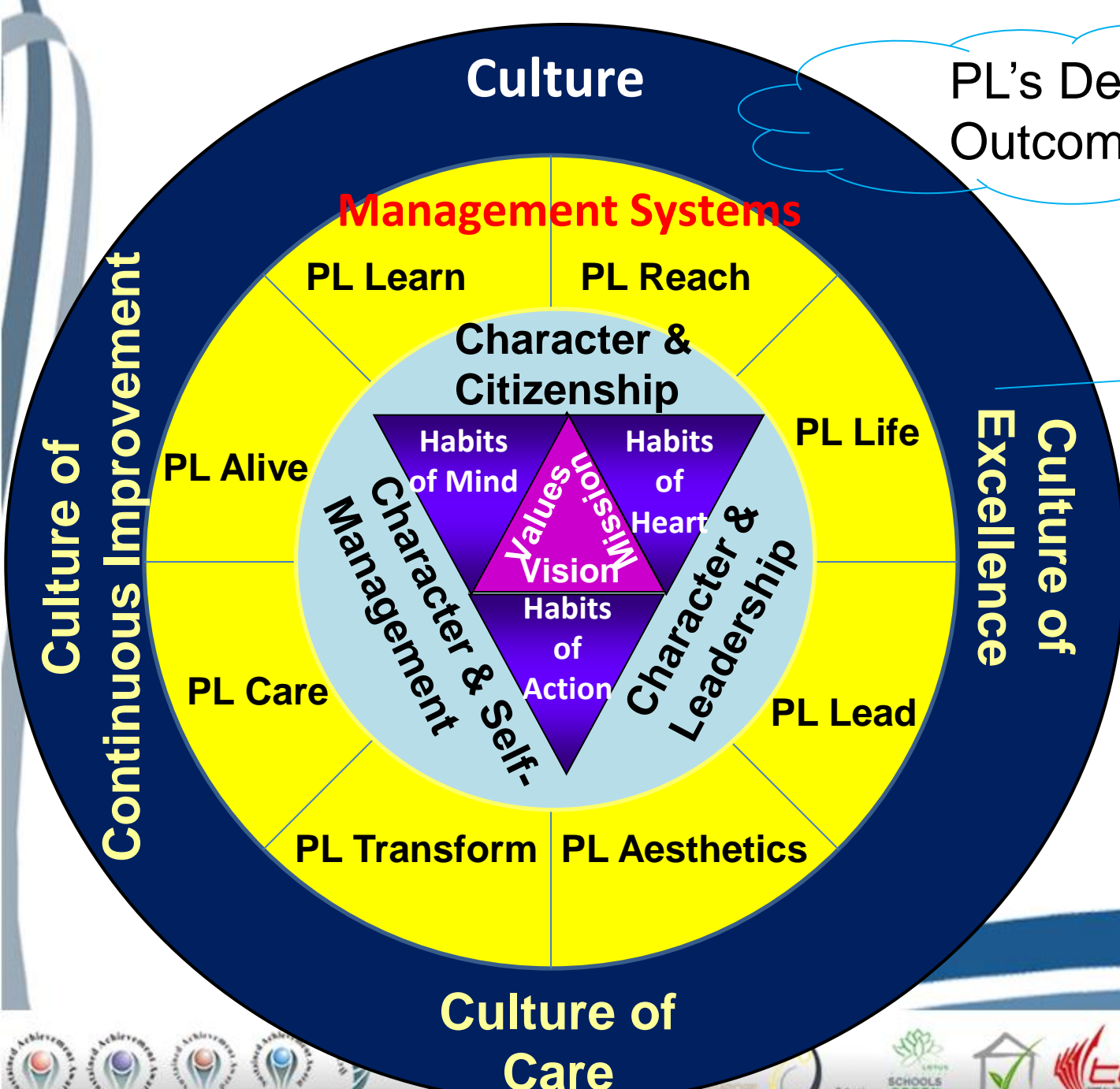
Components of Good Character by Thomas Lickona



Every moment is a character development moment

Equipping students
to know the good (habits of mind)
to desire the good (habits of heart)
to do the good (habits of action)
(Character = values in action)





PL's Desired Outcomes of Education

MOE's C2015	The PL's DOE	Visible Traits	Alignment to Co-Co-curricular Prog	Alignment to Instructional Prog
Confident person	Confident PL-Lite	Wise , Articulate & Resilient	Pupils involvement in Assembly, Pupils-Led Prog	LAMDA, Public Speaking Platforms, Innovation Wk
Self-directed learner	Passionate Learner	Pursues Excellence, Self Directed & Critical Thinker	SEL Competencies, LiVE Curriculum	Lessons, Projects, e-Learning, Competitions, Conferences
Concerned citizen	Active Citizen	Loyal, Socially Responsible & Respects Differences	OCIP, CIP, SL, NE Event, JITs, Student-initiated Projects	NE Infused Lessons, Subject based LJs
Active contributor	Inspiring Leader	Proactive, Influential & Exemplary	(Student) Leadership Week, Leadership Tiers, Leadership Camps	Peer Coaching & Peer Tutoring





Whole School Approach to Character Development



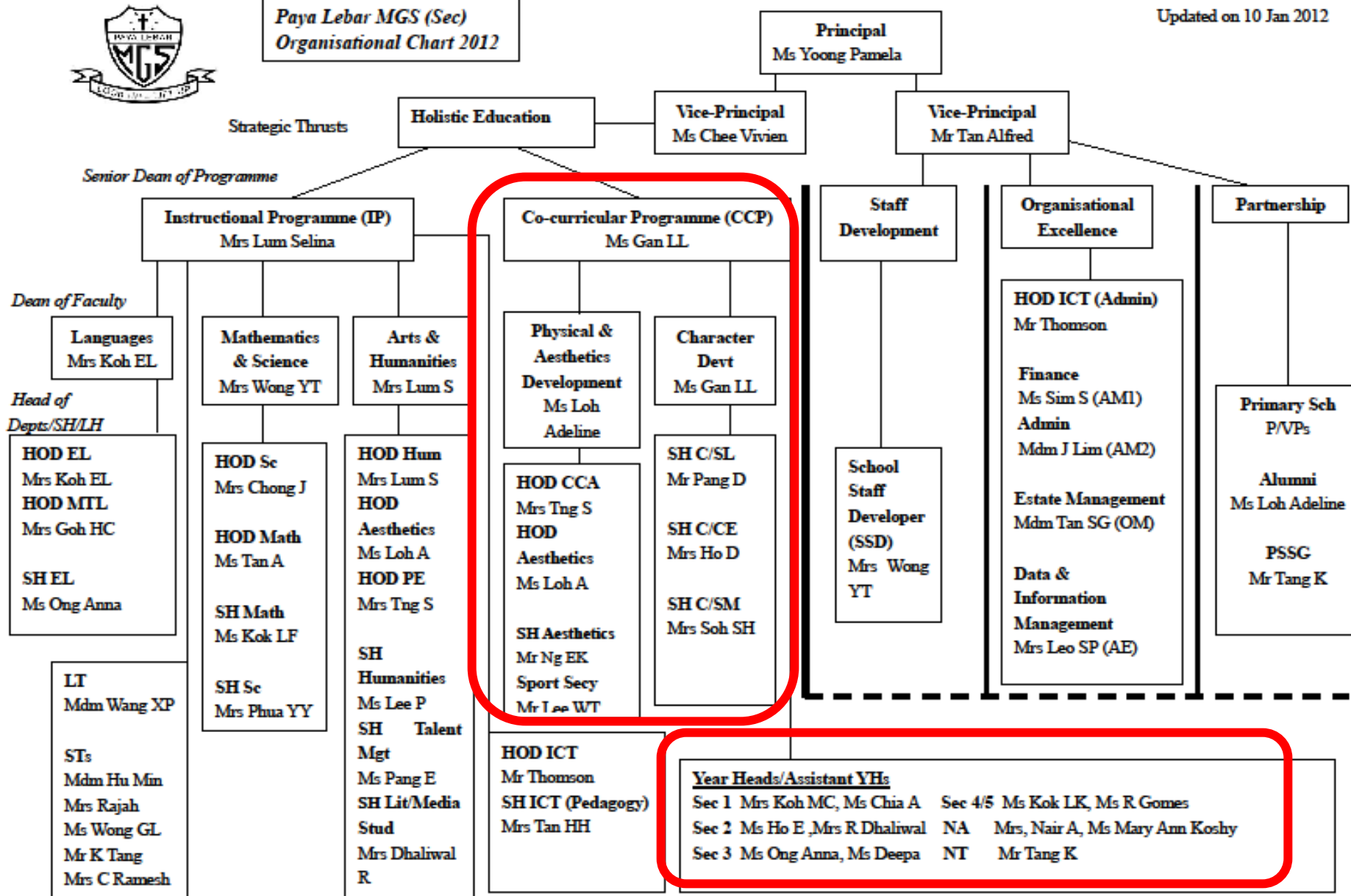
‘Every pupil and staff of the school contributes to Character Development.’





**Paya Lebar MGS (Sec)
Organisational Chart 2012**

Updated on 10 Jan 2012



Year Heads/Assistant YHs
 Sec 1 Mrs Koh MC, Ms Chia A Sec 4/5 Ms Kok LK, Ms R Gomes
 Sec 2 Ms Ho E, Mrs R Dhaliwal NA Mrs. Nair A, Ms Mary Ann Koshy
 Sec 3 Ms Ong Anna, Ms Deepa NT Mr Tang K



Means for Identification of Pupils' Needs

School
Climate
Survey

**DISC and
Learning
Keys**

**LeADeR &
Leadership
Portfolio**

**Character
Assist@PL**

Interest
Needs Survey

Special Needs

**CCA
Preference
Forms**

**Students'
Reflections**

Teacher-
Parent
Conferencing

Discipline
Records

Talent
Identification

**Students'
Voice**

Pupils'
Particulars
Form (Sec 1)

Financial
Records

Career
Portfolio

Teacher-
Student
Conferencing

Personality, Learning & Thinking Keys



Compliant

Correct

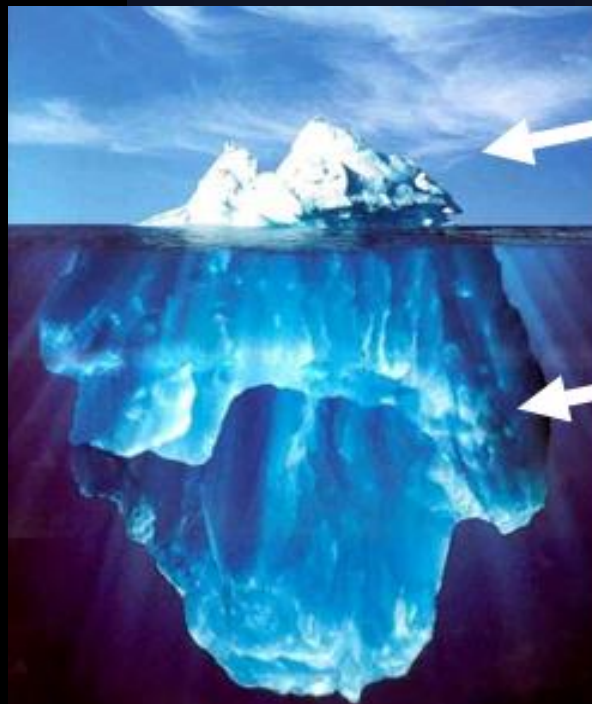
3 **As** To Positive Relationships

3 **Aware**

Accept

Adapt

Visual, Kinesthetic & Auditory



Behaviour (10%)

Character, Values, Belief (90%)

- ✦ Assign Peers
- ✦ Evaluate Student
- ✦ Display Tabulation

CHARACTER ASSIST@PLMGSS

G.R.A.C.E.

QNo	GRACE	Self Estimate	Peer1	Peer2	Teacher's Feedback	Parent's Feedback	Target
1	<p>Godliness :</p> <p>I live a life that is pleasing to God, virtuous and upright.</p> <p>> I show effort to be pure in thought, speech and action.</p> <p>> I show care and concern for other...</p> <p>by being involved in community projects</p>	Demonstrates Strongly	Demonstrates Adequately	Demonstrates Adequately	Not done		Demonstrates Very Strongly



Process for Character Assist

Self /Peer/Teacher
Evaluation

Beginning of the
year for S2/4&5
Mid-year for S1 & 3

CAst report given to pupils

Pupils set target
Personal Action Plan

Teacher-pupil
conferencing in
Term 2 & 3

Teachers review
pupils' progress
during conferencing

LeADeR – LEaders' Assessment & Development Rubrics

Values – Respect + Social Awareness + Relationship Management + Responsible Decision Making Descriptors	Target G	Competency Rating			
		Self-estimate			
1. Personal Manage my emotions effectively (EQ) Respect and trust others	S2 prefects	Not Observed			
	Sec 2 CCA leaders	Developing			
		Competent			
		Exceeding			
2. Peer Embrace diversity among my peers Consider the needs and feelings of others	S3 Prefects	Not Observed			
	Sec 3 CCA leaders	Developing			
		Competent			
		Exceeding			
3. People Harness the strengths of diversity towards the greater good of the organization Consider various perspectives in decision-making	S3 Exco	Not Observed			
	S4 Prefects	Developing			
		Competent			
		Exceeding			
Training recommended to achieve desired competencies: Managing Teams / Conflict Management / Effective Communication / Facilitation Skills *					



Giving Students a Voice

Student Suggestion Scheme

Focused Group Discussion

Dialogue Sessions with School Leaders

Conferencing with Teachers



Focused Group Discussion



Suggestions that led to school improvement

Lifeskills and Values Education (LiVE)

Student Leadership

Career Guidance

Cyber Wellness

Sexuality Edn

National Edn

Civics & Moral Edn

Service Learning

LIVE Lesson Plan

Paya Lebar Methodist Girls' School (Secondary)
Lifeskills & Values Education
Sec1 LIVE 3 Lesson Plan

Term ___ /Wk ___

Date: _____

Theme/ Topic: **Loving Myself / My Expectations & Goals**

Lesson Objective (s): At the end of the lesson, students should be able to:

Knowledge Know the criteria of goal-setting - S.M.A.R.T

Attitude Diligently work towards realizing one's potential

S kill (only 1) Set personal goals for academic achievements as well as character development.

SE Focus : Self Management & Responsible Decision Making

Duration 70 min

Resources: TR1: Powerpoint slides
 Markers
 Flip Chart Papers - 5 pieces



From Community Involvement to Service-Learning

Creating a Holistic Experience

Sec 1: Planning of Local Project
(needs analysis / set service & learning objectives / design service activities & prepare materials)

Sec 2: Execution of Local Project
(carry out planned activities / evaluate & reflect on service experience)

Sec 3: Overseas Service Learning
(serve communities in other countries)

Sec 4 & 5: Local Project
(apply what they have learnt from the overseas experience to contribute back to Singapore)



Local Community Service Programmes



Overseas Community Service Projects

Creating a Holistic ExP^erience



2004 - Sarawak



2005 – 2010 For student leaders (China & Cambodia)



From 2011



Cambodia



Malaysia



China



China



Pupil-Initiated Projects – Fundraising



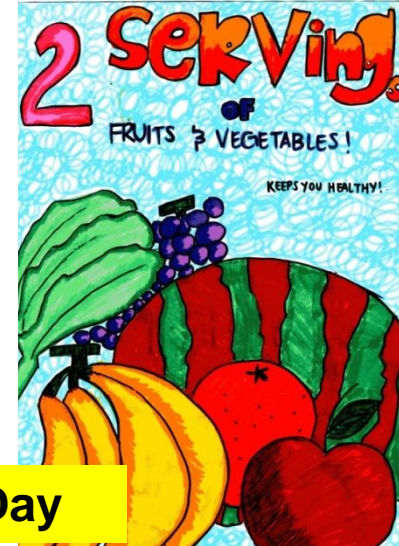
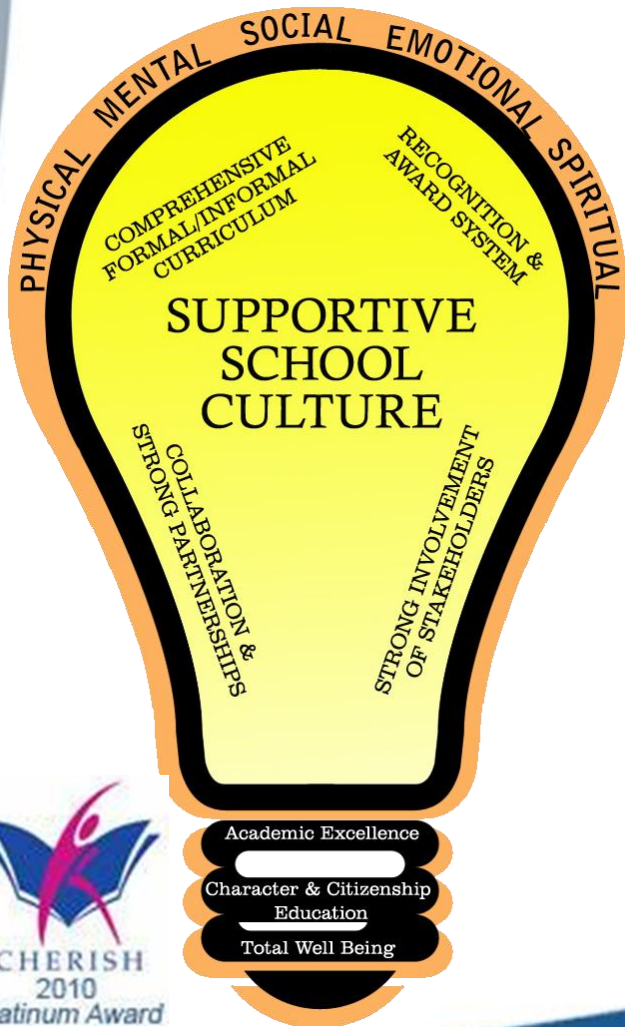
A flooded Cambodian school



Pupil-Initiated Projects – Anti-Bullying



Pupil-Initiated Projects – Health



Fruits Day



i - Challenge

Co-Curricular Activities



Leadership – Values in Action



Adapted from 'Lead Like Jesus' by Ken Blanchard & Phil Hodges





PL Leadership Day



Student Leaders going Global

United Nations Conference, USA



Teachers are Key



Special Needs Support Team



PL Care Team – taking care of pupils



Year Head Team



Staff Appraisal System

Category	Key Result Area (KRA)	KRA Sub-category	Eg. of Evidence
Character development of Pupils (40%)	2.1 Pastoral Care & Well-being of Students	<u>3 Areas in Pastoral Care</u> •Setting good example/providing care and guidance/building rapport •Maintain discipline/class management •Communication with parents	<ul style="list-style-type: none"> • Class climate & tone • Behaviour of students & progress made • Pupil conferencing • Proactive & timely Intervention
	2.2 Co-curricular Activities	<u>3 Areas in CCA</u> •Planning & implementation of Programme •Monitoring & outcomes of Programme •Communication with parents & partners (coaches/vendors)	<ul style="list-style-type: none"> • Level of engagement & involvement of pupils in CCA • Development of leadership • Low drop out rates • Progress, improvements & achievements in CCA



Staff - Capacity Building



Transactional Analysis Training



Special Needs Awareness Training



Personality Keys Training

Partners Interaction Tea

We share:

- Mission, Vision & Values
- Goals of Character Development

We discuss:

- Mutual benefits of partnerships
- Ideas for partnerships

We present:

Certificates & Tokens of Appreciation

We measure the impact:
Feedback for improvement
Surveys



Our Partners



Parents & Alumni at Sec 4 Career Quest



Parent sharing about serving the community



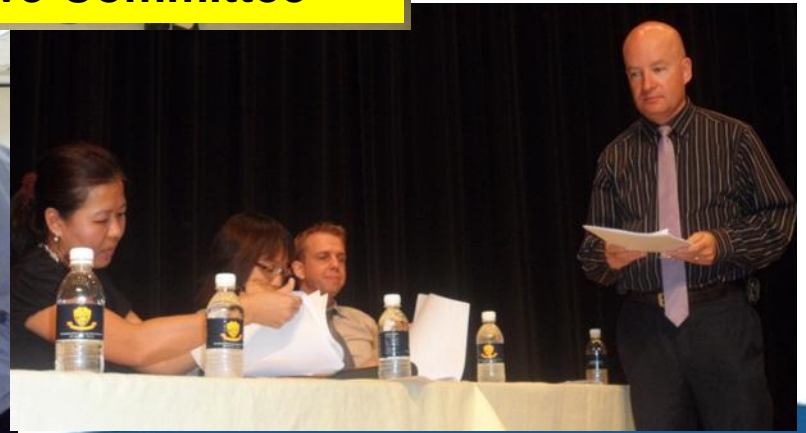
Alumni sharing the history of PL to the prefects



Parents-School-Support Group



PSSG Executive Committee

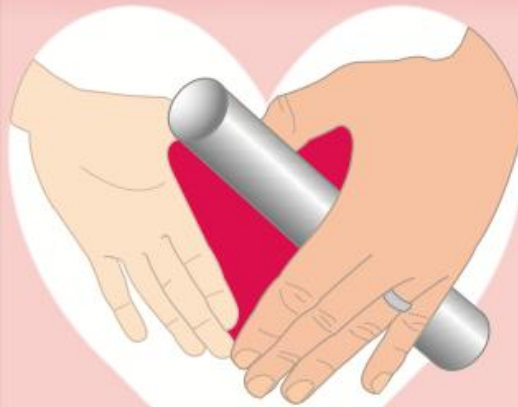


Parents supporting school activities

Parents' Conferences

3rd PL PARENTS' CONFERENCE 2011

Organised by Paya Lebar Methodist Girls' School (Sec) & Parent-School Support Group in collaboration with NorthEast CDC supported by MCYS (Dads for Life)



Leaving a Legacy of Love

Date: Saturday, 5th March 2011
Time: 2.00pm - 6.00pm

Venue: Paya Lebar Methodist Girls' School (Sec)
296 Lorong Ah Soo Singapore 536742

Fee: \$ 10 / Adult

ALL ARE WELCOME!

For more information please call 6281 6606 or visit our website www.plmgss.moe.edu.sg for updates.



2nd PL PARENTS' CONFERENCE 2010

Organised by Paya Lebar Methodist Girls' School (Sec) and Parents-School Support Group



Date: Saturday, 27th March 2010
Time: 2.00pm - 6.00pm (Please be seated by 1.45pm)

Guest of Honour: Ms Denise Phua (MP Jalan Besar GRC)

Venue: Paya Lebar Methodist Girls' School (Sec)
296 Lorong Ah Soo Singapore 536742

Fee: \$10 / Adult \$5 / Child (11-14 years old)

ALL ARE WELCOME TO JOIN US!

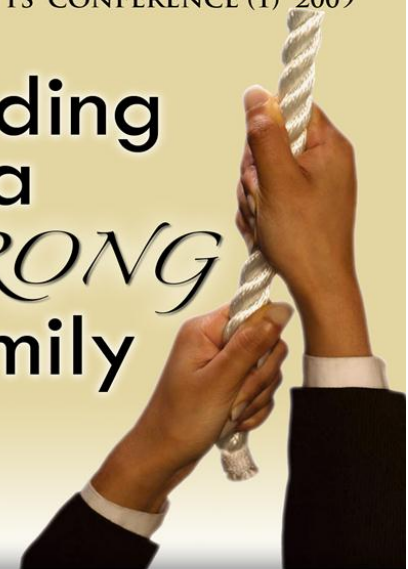
For more information please call 6281 6606 or visit our website www.plmgss.moe.edu.sg for updates.



ORGANISED FOR
PAYA LEBAR METHODIST GIRLS' SCHOOL
FAMILIES & SCHOOLS IN THE HOUGANG COMMUNITY
& IN THE EAST ZONE

PL PARENTS' CONFERENCE (1) 2009

Building a STRONG Family



Date: Saturday, 7th March 2009
Time: 2.00 pm - 6.00 pm

Venue: Paya Lebar Methodist Girls' School (Sec)
296 Lorong Ah Soo, Singapore (536 742)

Fee: \$5.00 per participant
(Includes doorgift and refreshments)

CLOSING DATE FOR REGISTRATION
20th FEBRUARY 2009



Culture of Care



PL DOEs

Culture

Clarity of Purpose

- Leadership (Vision & Mission) ~ Commitment

Focusing on the Pupils

- Ss-Centred Processes ~ Learning & Growth ~ Ss Management

Purpose of the Holistic Experience

- Ss-Centred Processes ~ Learning & Growth ~ Curriculum Design

Providing Professional Support

- Deployment of Resources ~ Learning and Growth

Partnership – Engaging Home and Community

- Sch-Home-Comm Collaboration ~ Shared Responsibility



Thank You

