



association for persons with special needs

TOWARDS HOLISTIC DEVELOPMENT

Annual Report
2011 - 2012



Contents

Mission & Vision Statement 02

Objectives & Profile 03

Executive Committee (Office Bearers) 04

Committees & Representatives for 2011 / 2012 06

President's Message 08

Reports of Committees / Sub-Committees

Schools Management Committee 10

APSN Centre for Adults Management Committee 11

Admissions and Review Sub-Committee 12

Audit Sub-Committee 13

Professional Support Staff Advisory Sub-Committee 13

Editorial & Publicity Sub-Committee 14

Finance and Investment Sub-Committee 15

Human Resources Sub-Committee 16

Information Technology Sub-Committee 17

Activities and Programmes

Association Highlights 21

APSN Centre For Adults 29

Delta Senior School 31

Tanglin School 35

Katong School 37

Chaoyang School 39

Financial Statements 43 - 68

List of Association's Awards 69

Staff Members 70

Members 77

Acknowledgements 78



Mission

To equip persons with special needs, through best practices in education, training and support services, for open employment and life-long learning, in partnership with our stakeholders and the community

Vision

To be the premier organization that develops individuals with special needs to their fullest potential so that they can lead dignified, fulfilling and independent lives as integral members of society

Objectives

- To cater to the educational and vocational needs of persons with mild intellectual disability.
- To enhance the opportunities for the said persons to lead independent, dignified lives in society
- To initiate, promote and stimulate research into their challenges and conditions.
- To create and develop awareness of and educate the public on the needs of those with intellectual disability.
- To assist and advise parents or guardians on choices and challenges relating to the education and development to the said persons.
- To encourage parents or guardians of the said persons to form groups and associations for mutual assistance and co-operation on matters relating to the said persons.
- To raise funds, to purchase and own properties and to sell or alter or convert such properties for these purposes.

Registered Address

900 New Upper Changi Road
Singapore 467354

Charity Status

Charity Regn No : 0121
Charity Regn Date : 30 Nov 1984

Constitution

Date of Establishment : 12 Dec 1975
ROS Regn No : ROS 217/75
UEN : S75SS0058K

The Association is an approved institution of a public character under the Singapore Income Tax Act Cap 134.

IPC Status

Effective Date of IPC : From 01 Oct 2007 – 30 Sep 2012
A Full Member of National Council of Social Service

Auditors

RSM Chio Lim LLP





Executive Committee

Office-bearers

President



Dr Francis C. Chen
PBM, BBM

Vice-Presidents



Mr Tan Ju Seng
PBM, BBM



Mr Chan Chee Keong
PBM

Hon Secretary



Assoc. Prof Mohan Menon

Hon Treasurer



Mr Winston Wong

Asst Honorary Treasurer



Mr Royce Seah



Executive Committee

Members



Mrs Rose Ng



Mrs Ruby Cheah



Mr Anselm Lopez
PPA (G)



Dr Victor Tay



Mr Anthony Tan



Mrs Kristin van Burm



Mr Bill Bowman



Ms Tin Wai Fun



Mrs Margaret Goh



Committees & Representatives For 2011/2012

SCHOOLS MANAGEMENT COMMITTEE

Chairman/Supervisor
Dr Francis C. Chen

Hon. Treasurer
Mr Wong Teng Kay Winston

Secretary
Mdm Aslinah Binte Ahmad

Committee Members
Mr Chan Chee Keong
Mrs Choo Swee Gek
Ms Kristin Van Burm
A/Prof Mohan Menon
Mdm Michelle Ong Sim Hwee
Mrs Liza Ow Lai Peng
Mrs Margaret Goh
Dr Victor Tay Kah Soon
Mdm Lisa Choy Fong Yee
(MOE Representative)

Ex-Officio
Mr Kenneth Tham

CFA MANAGEMENT SUB-COMMITTEE

Chairman
Mr Chan Chee Keong

Adviser
Dr Francis C. Chen

Hon. Treasurer
Mrs Rose Ng

Members
Mr Nigel Chia

Mrs Janet Fong
Mr Gwee Sze Chuan
Mr Lee Bon Kwe
Mr Lee Chuan Bee
Mr Anselm Lopez
Assoc Prof Mohan Menon
Ms Barbara Seng
Mr Xu YouQing

Ex-Officio
Mr Kenneth Tham

Staff Member
Mr William Tng

HUMAN RESOURCES SUB-COMMITTEE

Chairman
Ms. Tin Wai Fun

Members
Ms. Amanda Chuan
Ms Kristin Van Burm
Ms Seet Chor Hoon
Mr Jeffrey Kwek
Mr Royce Seah

Ex-officio
Mr Kenneth Tham

Staff Member
Mr Chua Kah Tian

FINANCE & INVESTMENT SUB-COMMITTEE

Chairman
Mr Wong Teng Kay Winston

Committee Members
Mr Bill Bowman
Mrs Ruby Cheah
Mr Chinnu Palanivelu
A/P Mohan Menon
Mrs Rose Ng
Mr Lee Chiang Huat
Mr Seah Chang Kai Royce

Ex-officio
Mr Kenneth Tham

Staff Member
Mr Leong Kwang Meng

EDITORIAL & PUBLICITY SUB-COMMITTEE

Chairman / Editor
Dr Francis C. Chen

Secretary
Mr Ziqi Koey

Reporters
Mr Adrian Chan
Ms Kimberly Cheah
Ms Jennifer Lee
Ms Prisca Ng
Mr Jerome Prakash
Ms Nurhahisdah Bte Mokhtar
Ms Zuliyah Bee Bte Lalkhan

Photographers
Ms Jennifer Lee
Mr Kelvin Yong
Mr Ziqi Koey

Ex-officio
Mr Kenneth Tham

INFORMATION TECHNOLOGY SUB-COMMITTEE

Chairman
Dr Victor Tay Kah Soon

Members
Mr Quek Keng Oei
Mr Tan Cheen Chong
Mr Tan Kar Peng
Mr Winston Wee
Ms Zuliyah Bte Lalkhan
Ms Daisy Yeo
Mr Patrick Aw
Ms Too Poh Eng
Mr Philip Li
Ms Ng Run Qian
Mr Rick Lim
Mr Dennis She-Tu
Mr Kong Yew Kee
Mr Calvin Hoe
Ms Hnin Yar

Ex-officio
Mr Kenneth Tham

ADMISSIONS AND REVIEW SUB-COMMITTEE

Chairman
Dr Francis C. Chen

Members
Dr Danny Soon
Ms Nolita Bte Noordin

Ms Jovial Teo
Ms Lim Jia Ying

Ex-Officio
Mr Kenneth Tham

NOMINATIONS SUB-COMMITTEE

Chairman
Dr Francis C. Chen

Committee Members
Mr Chan Chee Keong
Mr Tan Ju Seng

Ex-Officio
Mr Kenneth Tham

AUDIT SUB-COMMITTEE

Chairman
Mr Bill Bowman

Committee Members
Mr Chinnu Palanivelu
Mr Erik Vledder
Assoc Prof Mohan Menon
Mr Royce Seah Chang Kai
Ms Tay Bee Bee

Staff Member
Ms Josephine Lee

PROFESSIONAL SUPPORT STAFF ADVISORY SUB-COMMITTEE

Chairman
Dr Francis C Chen

Members
Mr Chan Chee Keong
Mr Anselm Lopez
Ms Jovial Teo
Ms Lim Jia Ying

Ex-Officio
Mr Kenneth Tham (and
Honorary Social Worker)

REPRESENTATION ON OTHER ORGANIZATIONS

Asian Federation on Intellectual Disabilities (AFID) Executive Board
Dr Francis C. Chen
Mr M K Wong

Children's Charities Association
Mr Chan Chee Keong
A/Prof Mohan Menon

Singapore Disability Sports Council
A/Prof Mohan Menon

Special Olympics Singapore
A/Prof Mohan Menon
Ms Jennifer Lee



President's Message



Dr Francis C. Chen

If one has been involved with a voluntary welfare organisation for as long as I have, since before the official inauguration of APSN in 1976 (i.e. for 36 years), one wonders why this is so. In my view the need is obviously there: is this altruism or is this gluttony for punishment? For anyone with this length of tenure on the Executive Board, it is only natural to have received praises and brickbats. Reflecting on the problem, the basic cause celebre for one's continued involvement is the sense that the mission one has set out to do is never completed. We run special education services to children and youth who are mildly intellectually disabled -- shouldn't this be the role of the Government, rather than volunteers? In most if not all Western countries and advanced countries elsewhere, the Government runs such special educational schools directly, not by proxy, not by getting the volunteer movement to do it. In the earlier years of Singapore's independence, it could be argued that Government had other important priorities -- such as national economic survival. Therefore VWOs had to "chip in" in order to get special educational services going for the intellectually disabled, as with other disability groups. But as we noted in a letter which we wrote to the Prime Minister on our 30th Anniversary, the time has come for Government to take charge of special education as part of the national educational policy. To say that the Government is already funding handsomely the recurrent budgets of special schools (together with the National Council of Social Service) is begging the question -- who owns responsibility in the provision of special education? As a past Government leader (the late Dr Toh Chin Chye) once said, "what is Government for if it is not to provide for the basic housing, the basic health and basic educational needs of its citizenry?"

Thus, it is with this sense of unfulfilment, that one feels the problem is outlasting the voluntary zeal of a long-time contributor. The demands and expectations can only be on the rise, whereas volunteer management has its limitations. It would require a quantum shift in paradigm thinking to accept that Government, and not the voluntary sector, should be the

provider of special education. There are so many issues which are clouded in befuddled thinking. Taking the disability itself, as Sir Ken Robinson noted, "the problem of disability is not so much the disability itself, but the way others treat the condition or situation". Then what about special education? This is precisely so-called because it has to be differentiated and distinguished from the mainstream education. Here, innovativeness, ingenuity, relevancy, inclusiveness, supporting professional services, are all ingredients for a successful framework catering to special needs children. To what extent have we progressed? or retrogressed as a result of some unintended policy change? If we assume that we have embarked on a vocational training programme costing \$50 millions, and after 5 years of such training only 5% of the students pass with the requisite Certificate, isn't this testimony that the system is inapplicable to our type of students? If only 2 out of 46 in a class get the Certification, this cannot be described as a colossal success, quite the contrary. Such an outcome would require a re-examination of the tenets. It is hoped that MOE in its re-examination of policy, will not adopt a blinkered approach.

So long as the Association is saddled with the task of providing special education, and vocational training and job placements for the older youth, APSN has to position itself to meet the challenges. I have dealt with the problem of governance, and latterly the problem of Board renewal and rejuvenation. Measures and plans have been introduced to address both these large issues. Others such as recruitment and retention of staff, especially professional support staff, are on-going. During the year we have had a new person taking over as CEO, and mentoring such a person is also a large responsibility.

Finally, to all the unnamed friends and supporters and well-wishers, parents and staff, I owe a debt of gratitude for your hard work, help and contributions. The funding received from MOE, MCYS and NCSS has been crucial, and gratefully acknowledged. For our donors, we gratefully acknowledge your largesse, especially long-standing corporate bodies like Keppel Corporation and Singtel.

Although the work of helming an organisation can never be fully completed, I feel it is time for me to relinquish the stewardship. I am confident we have enough good management volunteers to steer APSN into the future. I hope they will be sufficiently enthused to continue with the journey.

Dr Francis C. Chen, PhD (Lond), PBM, BBM
President
May 2012

Reports of

Committees
& Sub-Committees





Schools Management Committee

The Schools Management Committee was re-constituted at the beginning of the year. Following an Exco decision, where it was felt that the functionings of the Exco and SMC should be more unified in matters of policy, it was suggested that the President of the Association should also concurrently take over the role of Chairman, and additionally, the Supervisorship of the schools. Thus it was that the President, having served previously as SMC Chairman for 10 years or so in the mid-eighties, had to return to his old position. The Treasurer is Mr Winston Wong, with additional Exco representation in Mr Chan Chee Keong, A/Prof Mohan Menon, Dr Victor Tay, and also two parents Ms Kristin van Burm and Mrs Margaret Goh. The other members are the 4 principals of the APSN schools, the CEO of APSN and the MOE representative.

Chairman's Statement on Policy Directions

At the first meeting in January 2012, Chairman expressed that as he was once again taking over the leadership of SMC, he would like to reiterate preliminary statements on how SMC would be run and the policy directions for APSN schools.

The following points of policy directions were categorically stated and elaborated on as necessary.

1. APSN runs four schools, namely Chaoyang School, Katong School, Tanglin School and Delta Senior School. Like all other special schools run by other VWOs, APSN schools receive funding from MOE and NCSS.
2. All principals of APSN schools are under the purview of APSN, and are expected to observe allegiance to APSN.
3. All stakeholders have a role to play in the welfare of APSN schools; these include MOE, NCSS, parents, the association, and others in the community. All must play their part in a coordinated manner, to yield the benefits of the "many helping hands approach".
4. APSN believes in having a constructive relationship with MOE and other involved parties, such as NCSS. We should strive for a stress-free environment where the special education we advocate can best fulfill the aspirations of parents and students, concerned educators, and managers. The programmes we develop, and the curriculum we pursue, must be holistic and inclusive, with the IEP being the basis for the individual child's development, towards realizing his or her potential.
5. APSN is grateful for the generous funding provided by MOE. However, we believe that programmes and activities should be run in a cost-effective manner, and manpower costs must be rationalized. To that end, APSN will conduct a review to determine the types of personnel and qualifications needed to employ the different categories of manpower positions. Qualifications must bear relevance to the curriculum to be taught, and candidates who do not meet the stated qualification can be considered if their enthusiasm and dedication to special education are evident.

6. All APSN schools are excellent schools. No one school should consider itself as superior or elite, as this notion is not consonant with special education under APSN. Schools will consolidate their programmes to allow pupils to learn at their own pace, and develop them into independent functioning members of society.

One matter which has proven controversial is the WPLN (Work Place Literacy and Numeracy) which has been adopted in the recent past as a means of assessing eligibility for the vocational programme at Delta Senior School. This has caused great unhappiness to parents and pupils who have not made the grade, and who are being side-lined. The Schools Management Committee under Dr Chen is in favour of scrapping it, as the philosophy in APSN Schools should be, that once a student is admitted into the APSN school system, then it is the duty of APSN to provide for their schooling throughout without further discrimination. To this end the SMC sent a letter on this matter to the Special Education Unit of MOE, signed by the Chairman and Assoc Prof Mohan Menon, who is the Chairman of an *ad hoc* Task Force established to look at the entire educational spectrum of APSN schools.

We have not received a direct reply to our letter, but at a recent meeting convened by MOE to discuss the proposed Curriculum Framework for all special schools, A/P Menon specifically asked about this matter. The reply given by Dr Chong Suet Ling and Dr Julianne Moss is that VWOs have the flexibility to tailor the curriculum and to decide on the course requirements themselves. This we take as affirmation that APSN can decide to dispense with the WPLN.

In the coming months, there is need therefore for further rectification and consolidation. We have already begun pruning the manpower requirements of some schools to more realistic levels, and in the case of one school, it should not be the policy to recruit only University graduates. Diploma holders and Polytechnic graduates can also be considered; what is important is their drive and dedication on special education, besides qualifications and relevant work experience.

At the point of writing this report, preparations are afoot by the Task Force reviewing the special education in APSN to have a focus group discussion with parents in early June, and thus far (in late May) we have 192 parents who have signed up. This is both healthy and encouraging, as involving parents has always been APSN policy. Perhaps now there are greater expectations on the part of parents, and so their involvement is a natural consequence. The outcomes of these meetings will be reported to the Exco, where final policy decisions will follow.

Dr Francis C. Chen
Chairman-cum-Supervisor
Schools Management Committee



Centre for Adults Management Committee

Globalisation has taken its toll on the Management Committee (MC) of the Centre for Adults (CFA) as seven members have to step down due to overseas posting, frequent travels and work commitment. At the same time we welcome on board four new volunteers who have joined our MC. They are Mr Xu You Qing, Mr Nigel Chia, Ms Barbara Seng and Mr Gwee Sze Chuan.

New ground was broken when we teamed up with Equestrian Federation of Singapore (EFS) to start a programme to train our clients in the care of horses. 10 clients are presently in the year-long full time training programme. Their workplace is the stables of EFS at Thomson Road. They learn to clean stables, landscaping and later horse grooming. They are paid an allowance during training and upon successful completion of the course they will be offered employment by EFS, Polo Club, RDA and Turf Club. 10 clients will be trained every year.

CFA has been the custodian of all the paper-based files of the students of our four schools for the past 15 years. With the assistance of HQ IT staff, we are setting up a database to store the relevant information for easy retrieval and tracking. By end 2012 we will be working with NIE to do a comprehensive survey of our students to find out how they are faring. If they are unemployed, to persuade them to return for further training and job placement. We will also encourage more ex-students to join our APSN alumni by organizing social activities.

The tight labour market has enabled more of our clients to find jobs. They are also staying employed longer and there is a drop in termination rates by employers.

For clients who are not ready for open employment we will continue to source for work for them from our sheltered workshop. We have a new partner this year in the form of a printing company giving us work (e.g. the insertion of CDs in magazine). The extra revenue generated enables us to pay larger allowances to our clients involved in the work.

Our horticulture team will be participating in the Singapore Garden Festival 2012. This is the third time

CFA is participating. Two years ago, CFA won the Platinum Award and Best Garden Award for excellent landscape work at the Centre and we strive to maintain the high standard we have achieved. Our grass cutting training programme is challenging as clients have to handle heavy equipment and work in the sun. Successful graduates have been placed out and there is a shortage of new recruits. We have merged the grass cutting programme with the horticulture programme as part of landscaping training.

Our F&B Team has secured a contract to supply 100 packets of vegetarian food, twice a week, to two Family Service Centres. This venture has given our clients ample opportunities to practise what they have learnt in food preparation, cooking, packing, etc. The two F&B training rooms will be renovated to meet NEA criteria for food production. With the food licence, we will be able produce pastries in larger quantities for sale to shops, cafés, organisations, at events and general public.

The Recycling programme and Thrift Shop continue to do well with good collections of used items from corporations and condominiums. We are intensifying efforts to partner schools in their environmental and recycling programmes.

CFA is fully aware that we have to evolve with the times to stay current. We are constantly reviewing our programmes to ensure that they are relevant and of benefit to those we serve.

On behalf of the Management Committee of the Centre for Adults, I would like to thank our stakeholder, sponsors, organisations, educational institutions for their support and also a big thank you to the members of our Management Committee, volunteers and staff for their dedication, commitment and support in serving our clients and members.

Chan Chee Keong
Chairman



Admissions & Review Sub-Committee

This Subcommittee was revamped a year ago, where the tedious and onerous tasks involved in discussing such cases have been streamlined. There is no longer a need for the monthly meetings which meet to discuss cases of admission and review cases.

For the admissions of new students and clients, the applications are first processed by HQ, and depending on whether they satisfy our criteria for admissions, are then referred to the school or CFA concerned. This is then taken over by the school admissions team, which is multi-disciplinary with the Principal as the Head. Most applications can be handled at this level. However, there may be a few problematic cases, e.g. those with certain medical conditions, or where applicants tend to fall at the borderline limits of our intellectual IQ range for admission. Such cases are referred back to HQ, and currently it is the chair that does the additional assessment, and a recommendation is made accordingly. Review cases are similarly treated. This has proven to be an efficient and workable procedure. Another area which required a second opinion very often has to do with cases with high needs grants.

The Ministry of Education is concerned that parents who apply to special schools for their children may not know which school might be the best fit. Therefore a Co-ordinating Committee has been set up, to which APSN has representatives, to facilitate such placements.

However, it is still key to have the individual VWOs running the special schools to have an efficient admissions and review procedure. In this respect, APSN is working to enhance the efficacy of the admissions and review procedure, by (1) recruiting a senior psychologist to be based at HQ to handle such matters; and (2) trying to co-opt a medical doctor to undertake those cases which are medical in nature, and which require medical expertise.

Together with the Principals and CFA Head, this matter of Admissions & Review has been managed satisfactorily.

Dr Francis C. Chen
Chairman

Members: Dr Danny Soon (Adviser)
Mr Kenneth Tham (CEO and honorary Social Worker)
Ms Jovial Teo (Senior Psychologist HQ)
Ms Nolita Bte Noordin (Support Officer)
Ms Lim Jia Ying



Audit Sub-Committee

The Audit Sub-Committee assists the Executive Committee in fulfilling its oversight and fiduciary responsibilities, in particular in the areas of financial accountability and reporting. The Audit Sub-Committee is comprised primarily of professionals in the external and internal audit fields.

The Audit Sub-Committee meets periodically with the external auditor, RSM Chio Lim, and discusses areas of audit findings and actions to be taken by Management to address them. The Audit Sub-Committee also undertakes a review of the annual financial statements with the external auditor.

For the first time, in January 2012, APSN appointed an Internal Auditor on staff. The Internal Auditor works together with the Audit Sub-Committee in planning the audit scope and design, and then carries out audit procedures set by the Audit Sub-Committee. Although only recently in place, this is a major step forward in facilitating the assessment of the operational and

financial internal controls and compliance activities of APSN. A risk analysis has already been carried out and this is now guiding the areas of focus of internal audit for headquarters, schools and the Centre for Adults. A recent major tender exercise was reviewed and the internal auditor reported that it had been conducted in a generally acceptable manner. However, improvement suggestions for purchasing and procurement have been made by the Internal Auditor, and these have been presented to Management for their agreement.

One of the current projects of the Internal Auditor is to formulate an "audit charter" to set out the objectives of the internal audit function and more clearly define the roles and responsibilities of Management, APSN staff and the Internal Auditor.

Bill Bowman
Chairman



Professional Support Staff Advisory Sub-Committee

Since the restructuring of the Mutidisciplinary Staff Unit, whereby all professional staff are attached directly to schools and the Centre for Adults, and making the Principals and CFA Director responsible directly for them, this has proven to be efficient in the deployment of such services to our clients.

The subcommittee comprises Dr Francis C. Chen as Chairman, and Vice-President Mr Chan Chee Keong and former Schools Supervisor Mr Anselm Lopez, with the CEO in attendance. When there is a need, the Subcommittee convenes to discuss whatever matter that needs resolution; otherwise the Chairman in consultation with the CEO are able to solve whatever problems expeditiously. As the CEO is also a trained social worker, this simplifies the work.

There continues to be a high turn-over of certain categories of staff, e.g. psychologists, and difficulty in recruiting certain other categories of therapists, e.g. speech therapists. We have been able to recruit one senior psychologist, with another in the pipe-line, and

subject to their attaining professional membership of the Singapore Psychological Society, their roles will then be ratified. They would then undertake a more active role in the Admissions & Review procedures of the Association, and to oversee professional service delivery.

In terms of professional staff development, the Principals are periodically advised on the courses available to professional staff, and in turn it is up to the Principals to determine who amongst the staff attached to a particular school are sent for further training. This aspect is also purviewed by our CEO.

The new Allied Health Professions Act which has come into force this year stipulates certain provisions for certain categories of staff, such as therapists and social workers. Certain grades of professional staff have to be registered with the Ministry of Health before they can be employed.

Dr Francis C. Chen
Chairman



Editorial & Publicity Sub-Committee

This Subcommittee is an amalgamation of two previously separate subcommittees. For expediency the two have been combined, as the work of Publicity is sporadic, and largely undertaken by our Corporate Communications Executive, Mr Ziqi Koey, who is also the Secretary and co-ordinator of the Newsletter, Annual Report and other publications of APSN.

APSN Newsletter

This is the official organ of APSN, and is published three times a year. Those representatives from the schools and the Centre for Adults are styled reporters, as they are the ones who primarily submit reports of activities and of events in their respective schools and Centre. There are several policy decisions appertaining to the status of members / reporters.

- (1) The representatives have all been re-constituted at the beginning of 2012, and they may change every year, but not more than two years. Previously when these people submit reports, their names appear at the bottom. Now however, the policy is not to accredit the write-up to specific individuals, as there may be more than one person contributing to a particular article, and after the various editing stages, the style and contents of the articles may be altered. Thus the accreditation is a blanket one, and the stories and reports are by all those Reporters listed under the Committee.
- (2) It is past policy to give equal coverage to all our schools and Centre. There is equal treatment of all. Currently the Newsletter has Association updates, where events at the Association level are largely featured. Then in sequence, coverage of CFA, DSS, Tanglin, Katong and Chaoyang Schools.

There may be special feature articles / reports featured. Then we have the students' unedited contributions, short compositions by students. We also have a Puzzle and Competition Page, where our students can submit their entries to win a prize. We also feature those new staff who have joined us in recent months. Finally the back page contains the drawings and paintings by our students.

Whether we will stick to this format of reporting or whether we will mix all the contributions irrespective of schools has yet to be decided.

- (3) There is a strict word limit (maximum 300 words) on the school reports. Feature articles or special reports are different, and can be much longer. This is because our readership is a mixed one, and articles should be brief accompanied by photos. The Executive

Committee has expressed the view that emphasis should be placed on the branding of APSN as an organisation, rather than the individual schools or CFA.

Annual Report

This is a yearly publication, and because it is an Annual Report, it is largely devoted to the Financial Statements and Accounts of the Association, which currently at some \$25 millions is no small amount. Accountability and transparency in financial matters are key to a successful organisation.

We have the Internal Audit and the Finance Committee to help in going through the figures for publication, as indeed the external auditors and public accountants engaged for the exercise.

Apart from a chronicle of major events of the Association, the Schools are only to supply a chronicle or diary of major events happening in their schools. The Annual Report is not a school magazine, where all kinds of articles are included (and more !)

Student and staff statistics are also given, and the photos of staff and major Committees are included.

Miscellaneous Publications

These are largely information leaflets, for example, on what the APSN is about, what is the condition of intellectual disability, and the other common conditions such as autism, dyslexia, ADHD etc.

Other pamphlets may have to do with admission procedures into our schools, and the eligibility criteria and other conditions.

Also in the compilation of reports for other organisations on which we are represented, for example Children's Charities Association.

APSN Website

Our APSN website is www.apsn.org.sg. This has been up and running for some time, but the updating of information and the improvement of content have been problematical until we had the services of our IT Manager Mr Rick Lim who was able to trouble-shoot for us many of the problems. Mr Ziqi Koey the Corporate Communications Executive in consultation with the CEO and myself oversight whatever new materials that are introduced onto the website.

Dr Francis C. Chen
Chairman



Finance & Investment Sub-Committee

Financial Year ended 31 March 2012

Chairman Members

Mr Winston Wong - Honorary Treasurer
Mr Royce Seah - Honorary Assistant Treasurer
Mr Bill Bowman
Mr Chinnu Palanivelu
Mr Lee Chiang Huat
A/Prof Mohan Menon
Mrs Rose Ng
Mrs Ruby Cheah

Staff Members (Ex-officio)

Chief Executive Officer
Finance Manager (Secretary of the Sub-Committee)

The Finance & Investment Sub-Committee's role is to provide guidance to the management for accounting and financial management of APSN and also investment of APSN's funds. For this purpose, the Sub-Committee meets periodically and communicates via email where appropriate.

For the year under review, the Sub-Committee:

1. Approved the purchase of a new accounting software to enhance the existing software - this was implemented during the year.
2. Revised the guidelines for investment of the Association's funds for better protection of the funds.
3. Revised authority limits so as to give higher limits to the Chief Executive Officer and the school principals and CFA Centre Director for approval of expenses. This is to streamline the approval system and make it more efficient.
4. Accepted the recommendation by management to adopt the new Charity Accounting System with effect from the financial year commencing 1 April 2012.
5. Reviewed and approved the cost allocation of HQ expenses as recommended by management.
6. Reviewed and approved the operating budgets of the schools and CFA for the financial year 2012/13.
7. Reviewed the various Trust Funds in APSN for actions to be taken to utilise the funds for the purposes for which the respective Trusts were set up.
8. Reviewed and approved the guidelines for the Tendering Process and the procedures for Procurement of goods and services with value exceeding \$75,000.

For the financial year ended 31 March 2012, APSN achieved a net surplus of \$2.5 million with positive surpluses from the four schools - a deficit (\$144,000) was incurred by CFA. APSN had an Accumulated Fund of \$15.5 million and cash of \$23.3 million as at 31 March 2012.

I would like to place on record, my thanks to my fellow Sub-Committee members and the staff for their valuable contributions during the year.

Mr Winston Wong
Chairman



Human Resource (HR) Sub-Committee

APSN's student muster in 2011 has increased to 1250 from 1218 in 2010 and this has led to an increased in our staff strength from 273 in 2010 to 289 in 2011. With the labour market remaining tight in 2011 especially in the context of various tightening measures introduced by the government to mitigate the entry of foreigners into Singapore, it has been challenging for HR to fulfil APSN's human resource needs. Besides looking at how to optimise our manpower deployment, HR is constantly looking at how to do things faster and better in aligning our manpower strategies and action plans with the organization goals and community objectives. This will ensure that our staff remains productive and well equipped to meet the challenges of special education in a rapidly changing socio-, economic and demographic landscape. To this end, the following initiatives and action plans were implemented during the year to enhance the effectiveness of the delivery of our HR services in 2011:

Implementation of HRMS system:

With the combined efforts of the HR and IT Department, APSN has successfully determined the specifications, implementation plan, budgets and the vendor for the implementation of the HRMS system by second quarter of 2012. This will greatly enhance the productivity and effectiveness of the HR staff in the management of the human resources and HR information in APSN. It will also allow for an effective transition of the payroll function from the Finance Department to the HR Department by the middle of 2012. Future implementation of the Manager Self Service and Employee Self Service modules will encourage greater automation of HR services among management and staffs of APSN.

Training and development:

A formalized process in the development of the training and development plan for HQ staff has been put in place at the end of 2011. This initiative will be cascaded down to the schools in 2012 after it has been successfully tried out at the HQ level. Deserving staffs from various schools were also identified and sent on developmental/upgrading training during the year to equip APSN staff with the necessary competencies to meet the changing needs of the students and the community. For the whole of 2011 our staff was accorded an average of 35 hours per individual and an average of \$722 per staff to fully meet the APSN training and development plan of APSN in 2011.

Allied Health Professions Act (AHPA): HR has prepared a strategic proposal to handle the introduction of the Allied Health Professions Acts in a systematic and structured approach in order to

minimize its impact on the organization. A task force was also formed to implement its action plan. The task force will also look at the steps to take as more professionals come under the ambit of AHPA.

Compensation and Benefits:

Salary reviews were conducted to rationalize the basic salaries and salary ranges of all APSN staffs. Performance appraisal exercises were also carried out successfully to implement the annual increment and performance bonus recommendations in 2011. With a strong focus on driving the individual's as well as APSN's performances, a new performance based increment system was introduced to provide an effective linkage of rewards to performance. Reviews and changes were also carried out on staff benefits such as Birthday Gift Voucher, Time Off, Professional Membership Fees etc. during the year to enhance staff morale and motivation. HR Department will continue to look at other enhancements in our staffs' welfare and benefits while minimising the cost impact to the organization.

Industrial Relations:

A new Collective Agreement was successfully concluded with the Singapore Manual and Mercantile Workers' Union for another 3 years w.e.f. 1st July 2011.

A major issue agreed with the Union was the transition from the fixed increment process to one which is based on staff performance. Various industrial relations issues such as implementation of Re-employment Acts, staff discipline and movements etc. were successfully resolved with the union with zero dispute during the year. Relations with Union therefore remain productive and cordial during the year.

Staff Retreat 2011:

Besides serving as an occasion for HQ staff to get to know each other better in a social setting, the retreat also served as a valuable opportunity to take stock of how HQ has fared in providing the operational support to the schools in 2011. Based on this analysis, HQ staff rounded off the retreat in a productive note by coming out with the strategies and action plans to better support the schools in 2012.

Ms Tin Wai Fun
Chairperson



Information Technology (IT) Sub-Committee

The Information Technology Sub-Committee comprises representatives from the intellectual properties investment, information technology industry, strategy consultancy and financial services industry, as well as members from various APSN schools.

The Sub-Committee focuses on:

- Developing and strategizing a mid to long-term technology blueprint for APSN to provide quality education delivery to its students, as well as, benefiting stakeholders across parents, strategic partners, and internal staff
- Deriving policies, standardizing processes on information systems control
- Harmonizing infrastructure, intranet, extranet, software applications, technological equipments and teaching aids across APSN operating units
- Providing guidance to Heads of various APSN operating units on technology usage and adoption for the improvement of the learning experience of APSN students
- Reviewing and approving new technologies acquisition

As a firm believer in leveraging technologies to provide quality education to the students, APSN has adopted extensive modernization and computerization of its teaching environment (refer to Picture: *IT8 Learning new words in a different way*).

APSN HQ

With strategy and direction discussed and formulated at IT Subcommittee, IT Department had implemented a number of IT projects over the past year.

Examples on how Information technology are implemented in the APSN schools and Centre are given in the following:

APSN Collaborative Platform

SharePoint is identified as intranet platform for APSN which is expected to be implemented at the end of Q2-2012. Schools and centres at different locations can collaborate and share information on this centralised platform. APSN has transited onto the *Live @ Edu* (Microsoft Exchange 2010) platform. The collaboration tools associated like *Share Calendars*, *Resource Bookings*, *APSN global Email Address List* and *Active-Sync* will greatly enhance synergy

APSN hopes to equip its students in a spectrum of skillsets from essential IT Concepts (Picture *IT7 Students Acquiring Foundational IT Concepts*), IT Numeracy Skills (*IT2 Student engaged in Maths Problems*), to creative expression through Photography and Multimedia Skills (Picture *IT5, Enhancing Expression Skills through Picasa software*).

APSN seeks new ways to provide resource rich learning environment to provide integrated life-based learning. In order to empower and motivate students in their personal learning, the schools have leveraged on mobile tablets to improve of the personal learning experience. Schools have also embarked on progressive infocomm tools like innovative clay modeling and robotics animation (refer to Picture *IT13 Interactive Learning with Robotics*).

In the pursuit of productivity, APSN has also adopted collaborative platform to unify the schools and HQ through *Live @Edu* and the SharePoint intranet to automate internal processes, improve collaboration and contents sharing.

Dr Victor Tay Kah Soon
Chairman

and increase productivity sharing across the schools and centre.

Human Resource Management System

With APSN Remote Servers infrastructure in place, APSN has started the process to source for a HR Management system whereby HR manual processes can be automated. The spectrum of services will include *Online Leave Application*, *Process Approval* and *Online Course Application*.

Wireless Infrastructure & Mobile Devices

The mobile device technology has driven many innovations in teaching and learning. To support mobile devices technology, APSN has started building wireless infrastructure for schools and centre. Technology strategy and processes have been formulated around mobile devices in particular iOS devices.

Information Technology (cont'd)

Delta Senior School

DSS Connects to Mobile Learning

The advent of Mobile Learning (ML) came with the invention of portable technologies and mobile devices. Mobile devices have undergone great changes and revolutions in the past few decades. These devices are small, smart, portable, and comfortable to utilize. DSS has adopted one of the ML devices - eBeam in the 2nd half of 2011. The eBeam systems employ a revolutionary technology based on infrared and ultrasound to turn any standard whiteboard into a digital workspace.



Teacher using the stylus pen to select the colour and



Student engaged in a math problem thickness of the line from the palette icon

Personal Learning Device through iPad

To permeate the philosophy of whiteboard teaching through the entire student population, DSS has adopted mobile devices like iPad which are much smaller and highly portable. With high mobility and minimal setup, such devices need not be physically installed to a particular classroom. As a result, student learning experienced will be ubiquitous across the campus.

Centre for Adults



Student's creative expression



Student's photography



Students learning under close supervision

Information Technology (cont'd)



Enhancing Expression Skills using Picasa software

Acquiring Digital Photography Skills

15 Members of APSN graduated and progressed to intermediate digital photography class for the year 2012. All of the members have learnt how to use a camera during their previous basic digital photography course. The cameras are sponsored by Canon and volunteers from Republic and YMCA of Singapore. At the intermediate level, our members learn the basic functions of a SLR digital camera.

The members will be participating in the Canon Photo Marathon 2012 and compete with the mainstream and professional photographers again. This time, armed with more sophisticated digital cameras and better knowledge.

Photo Editing Knowledge

Members are applying the photo editing knowledge using Picasa in the computer room. Members used the software to edit the hues, saturation, glow and numerous digital photograph attributes. The edited photos were then formulated as a scrap book or posted on their facebook accounts.

Katong School

Foundation IT Concepts through Microsoft suite of applications

From the start of 2012, Katong School's ICT curriculum has been implemented across all secondary levels including the Grade 5 & 6 classes. This formalized training

is designed to build students' foundational IT knowledge, skills and understanding. Areas covered within the curriculum include the fundamentals of computing, Microsoft suite of applications (Word, Excel, PowerPoint) and basic digital animation. It also offers significant opportunities for students to use and apply their ICT capability across the curriculum.



Students acquiring foundational IT concepts

Mobility in Learning

The wireless infrastructure within Katong School is fully operational. This enhancement provides mobility in teaching and learning across the core, vocational and co-curricular subjects. Additionally, all classroom are now also fully equipped with interactive smart boards that spur students' learning by engaging their visual and tactile senses. This system provides teachers with the option to virtualize their lessons; saving both time and resources during their preparations. Going forward, Katong School will be introducing the use of digital mobile tablets such as the iPad through action research projects. These projects aim to study the feasibility and effectiveness of the device in helping to scaffold teaching, learning and social interaction; particularly within the ASD structured programme and the acquisition of mathematical concepts by lower functioning students.



Learning new words in a different way

Chaoyang School

Learning through Online Video Conferencing and Blogging

A new ICT initiative which Chaoyang School is exploring would be 'Mobile Learning' for the pupils. For a start, a group of pupils used the iPads as communication tools during their exchange programme to India in March 2012, to try out real-time video conferencing with their friends back in Chaoyang School. The video conferencing was carried out on two occasions during the exchange programme. A blog was also created, giving timely updates of the programme activities and allowing parents and friends to communicate through messages.



Muriel, engaged in video conferencing



A Snapshot of CYS' Blog for the India Exchange Programme

Interactive Whiteboard

In the past years, Chaoyang School continued its wide use of IT in the teaching and learning of pupils. The Interactive Whiteboard (IWB), especially, has become an indispensable part of Chaoyang teachers' lesson delivery. Over the past years, the school had acquired more IWBs for teachers' use.

Learning Management System

Chaoyang School has since 2011 seen the introduction of e-learning to the pupils. Pupils are given accounts for 'AsknLearn' and IXL, the latter specifically for enhancing Maths learning. They can log-in to these two on-line learning management systems (LMS), either in school or at home to access teacher prepared e-lessons or e-worksheets. These platforms would enable teachers to reach out to pupils even during the school holidays and provide them with extra lesson materials or worksheets at more regular intervals.

Tanglin School

Creative Expressions through e-Albums

The art of creating digital images through sketching, scanning, digital photography and organizing them into e-Albums has replaced the traditional paper-based portfolios at Tanglin School. The implementation of e-Albums is an electronic portfolio that enables students to collect and organize artefacts in a variety of media namely audio, video, graphics and text. Students use technology to share their experiences through different media, and archiving them into a collection of digital artefacts to be published. Integrating communication and digital animation skills as well as capturing good digital photographs and using them to create simple videos with Microsoft Window Movie Maker. Tanglin school students were awarded 3rd prize in a nation-wide '101 Things for Teens by Teens' competition organized by the National Library Board in 2011.



Creative learning e-Album

Interactive Learning through Clay Animations and Robotics

To promote the development of problem-solving and critical thinking skills, students are engaged using Robotics. To promote creative thinking and better visualization, Clay Animations are also generated by students to enhance visualization. In workshops, students will brainstorm how to configure the models for movement.



Learning through Robotics



Association Highlights

SPS Sim Ann visits APSN Schools

On 16 November 2011, Senior Parliamentary Secretary for Education Ms Sim Ann visited APSN Katong School as part of her induction visits to Special Education (SPED) Sector and to meet up with Management and staff of APSN. Ms Sim Ann was accompanied by Mr Lim Biow Chuan, Member of Parliament for Mountbatten.

During the visit, Ms Sim Ann was received by the President of APSN, Dr Francis C. Chen, CEO Mr Kenneth Tham, as well as Katong School principal Mrs Choo Swee Gek. Ms Sim Ann shared her thoughts on the partnership between the Ministry of Education (MOE) and Voluntary Welfare Organisations (VWOs) such as APSN. She also discussed on raising the quality of education in SPED schools. There was a fruitful exchange of views on the issues and challenges faced by the sector. Ms Sim had in recent past also visited Delta Senior School, Chaoyang and Tanglin Schools.



(L-R) CEO Mr Kenneth Tham, MP for Mountbatten Mr Lim Biow Chuan, SPS (Education) Ms Sim Ann, President of APSN Dr Francis C. Chen, and Katong School Principal Mrs Choo Swee Gek.

20th Asian Conference on Intellectual Disabilities

The above was held from the 21 - 26 August 2011 in Jeju Island, South Korea. This biennial Conference, under the auspices of the Asian Federation on Intellectual Disabilities was attended by 1,600 registered participants, mostly from Korea itself, but with delegates coming from more than 20 different countries. Japan, the Philippines, Taiwan and Singapore had fairly large delegations. From Singapore, there were 20 from APSN and another 20 from MINDS. Two Exco members, the President Dr Francis C. Chen and the Treasurer Mr Winston Wong accompanied the APSN delegation.

The Conference was declared open by the Korean Minister for Education, Science & Technology, Mr Ju Ho Lee. In the mornings Keynote and Plenary lectures were given, and in the afternoons the concurrent sessions took place. Some major events were also held in the evenings, such as the Welcome Banquet, Cultural Night and Friendship Night. On the last day of the Conference, the General Assembly was held. This was the general meeting of the Asian Federation on Intellectual Disabilities (AFID). At this meeting, the new Executive Board of AFID was elected. For the following two years, the new Board Members are:- President (India); 1st Vice President (Sri Lanka); 2nd Vice President (Bangladesh); 3rd Vice President (Malaysia). Immediate Past President: (Korea) Four Members-at-Large: Taiwan, Japan, Philippines and Nepal. Singapore serves as the Permanent Secretariat.

There were seven papers presented from APSN at the 20th ACID Concurrent Sessions. They are:-

1. Jennifer Lee – Activities Enhancing the Social Integration of Students in Special Schools.



AFID Executive Board



Opening Ceremony (Audience left half of hall)



General Assembly of AFID



APSN Delegation at 20th AFID Conference

2. Jeyashini Kanagarajah, Martina Bee Hwa Kueh & Radziah Rahman – “Choose Green, Think Green, Grow Green” An Interdisciplinary Effort to Promote Responsible Citizenship in a Special School.
3. Lily Yip – Informal Learning from structured teaching of an adolescent with autism to improve social skills A case study.
4. Lau Wan Xin – Is family support important for students employment success?
5. Erwin Novo, Elizabeth Teh, Patrick Aw & Low Siew Ting – Customizing Jolly Phonics Program to Build Word-Decoding Skills in Children with Mild Intellectual Disabilities.
6. Kit May Chui & Bee Tiap Christina Lim -- Evaluate the practices for evaluating the gross motor ability in pupils with ASD for social integration.
7. Jasmine Yeo – Increasing Self-determining Skills through the use of the Individualized Transition Plan for Students with mild Intellectual Disability in Singapore.

A poster presentation was also given by Elizabeth Teh on Using Barrier Games to Develop Interpersonal Communication Skills in Children with Mild Intellectual Disability. As Ms Teh could not attend the Conference, Tan Chia Nee stood in for her.

The next 21st Asian Conference on Intellectual Disabilities will be held in New Dehli, India from 7 - 11 October 2013.

Parents Focus Group

The Executive Committee of the Association felt that it was opportune to review the school curriculum and to solicit feedback from parents on how they feel their children are faring under the APSN special education program. A Task Force under the Chairmanship of the Hon Secretary



Parents in audience



Task Force members in the first row

Assoc Prof Mohan Menon was constituted to look into the matter. The other members are parents Mrs Christine van Burm and Mrs Margaret Goh, and other members from the Exco, Mr Chan Chee Keong, Mr Winston Wong, Mr Bill Bowman, and Principals Ms Michelle Liau and Ms Liza Ow.

We had 165 turning up for the event, although many more had signed up. This was because of inclement weather that morning. We had some 20 facilitators from the National Volunteer and Philanthropy Centre (NVPC) and other sources, including the YMCA.



Mrs Margaret Goh facilitating discussion



Discussion group in session

Ms Jeyashini, Vice Principal at Tanglin School, welcomed the participants and introduced the members of the Task Force. Dr Francis C. Chen, President of APSN, then gave a short speech, in which he traced the roles of parents, and said that APSN had always been conscious and cognitive of the role parents play. It was now time for parents to give us feedback, and based on this, the Task Force would then submit recommendations to the Executive Committee for action.

The participants were then segregated into smaller groups for the discussions. There was a Malay-speaking group and a Chinese dialect speaking group. The other groups were in English, and most of the groups were also school-based, so that parents would be articulating the concerns from the same school.

The Association would like to acknowledge the help from all our outside facilitators, and all those who have helped in organising this event. We would also like to thank all the parents for sharing their concerns with us, and we assure them that we will take action on their feedback.

Exco Strategic Retreat

The Executive Committee of APSN held a Strategic Retreat on 3 December 2011 at the Raffles Town Club. The meeting deliberated on the structure of the APSN Schools, enrolment figures, curriculum, programme and services of Centre For Adults. One of the key concerns was on WPLN assessment as an eligibility criteria for admission to Delta Senior School which has been a concern to some parents. Arising from the Strategic

Retreat is a Task Force chaired by A/Prof Mohan Menon to look into these issues and concerns.

Appreciation Event for Parents & Caregivers

Tanglin School on 13 July 2012 organised the “Parents, Caregivers Appreciation Night” (PCAN). Held in conjunction with its school project called the “Reach Up to Reach Out, Reach Out to Reach Up Project (RURO)”, this programme seeks to provide a structured platform for students to strive toward, attain and demonstrate the three desired outcomes of positive youth development: competence, character and connection. The project is conceptualized as a week-long programme that is held together with Youth Day celebrations in July. Students have many opportunities to participate in a range of activities that highlight their strengths, gifts and potential as well as strengthen their understanding of the reciprocal relationship between self and society.

The “Parents, Caregivers Appreciation Night” started off with a buffet meal, and parents and volunteers could view the exhibits of the students artwork and handicrafts. Principal Mrs Liza Ow welcomed everyone in her address, and explained the significance of the “RURO” programme.



Exhibition of art & handicrafts by students



Mass Dance -- the grand finale of evening



The 600 + attendance with Exco Members at front



Students perform. All classes were involved.

Dr Francis C. Chen, the Association President and Chairman of the Schools Management Committee then spoke. He stressed the importance of the role played by parents and caregivers in bringing up the children, and he thanked them and the corporate volunteers such as Singtel for their contributions to the work of the school. Student performances and also guest performances by SingTel volunteers entertained those present, one of the largest (over 600 +) for quite a while. The evening ended with a mass dance, enjoyed by all.

Keppel-APSN Partnership

The Keppel-APSN partnership has been going strong from year to year. Activities are held every month for APSN beneficiaries to help integrate them into society and give them opportunities to learn beyond the classroom walls.

The Keppel-APSN committee works to adapt learning lessons into the activities arranged. Keppel has been very supportive of APSN's efforts to create a better environment for our beneficiaries. 3 significant projects that have been completed:

- Improvement works for the Admissions and Review Room where Keppel Volunteers refurbished the room to make it aesthetically pleasing. Murals were painted on the wall and the carpeted floor was replaced with tiles.
- Setting up a student lounge in Katong School for at-risk students. The room will be a location for after school activities for at-risk students



Admissions and Review room at Chaoyang School

- A fundraising project which raised a record-breaking total of \$50,000 for APSN's programme development

To facilitate the work of Keppel Volunteers, APSN has been organizing visits to our various programmes since 2011. The volunteers have visited Chaoyang School and Katong School. These visits gave the "Keppelites" an understanding of APSN's mission and also on the learning environment of our beneficiaries.

Keppel-APSN 35th Anniversary Charity Golf Tournament

The Keppel-APSN 35th Anniversary Charity Golf Tournament held at the Raffles Country club on 11 October 2011 was a great success, garnering more than \$130k. The Organising Committee, headed by the Hon Treasurer Mr Winston Wong, did well to achieve this amount.



Dr Francis Chen presents a student's handmade Batik painting to Mr Sam Tan



Mr Chan Chee Keong with Mr Anselm Lopez at start of Charity Golf

Keppel Corporation was the Platinum Sponsor, while Daimler (SEA) Pte Ltd and many other companies and individuals were thanked for their sponsorship and participation. The Guest-of-Honour for the Dinner was Mr Sam Tan, Senior Parliamentary Secretary of the Ministry of Community Development, Youth and Sports. His presence lent prestige to the occasion.

Community Chest and Partners

APSN has been an active in supporting the various projects and events under Community Chest and NCSS. Some of these include the True Hearts Show 2011 and the Give-A-Hand Campaign 2011 and 2012.

The past year has been eventful for APSN. Much of what we do would not have been possible without the support of our community partners.

Some of the work by our community partners include:

- Chinese New Year celebration in Katong School by Wood-Mackenzie,
- Chaoyang School Sports Day by EMC,
- Community Day Out at the Centre for Adults by Lend Lease



The Singtel Touching Lives Fund cheque presentation to Community Chest at Chaoyang School on 17 February 2012. Ms Jennie Chua (centre) Chairperson of Community Chest with Ms Chua Sock Koong (Singtel CEO), Dr Francis C. Chen (President of APSN), Ms Ang Bee Lian (CEO of NCSS) and representatives of other recipient VWOs



Artwork by CFA clients at the Give-A Campaign 2012

and many more. Some of these community partners were introduced to us via the Community Chest, these include SingTel, Xilinx and Mediacorp.

We are grateful to our corporate partners and also individuals who have made our journey as a special education provider more meaningful.

Children's Charities Association

APSN participated in many of the events organized by the Children's Charities Association: a coordinating body made up of charities with the common objective of helping disadvantaged children in Singapore.

This year, CCA's Annual Presentation, which honoured volunteers of the member charities, was held on Saturday 15 October 2011 at the Spastics Children's Association of Singapore. The Guest-of-Honour was Mdm Halimah Yacob, Minister of State at the Ministry of Community Development, Youth and Sports.



Award winners pose with Exco members



GOH Mdm Halimah Yacob MOS of MCYS with Dr Francis C. Chen, APSN President

APSN gave out appreciation awards to her own volunteers. The Association had one Silver recipient (Energy Market Company). The Bronze recipients were Ms Agnes Ang Soon Eng; Mr Boh Chee Yih; Mr Kelvin Lim Kay Seng; Ms Phua Li Xian; Presbyterian High School; Tanjong Katong Secondary School and United World College of South East Asia.



Chaoyang School at the CCA Fundraising Fair

CCA also held a fundraising carnival on 26 November 2011 at Ngee Ann City's civic square. The event received the support of many student groups, individuals, corporations and societies coming together with the common aim of bringing on the Christmas cheer while doing social good. Mrs Mary Tan, wife of the President, graced the occasion as the Patron of CCA.

Mrs Mary Tan, Patron of CCA onstage at the Fundraising fair



APSN banners at the LivEnabled Carnival

APSN participated at the event with its schools setting up carnival stalls, while performing groups showcased their talents at the carnival stage.

APSN Collaborates with The Centre for Enabled Living (CEL)

In an effort to reach out to more parents, educators and partners in the Voluntary Welfare Organisations (VWOs) and Special Education sector, APSN participated in CEL's LivEnabled Conference on 10-11 November 2011, LivEnabled Showcase from 19-20 November and an appreciation event on 15 December.

The LivEnabled showcase was to provide information to caregivers and an overview of services available to beneficiaries. It was also an opportunity for those visiting the APSN booths to understand the association's

schools and Centre, as well as the services provided to its students and clients.

Staff and teachers from APSN were present to interact with visitors. Artwork done by the Association's students and clients were also on display for sale.

Best Buddies Programme

APSN has been running the Best Buddies Program since 2008 as a special project under the NUS Community Service Club. Each year, the program assigned 15 – 20 buddy pairs amongst its volunteers and the Association's clients. The friendship program started in the United States with the objective of developing opportunities for friendships. APSN's clients had similar experiences with peers from mainstream schools.

Throughout the year, the buddy pairs were engaged in movie outings, soccer practices, visits to the museum & library, even an arts festival. By participating in the Best Buddies Program, CFA client Ms Jian Ting is now an active volunteer with senior citizens. She was paired and introduced to these philanthropic activities by her buddy, Ms Phua Lixian.

From 2012, NUS Chapter of the Best Buddies Singapore Programme, will be adopted under the Regular Volunteering Program under NUS Community Service Club.

Ms Brooke Switzer, Director, International Programme from the US office, also visited Best Buddies Singapore in May 2012.



Our CFA Best Buddies Participants



Our Singaporean Special Olympics Contingent, at Changi International Airport

Special Olympics World Summer Games 2011

APSN had been one of the founding members of Special Olympics movement in Singapore in the early 80s. All APSN schools and centre have been regularly participating in the activities and sports under Special Olympics Singapore.

From June 25 to July 4 in Athens, Greece, 7000 athletes from nearly 180 countries across the world converged on the most historic site in the history of Olympic sport for the 2011 Special Olympics World Summer Games.

Our Singaporean contingent, which included 14 athletes from Tanglin School, Delta Senior School and Centre

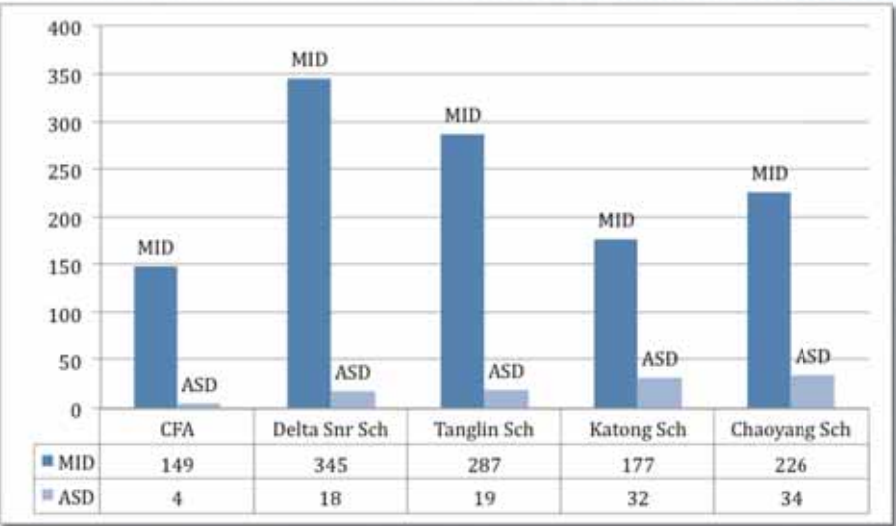
for Adults together with Mr Kenneth Lai (Head Coach, Badminton), Mrs Rani Day (Coach, Bowling) and Mrs Liza Ow (Assistant Head of Delegation), have achieved a total medal tally of 12 gold, 13 silver, and 12 bronze medals.

Special Olympics World Games offered a world stage to showcase the Special Olympics movement and to celebrate the abilities and accomplishments of people with intellectual disabilities. In doing so, they fostered a new global vision of acceptance.

Competition happened in 22 sports and a total of 12,000 medals were awarded to the athletes.

School Enrolment as at July 2012

No. of Students	CFA	DSS	TS	KS	CYS	Total
MID	149	345	287	177	226	1184
ASD	4	18	19	32	34	107
Existing Clients	153	363	306	209	260	1291
Enrolment Capacity	280	400	336	360	356	1732
Available Vacancies	127	37	30	151	96	441



Staff Count in APSN as at 31 May 2012	
CYS	61
DSS	81
KS	54
TS	70
HQ	19
CFA	28
Total	313

APSN Centre for Adults (CFA) Major Events

(Diary of events May 2011 - May 2012)

14/05/2011 - Keppel Mural Painting @ Toa Payoh Moral Home. CFA has 8 clients from Commercial handicraft programme volunteering themselves to participate in the event together with the volunteers from Keppel.

21/05/2011 - Canon Photography Exchange held @ CFA. An enriching session of basic photography skills for our participants!

30/05/2011 - AMEX visited CFA to better understand the centre operations and persons with special needs. Concluding from the visit, AMEX donated USD\$50,000.00 to CFA to develop eco-training facilities.

10-12/06/11 - Y-CAMP @ Shines Outdoor Campsite. Organised bi-annually by YMCA, 19 CFA members participated in the camp, together with their buddy from YMCA team of volunteers. The buddy pairs spent the 3D2N together completing all the tasks and activities together. Through this opportunity, the members learn the basic social skills and behaviours.



Being bonded with new buddy pair for camp!

Swooping down the flying fox, it takes a lot of courage!

18/06/2011 - Commencement of a monthly photography session held on the 3rd Saturday of every month. 15 Students from Republic Polytechnic's Photo IG Club made a year-long commitment to teach 10 CFA members on the basic photography skills. The participants held their assigned cameras eagerly awaiting for the instructions to operate the camera.

08/07/2011 - Boys Brigade Share-a-Gift 2011. Our clients get the opportunity to make a wish for anything that they want, ranging from clothing, shoes to toys, which they received in December 2011.

16/07/2011 - The Boys Brigade volunteers led CFA members on a tour to the Marina Bay Financial Centre and F1 Pit Stop walkabout.

23/07/2011 - National Day Parade @ the floating platform! Although not on National Day itself, the great performance did not fail to awe the 18 selected clients who participated in the event. Together with the volunteers from Keppel, the clients cheered, clapped and waved at the performers. This helps to reinforce a sense of belonging to Singapore.

30/07/2011 - Celebrating the end of the fasting month for the Malay community, Henderson Community Centre gave CFA's families with financial difficulty with Hari Raya Puasa Goodies Bag.

05-06/08/11 - Project Share is a grooming, hygiene and confidence workshop conducted by Republic Polytechnique has a total participation rate of 24 Clients and 6 Members. Through this workshop, the participants are reinforce with the knowledge of the need for personal hygiene and its consequences. Also, they learnt the skills on personal hygiene.

23-25/08/2011 - Secondary school students from YMCA Taipei visited CFA and spent 3 days hosted by the Horticulture team.

03/09/2011 - Following right after the Photography Club, the Guitar Club was set up for the musically-inclined clients in CFA. With a monthly session on every first Saturday, conducted by the YMCA staff and volunteers, the clients started their track to music stardom! Not only the sessions, YMCA got Jurong Christian Church to donate 24 guitars for the clients to practice with.



Guitar club posing with their brand new guitars!

08/09/2011 - Volunteers of the Japanese Association of Singapore (JAS) visited CFA to discuss the possibility of selling CFA produce (both Commercial Handicraft and vegetables) during the JAS bazaar.

10/09/2011 - With the invitation from the YMCA, the members of the photography club participated in the Canon Photomathon 2011. In the competition against the mainstream, our clients worked hard and submitted their best shots of which 3 were shortlisted!



The team whose shots were shortlisted for the photo marathon

15/09/2011 - Lend Lease's Community Service Day marks the day where CFA clients showcase to the visitors how they spend their day and opportunity to teach them how to complete the tasks. Some got their buddies dirty with their hands-on on the soil to create their very own miniature garden!



Lend Lease volunteers getting their hands dirty with our clients



Posing in the bakery while waiting for their cookies to bake

17/09/2011 - Sporting skills and team spirit of the clients is made evident on the SIA Sports Day held at CFA's field.

30/09/2011 - Members and clients of CFA visited the Singapore Police Force K9 unit. On this day, they witness how the dogs are being trained. On top of that they had the opportunity to walk the dogs!

13/10/2011 - With invitation from ITE SIMEI and sponsorship from HOYA and the Lions Club, trainees with financial difficulty went for their eye-check at ITE SIMEI on the World Sight Day and received their very own spectacles!

19/10/2011 - The Keppel Volunteers initiated a trial for sales of cookies and muffins baked by the F&B Bakery team. The team of bakers personally attended to the stall at one of the eight shipyards. Within an hour, we achieve a sales of \$600.

21/09/2011, 28/09/11 - NIE (ITE) visited CFA on an educational trip to learn more about our programmes and how their students can assist us, especially in the sheltered workshop.

14/11/2011 - Under the Keppel Global Young Leaders, 35 Volunteers visited CFA and paired up with the clients to better understand the behaviors and at the same time work on their miniature garden for their fund-raising auction.

17/11/2011 - Staff from BIZlink visited CFA to understand the programmes and trainings available in the centre.

10/12/2011 - 12/12/2011 - Y-CAMP @ Jurong Primary School! In this session, the participants have the opportunity to access high elements sports, team games and lastly a campfire.



Our clients having a go at rock climbing



Water elements for the camp

13/12/2011 - 600 large cookies baked and decorated by our F&B Bakery clients was delivered to the Keppel Corporate for their Blood Donation Drive Day 2011.

17/12/2011 - In collaboration with NCSS, CFA saw her handicrafts on sales in Sentosa gift shop.

01/02/2012 - 12 selected clients made their site visit to the Equestrian Federation of Singapore (EFS). EFS is the latest internship opportunity for our clients in CFA. Upon successful internship, the clients will gain employment with EFS.

12/01/2012 - CFA organized her first Employers' Appreciation Day 2012, inviting all employers who have provided support to CFA clients and members. With the assistance of YMCA volunteers, members of the CFA Guitar Club made their first performance gathering thunderous response from the audience, CFA also launched the spectacles recycling project, in collaboration with the Lions Club and HOYA Vision Care.

14/01/2012 - The families on financial subsidies started the year with the receipt of the Chinese New Year Goodies Bag, given by the Henderson Community Centre.

10/02/2012 - Chinese New Year lunch sponsored by SMG provided a sumptuous meal to all clients and staff of CFA. This is their third year celebrating the Chinese New Year with our clients.

01/03/2012 - Saving the earth is the responsibility of everyone. Today marks the day of 3-month long project taken up by the Recycling Programme to collect donation items from the various participating agencies and schools.

01/03/2012 - CFA visited the Pasir Laba Camp to experience the army life and witness the toughness of the trainings. The visit was inspired by clients who wanted to be soldiers and play a role to serve and protect Singapore.

10/03/2012 - Project Share 2, a collaboration with Republic Polytechnic to assist our Occupational Therapist in conducting a fun workshop for 24 clients in food hygiene and mobility.

13/04/2012 - With the invitation from Lend Lease, CFA participated as a pioneering beneficiary for their first foundation community engagement project in Asia. This 3-month long project started off with a meeting with their committee members and a site visit to CFA. They will renovate one of the rooms into a mock-up guest room for the Hospitality training purposes.

15/05/2012 - Visit to CFA by Ms Brooke Switzer from the Best Buddies International. We shared with her our past 3 years experience and the difficulties of getting volunteers. CFA will start the fourth run of the Best Buddies programme in Aug 2012.

16/05/2012 - Committee members of NUS Community Service Club working on the Best Buddies Programme visited CFA for an initial discussion on the plans and outcomes desired for the next 1 year.



Delta Senior School

Major Events

(Diary of events May 2011-May 2012)

3/2011 – 4/2011 - Integrated the use of technology to enhance Teaching & Learning. Smart-board was used by all Numeracy classes every Wednesday.

Student solving numeracy problem using the smartboard



4/2011 - 10 numeracy staff went through the three focus group discussion on Basic counselling conducted by Professional Support Staff (PSS).

12/5/2011 – 2011 - Year 3 students improved their Workplace Numeracy (WPN) Assessment performance compared to 2010 performance. The Assessment started on 12 May and ended on 20 May 2011.

20/5/2011 - 28 Year 1 students achieved the WSQ Statement of Attainment for "Maintain Safe and Secure Work Environment".

- 4 Year 3 students achieved the WSQ Statement of Attainment for "Prepare Basic Cakes".
- 10 Year 3 students achieved the WSQ Statement of Attainment for "Prepare Mise En Place 1".
- 8 Year 3 students achieved the WSQ Full Certificate in either the Food & Beverage Service or Food & Beverage Production specialisation.
- Collaboration with other SPED schools. Shared best practices of how the Numeracy Department is run, its curriculum framework and assessment methods



Our Year 3 FB students achieving the internationally recognised Singapore Workforce Skills Qualifications in either the Food & Beverage Service or Food & Beverage Production specialisation.



The Head of Numeracy discussing the ES WSQ modules with key personnel from Rainbow Centre.

23/5/2011 - 11 students took part in the 9th Annual Very Special Arts (VSA) Competition

24/5/2011 - 2nd Numeracy Trail



Hands-on activities for students to promote team work and learning of numeracy in a fun way.

30/5 – 1/6/2011 - 9 Numeracy staff completed CU4A by Singapore National Employers Federation (SNEF): Prepare and Facilitate classroom training, a compulsory Advanced Certificate in Training and Assessment (ACTA) module for all trainers in DSS

Numeracy teachers engaged in lesson planning during the training.



3/6/2011 - Special Olympics organised a send-off ceremony at Scape Park for students taking part in the Special Olympics World Summer Games 2011 in Athens. A total of 6 students represented DSS.



24/6/2011 - Staff Learning Day – Action Research Guest of Honour – Dr Hairon of the National Institute of Education (NIE).
• All departments presented their Action research papers.

2 Action Research projects were presented at this platform by the Numeracy Department



1/7-3/7/2011 - WIN Camp was organized for Year 3 students before the commencement of their WEP



Year 3 students engaged in activities planned for them dur



6/7/2011 - Start of cookies project 'Cookies from the Heart' between DSS and Giant at Vivo City.



Cookies from the Heart: A Collaboration between DSS and Giant Vivo



7/7/2011

- Team 3 of DSS emerges as the defending champion of the Bowlinks Bi-monthly Challenge organized by Singapore Bowling Association. Total of 3 teams with 9 students represented DSS.
- 6 students participated in YMCA Dance Workshop



9/7/2011 - DSS took part in the 39th National Track and Field Championship organized by Singapore Disability Sports Council (SDSC). 30 participants represented DSS and they emerged overall the 2nd Best Team in the Team Performance Category





11/7/2011 - 1 hour Professional sharing introduced during the weekly numeracy planning session to develop the professional learning community among staff

14/7/2011 - Our 6th WSQ Hotel and Accommodation module "Provide Safety and Security for Guest" Curriculum Package co-developed with Concorde Hotel. The hotel also provided manpower and the actual hotel site for the training video.



15/7/2011 - The DSS Soccer team comprising 11 players was the overall Champion in the International Friendly Futsal Match organized by the Asian Women's Welfare Association (AWWA).

28/7/2011

- School visit by Step By Step School of New Delhi to DSS to understand our vocational framework.
- 4 DSS students participated for the first time in the OSIM International Triathlon. They were sponsored by Lion's Club Singapore.



30/7/2011 - 6 DSS students participated in the 30th National Swimming Championship held at Toa Payoh Swimming Complex

8/8/2011 - National Day Celebration – DSS staff, teachers and students celebrated National Day in Gan Eng Seng School. Our students from Guitar Ensemble and Percussion Group produced two excellence pieces of musical treat that excited and thrilled everyone in Gan Eng Seng School.

Guitar ensemble and a soulful song from Delta Senior School Students during National Day Celebrations with Gan Eng Seng School



11/8/2011 - Celebrating National Day during the Literacy Department's Inspirational morning

Year 1 students re-enacting Singapore's history

15/8/2011 - WPN Assessment for Years 1 & 2. Started on 15 August and ended on 19 August 2011.

	Y2	Y1
>2	65.2%	91.8%
>3	46.7%	57.4%
>4	29.3%	36.1 %
+1 grade	35.9%	47.5 %
Upward trend in the number of students scoring grade 3 and higher		

17/8/2011 - Students of FB1T1B participated in the "PASSion – Si CHUAN DOU HUA PROJECT WE CARE!" organised by the People's Association. They made mooncakes under the guidance of a chef and later distributed the charity mooncakes pledged by sponsors to the needy families.



21/8/2011 - Ms Lily Yip, the Vice-Principal of DSS and 2 Professional Support Staff (PSS): Ms Jasmine Yeo and Tan Chia Nee attended the 20th Asian Conference on Intellectual Disabilities held in Jeju, South Korea from 21 - 26 Aug 2011. Ms Yip presented an action research project on 'Informal Learning from Structured Teaching to Improve Social Skills' and Ms Jasmine Yeo presented a paper titled "Increasing Self-Determination Skills Through the Use of Individualized Transition Plan for Students with Mild Intellectual Disability in Singapore".



DSS students doing their part in PROJECT WE CARE! By distributing moon cakes to the less-fortunate.

25/8/2011

- 3rd Numeracy Trail
- Hands-on activities for students to learn numeracy in a fun way and fostering team work.



26/8/2011 - FB students baked Moon cake and distributed them to our supporting Employers and stakeholders in celebration of the Mid Autumn Festival.

1/9/2011 - DSS Students and Staff celebrated ACES Day, Hari Raya Puasa & Teachers' Day. Mr Fard, a DSS staff performing together with some students during the Hari Raya Celebration



5/9 – 7/9/2011 - 1 staff from the Numeracy dept attended the First Aid Course with the DSS team comprising of at least one staff from different Key Learning Areas (KLA)



28/9/2011 - Ms Lily Yip shared an action research project at the Australian Association of Special Education (AASE) on "The Effectiveness of Whole and Part Language Instruction To Improve Word Recognition Skills of Adolescents with Mild Intellectual Disability"

29/9/2011 - Worked with Pizza Hut to develop a customised and relevant curriculum for video shooting for WSQ "Maintain Safe and Secure Work Environment" module.



1/10/2011 - DSS was conferred with the Approved Test Centre (ATC) status by ICDL (International Computer Driving License also known as European Computer Driving License), an international body that oversees the standard in end-user computer skills. In Nov 2011, a total of 16 students have passed and attained the ICDL certification for Word Processing which is the first ICT course developed by DSS and accredited by WDA.



6/10/2011 - SOC Site Audit conducted by SPRING Singapore. DSS was awarded the Singapore Quality Class (SOC) presented by SPRING Singapore.

10/10/2011

- WDA endorsed and Accredited ICDL (Word Processing Function) ESWSQ curriculum package prepared by the Numeracy department. As an ATO, DSS can now train and assess students for this module and students are given an SOA endorsed by WDA.
- In support of employer partnership, PSS conducted concurrent workshops on "Understanding Mild Intellectual Disability (MID)" to over 100 ground staff from Giant (Vivo City branch). The workshops were conducted in 3 languages: English, Mandarin and Malay. The talks were conducted by Psychologists and Social Worker.

13/10/2011 - PSS were invited to conduct a workshop for ground staff at Chen Su Lan Methodist Children's Home on "Sexuality and Intellectual Disability". The workshop was conducted by our Art Therapist and Psychologists.

17/10/2011 - In support of employer partnership, PSS conducted concurrent workshops on "Understanding Mild Intellectual Disability (MID)" to over 100 ground staff from Giant (Vivo City branch). The workshops were conducted in 3 languages: English, Mandarin and Malay. The talks were conducted by the Psychologists and a Social Worker from DSS.



18/10/2011 - Employer Network and Awards Session. Hosted by DSS to engage employers in sharing of best practices.

21/10/2011

- WDA endorsed and Accredited SPMD at Operations (Solve Problem & Make Decision) ESWSQ curriculum package prepared by the Numeracy department. As an ATO, DSS can now train and assess students for this module. Students are also given an SOA endorsed by WDA
- Completed 4 Action Research projects. In 2011, the following 4 Action research projects was done by the numeracy teachers in groups or pairs:

- Using real-stories during numeracy instruction to improve a student's attention span
- Applying differentiation in the classroom.
- The use of Think-aloud strategies to solve word problems
- Using the number line to help students in the lower tract (WPN score 0-1) perform better at written vertical 2-digit subtraction.



28/10/2011 - Numeracy department coordinated the Deepavali celebration for the school



29/10/2011

Year 2 Parents and Students touring the production kitchen in Rasa Sentosa

9/2011 – 10/2011

- The SPMD ESWSQ module, a 45-hour module inclusive of oral assessment, was rolled out to the Year 1 students in term 4.



- Vocation Assessment (VA) exercises were carried out in Grace Orchard School, Katong School and Tanglin School for students who met the admission eligibility to DSS in 2012. DSS participated in the 6th National Disability League organized by SDSC. Total of 5 sports namely Basketball, Soccer, Bowling, Table Tennis and Badminton



Students posing proudly with their trophies and medals.



2/11/2011

- Awarded a Commendation Certification by the MOE NCSS Innovation Award 2011 "Whole and Part Language Reading Program"

- SPED Day - All DSS staff attended the SPED Day

11/11/2011 - Participated in the Exhibition for SPED Conference 2011 as winner for Innovation Award for 2010.



19/11/2011 - 6 Delta Senior Students participated in the 42nd National Bowling Championship (Disabled category).

22/11/2011 - 5 DSS students were invited by Shangrila's Rasa Sentosa Resort Singapore to paint a mural for their Mini Toots Club with famous French Artists



29/11/2011 - Key DSS staff attended the 5-day Systems Thinking Workshop to help improve the workflow and systems put in place

11/2011 - In partnership with Ascott Centre for Excellence, we had our first batch of 8 students achieving a laundry Statement of Attainment with Ascott Centre for Excellence in "Maintain Service in Linen and Uniform Room".



9/2011 – 11/2011 - The department piloted the use of E-beam, an interactive tool in term 4



1/12/2011 - Logcake Making / Deco Workshop by Rasa Sentosa for FB students and Parents
Parents and students working hard to show who has the best decorated log cake

12/12/2011 – 20/12/2011 6 DSS students were selected to participate in the athletics and swimming event of the 6th Asian Para Games held in Solo, Indonesia.



28/12/2011 Professional Development on "Ghandi's Principles on Winning People" for 24 staff, conducted by the Vice-Principal, Ms Lily Yip

12/2011 – 1/2012 - 7 students took part in the Esplanade 3-D Art project and had their final product with the theme "Courage" displayed at the Esplanade.



6/1/2012
FB students baked Pineapple tarts that were distributed to our supporting employers and stakeholders in celebration of the Chinese New Year.

10/1/2012 Percussion members performed for the Dinner & Dance event of our employer-partner, Concorde Hotel at their premises.

2/2/2012 - Worked with Rasa Sentosa to develop customised and relevant curriculum Singapore Workforce Skills Qualifications (WSQ) for "Prepare Non-Alcoholic" module.



Visual material provided by Rasa Sentosa for our customised curriculum to enhance the training of our students



3/2/2012 - Staff get together to celebrate the Chinese New Year with Loi Hei (Yu Sheng) specially prepared by students

4/2/2012 - HS department ran our 2nd Work Safely Parent Workshop. We had a total of 68 participants (31 students and 27 parents). The feedback given by parents was largely positive.

11/2/2012 - Food and Beverage Workshop for Parents
• All staff from the Fitness & Health Department attended the Field Workshop organised by Special Olympics.

FB students demonstrating the proper method of table setting to engage and empower parents to assist in training and preparing their child at home



13/2/2012 - 7 DSS students on community-based training attended Continual Education Training (CET) on "Ice Blended Drinks" and "Espresso Brew" conducted by The Coffee Bean and Tea Leaf (CBTL).



13/2 – 14/2/2012 SATA Mobile Team conducted an in house medical screening for Yr 1 & 3 students.

15/2/2012 A 4-hour Employer Education Workshop conducted for 38 staff from Shangri-La's Rasa Sentosa Resort on "Support and Understand Communication with students with Mild Intellectual Disability".

6/3/2012 - 60 students from DSS took part in the SDSC 3rd National Special School Track & Field Championship. DSS was the overall Defending champion for the 2 consecutive seasons (2011 and 2012).



10/3/2012 - Parents' Numeracy Workshop
• Numeracy department conducted a workshop for the parents of Year 1 students with the following theme 'Bridging my Child's Journey'. The main aim of "Bridging my Child's Journey" is to provide an opportunity for parents to have a greater insight to the role of the numeracy department in cultivating workplace and life skills for their children.



15/3/2012 - Performance by Percussion members at employer-partner, Zero Spot's Dinner & Dance



23/3/2012 - 8 students from Swimming CCA took part in the SDSC Swimming Meet. DSS won the Best Performing Team (Male Division)

26/3 – 30/4/2012 - Conducted the "Planning and Preparation" stage of Action Research by numeracy department Research project: "Does increasing students' self-determination skills help to improve their performance in numeracy?" Sharing among staff and briefing 1st batch of students selected for this AR project.



29/3 – 30/3/2012 - 1 staff attended ICT conference "Do IT" held in Suntec Convention Centre as part of professional development to integrate ICT into teaching & learning more effectively

10/4/2012 - Outward Bound School 1 day team building programme was conducted at East Coast for Year 1 students (77 participated with their teachers)

11/4 – 13/4/2012 - 38 Year 2 students participated in the 3-day overnight camp at Pulau Ubin conducted by Outward Bound School

18/4/2012 - 15 students from Bowling CCA took part in the Bowlinks Competition organised by Singapore Bowling Federation.

21/4/2012 - Dance & Ukelele CCA members performed during CLAP at Beo Crescent

26/4/2012 - 20 students from DSS took part in a 3km fun walk organised by Healthy Lifestyle Club (HLC) and facilitated by RunningHour Club.

22/5 – 25/5/2012 - 1 numeracy staff will be attending ICT Conference Spectronics Conference from 22 - 25 May 2012 in Australia as part of professional development to integrate ICT into teaching & learning more effectively

30/5/2012 - 1 Numeracy staff attended the Math Conference - AME-SMS Conference 'Nurturing reflective learners'



Tanglin School

Major Events

(Diary of events May 2011-May 2012)

12/05/2011 - Twenty-five students were awarded the Statement of Attainment (SOA) for Maintaining Professional Image and twenty-three students were awarded the SOA for Interact with Customers by Singapore Institute of Retail Studies.

10 – 13/5/2011 - The Principal, together with eleven teaching and professional support staff attended a 3-day training and consultancy workshop on Vocational Education conducted by Dr Marybeth Morrison; sponsored by MOE and NCSS Steering Committee for Teaching Learning.

20/5/2011 - Tanglin School participated in The Green Wave movement that aims to plant a tree on World Biodiversity Day. The Green Wave is a multi-year global campaign that enables children and youth to make a difference – one school, one tree, one step at a time. In collaboration with Nparks, students planted the flex cymosa within the school compound.



25/5/2011 - Thirty-five students attended a one-day hands-on floristry workshop, focusing on a variety of creative designs of flower arrangement. Sponsored by Mirage Flowers, students benefitted from professional guidance and by the end of the day, they learnt a variety of new skills combining creativity with nature.

31/5/2011 - "The Use of Effective Methodology to Achieve Maximum Learning & Application", was a school-based workshop and an on-going professional development activity designed to increase professionalism and for teachers to acquire different pedagogical approaches.

4/6/2011 - Sixty-five students from the Angklung Ensemble and Hip Hop Dance Troupe performed at a concert entitled "Welcome to my World 2011" at the Lee Foundation Theatre, NAFA.

16 – 20/6/2011 - Two students represented Singapore Disability Sports Council in the Futsal Exchange in Philippines.

18/6/2011 - 13 students attended the Basic Handball Coaching Course (Theory and Practical) and have become student-coaches, assisting teachers to teach Handball. Twenty-six students had their debut Handball matches (organized by Handball Federation Singapore) with Republic Polytechnic and Crescent Girls' School.



20 - 24/6/2011 - Mrs Liza Ow was Assistant Head of Delegation together with Mr Kenneth Lai (Head Coach, Badminton) and three students were part of the Team Singapore Contingent at the Special Olympics World Summer Games 2011 in Athens. Suhairi Bin Suhaini was awarded a Gold medal for his 800m run and Michael Yew, a Silver for 800m and a Bronze for his 400m run. Muhammad Azmi Bin Mohamad Amir was the top scorer in Football with 5 goals and together with 6 other athletes from the other schools. The Football Team brought home the Gold medal by beating Chile. Team Singapore returned home with a total of 37 medals comprising of 12 Gold, 13 Silver and 12 Bronze medals.

2/7/2011 - "Breaking the Silence – Talking to Your Teens about Sex" by Dr Foo Fun Fung, a workshop conducted especially for 28 parents.

9/7/2011 Team Tanglin was rewarded for excellent performance at the 39th National Track & Field Championship 2011 at Serangoon Stadium. Thirty-four athletes were awarded 21 Gold, 13 Silver and 10 Bronze, a total of 44 medals in athletics, long-jump, shot-put and javelin events. Awards for Best Individual Performance for A and B Divisions went to top athletes Muhammad Norhisam bin Yusra and Salbiah Binte Zakaria. In addition, Team Tanglin received the Overall Best Performing Team and the Best Participating Team Awards.



11 – 21/7/2011 - 29 students were awarded Certificates of Participation by Shatec Institutes upon completion of the Hospitality Workshop where they learnt how to manage customers' needs, prepare simple dishes, serve food and beverage as well as gaining knowledge of a variety of hotel operations.

34 students were awarded Certificates of Participation for Professional Presentation by Shatec Institutes where they learnt to develop interpersonal and social etiquette skills at the dining table.

23/7/2011 - Tanglin School reached out to forty students and four teachers from Grace Orchard and Metta Schools. The service-learning project was a collaborative effort that focused on building an inclusive culture where Tanglin students were empowered to take charge of all the activities while reaching out to coach their peers from other SPED schools.



20/7/2011 - 14 athletes brought home 4 Gold, 2 Silver and 5 Bronze medals in individual and relay events at SPH Foundation National Para-Swimming Championship 2011. Han Liang Chou was awarded Best Individual Performance (Male) and Team Tanglin was presented with the Best Team Performance Award.

29/7/2011 - Thirty students were engaged in 2 Service Learning Projects reaching out to their peers in Chaoyang School (29 July) and Katong School (5 Aug). These experiences have enabled Tanglin students to better understand the needs of their peers in other APSN schools.

30/7/2011 - A Workshop conducted for parents by the Principal Occupational Therapist on how they could help their children improve in fine and gross motor skills.



Katong School

Major Events

(Diary of events May 2011-May 2012)

16/8/2011 - 21 students received the National Youth Achievement Awards (Bronze) from the National Youth Council for their commitment in community service, adventurous expeditions, skills development and physical recreation.

18 – 26/8/2011 - 43 students completed the course on Basic Baking, while 26 completed the Baking Principles at the Baking Industry Training Centre. The courses covered both theory lessons and practical hands-on training which enabled students to learn the fundamentals of bread, cake and pastry making. The 69 students were awarded Certificates of Attainment issued by Baking Industry Training Centre.



21 – 26/8/2011 - 3 Teachers and 2 Heads-of-Department attended the 20th Asian Conference on Intellectual Disabilities (ACID), on Jeju Island in South Korea. The project that was awarded the Innovation Award 2010 entitled 'Choose Green, Think Green, Grow Green' was presented at the conference.

24/8/2011 - Senior Parliamentary Secretary Ms Sim Ann visited Tanglin School and had a dialogue session with the SMC Chairman, an ExCo Member and staff of the school.

5/9/2011 - Tanglin Recreational Day @Sentosa provided students the opportunity to discover the fascinating world of nature through exciting activities beyond school.



17/9/2011 - Team Tanglin was overall Champions for both Senior Boys' and Senior Girls' Division at the National Disability Soccer League.



21 – 26/9/2011 - 2 Tanglin students were part of Team Singapore in the 5-a-side Futsal Competition at the ASEAN Games in Kota Kinabalu, Sabah. They returned with a Silver medal.

22/9/2011 - The 1st National Disability Table Tennis League was held at Tanglin School. 14 Tanglin athletes brought home 5 gold, 4 silver and 5 bronze medals and emerged as overall champions.

21/10/2011 - Team Tanglin emerged overall champion at the SDSC 6th National Disability League (Badminton) with 5 Gold, 4 Silver and 2 Bronze medals.

22/10/2011 - The Tanglin Business Entrepreneurship Carnival was an innovative interdisciplinary student-centred teaching and learning approach where students would set up business stalls to be patronized by their families and friends as well as other members of the community.

25/10/2011 - Canon Singapore Pte Ltd donated 30 PowerShot SX150IS cameras in support of the Digital Photography Club and ICT Programmes. Mrs Liza Ow attended the 'Photo Opportunity' ceremony and received the digital cameras on behalf of Tanglin School.

2/11/2011 - The Inaugural SPED Conference, organised by MOE at the Resorts World Convention Centre, was attended by all teachers. Ms Wong Wai Sian received the Outstanding Special Education Teacher (OSTA) Award. Tanglin School was awarded with a Certificate of Commendation for its Finding Our Voices Project.



12/11/2011 - A Parent Support Group Tea Party was organized where parents interacted and were encouraged to be actively involved in school activities. This was also a day to orientate parents of new students to better understand the school's programmes before the start of another academic year.



21/11/2011 - 4 students, under the guidance of Mrs Fanny Ong, won 3rd Prize in a National Library Board competition for their entry entitled 'Charlie Crocodile'. The team's entry illustrated a mathematical concept in the '101 Things for Teens by Teens'. This competition was an event to engage teenagers in making learning fun and challenging through multi-media animation.

14/11/2011 - The Annual Graduation and Prize-Giving Ceremony was held at the RELC International Hotel, where the Guest-of-Honour was Dr Francis C. Chen, President of APSN. A total of \$23,350.00 for one hundred and seven Achievement Awards was presented to eight-two deserving students. Tokens of appreciation were also presented to community partners on the same day.

16 – 17/11/2011 - A 2-day annual strategic workshops was conducted at Pulau Springs Resort. This was also a time to appreciate staff members for their efforts and contributions throughout the year.

27/11/2011 - Tanglin students participated in the 'Soccer Penalty Kick', a fund-raising event organized by Keppel Corp to help raise funds for APSN.

14/1/2012 In conjunction with our Lunar New Year Ang Pow Give-Away event, a workshop entitled "Managing Challenging Behaviour in Adolescents" was conducted. The workshop provided opportunities for interaction among parents and to learn individualized problem solving techniques when working with teenagers.

7/2/2012 - Mr Kenneth Lai and 2 students, together with athletes from Special Olympics Singapore, attended a dinner reception at the Istana hosted by His Excellency Dr Tony Tan. This was in recognition of their performance and participation at the Special Olympics World Summer Games 2011 in Athens.

21/2/2012 - 7 students and 4 teachers from Jockey Club Sarah Roe School, Hong Kong, visited Tanglin School to learn about the implementation of the Vocational Education Programme.

6/3/2012 - At the 3rd National Track & Field Championship held at Serangoon Stadium, Team Tanglin brought home 4 Gold, 3 Silver and 2 Bronze trophies.

12/3/2012 The Appreciative Inquiry Summit was conducted by Ms Jeyashini Kanagarajah. The primary objective was to develop co-curricular activity action plans that are consonant with the guiding principles of an appreciative inquiry model to bring about the outcomes of competence, character and connection in every Tanglin student.

16 – 17/3/2012 - Students from the Art Club demonstrated their artistic talents with their high quality art and craft artefacts at Costa Sands Resort at Downtown East.

25/3/2012 - The Angklung Ensemble performed at the annual Give-a-Hand Campaign. This was a showcase of the diverse musical talents of our students.

28 – 29/3/2012 - 2 Teachers and the Principal attended the ICTLT 2012, a conference where delegates received up-to-date information on the development of educational technology in research, pedagogy and technological solutions.

2/4/2012 - 6 students were invited by Special Olympics Singapore and Singapore Ice Skating Association to officiate the opening of Singapore's first Olympic-size skating rink, demonstrating their speed-skating skills.

23 – 25/4/2012 - The Special Education Quality Assurance External Review Team conducted an audit on the school's systems and processes as well as to provide feedback on our strengths and areas for improvement.

2/5/2011 - Katong School (KS) Vocational Education Department (VED) collaborated with NTUC to set up KS Mart within the school – a mock up supermarket for students to practice their Retail skills.



13/5/2011 - All students participated in the Promote Independent Learning through E-platform (PIE) Day to experience independent home-based learning.

23 – 24/5/2011 - KS conducted the Parent-Teacher Conference to review and discuss with the parents the learning progress of their children and the achievement of the goals set out in their Individualised Education Plans.

1/7/2011 - 110 secondary students gave out flyers to residents of six HDB blocks situated at Bedok South Avenue 2 to collect newspapers and recyclables for sorting and exchanging of food items with the Veolia Environmental Services for donation to the Lions Home for Senior Citizens. This activity was organised from 16 May as part of the GROWing and Touching Hearts (GROWTH) Programme in celebration of Youth Day on 1 July.

21/7/2011 - All students celebrated Racial Harmony Day by dressing up in various ethnic costumes, sampling delicacies from each ethnic group and playing traditional games.

30/7/2011 - 10 swimmers participated in the annual National Para Swimming Championship organised by the Singapore Press Holdings (SPH). KS achieved the following team and individual awards:

Team Awards

- Silver Medal for 2011 Best Overall Team Performance
- Gold Medal for Girl's Relay

Individual Awards

- Best Individual Performance for Male B Division – Soh Wei Lun
- 1. - Best Individual Performance for Female B'Division – Sunandi Gurung (L1/1) and 7 Individual medals.

23/7/2011 - All Grade 5 students attended the National Day Parade – National Education Show held at The Float at Marina Bay.

29/7/2011 - All students and staff participated in KS Sports Day held at Bedok View Secondary School Indoor Sports Hall.

8/8/2011 - All students and staff celebrated Singapore's 46th birthday to the theme of "Majulah! The Singapore Spirit".

16 – 18/8/2011 - KS underwent an external review by MOE and NCSS to review the school's self –assessment procedures and processes, validate the results of the self – evaluation, and obtain feedback on strengths and areas for improvement.

17/8/2011 - 10 students participated in an Inter-school Bocce Competition between KS and Chaoyang School to sharpen their skills, build friendships and develop values of sportsmanship.

19/8/2011 - All students participated in the English Language Learning Journey. 40 lower primary students learned about the different types of food and spices found in Singapore at the National Museum. 40 upper primary students learned about functional art and created their own art in the 'Art of Everyday Objects' programme organised by the Art Museum.

110 secondary students went on the Singapore River Cruise to learn more about the history of Boat Quay, Clarke Quay and the Singapore River, including other important landmarks in Singapore.



1/9/2011 - Students and staff celebrated Teachers' Day and Hari Raya Puasa. Staff attended a workshop on "Stress Management & Relaxation Techniques" conducted by the Health Promotion Board. They were also treated to a sumptuous lunch and a concert put up by students and parents from the Parent Support Group.

3/9/2011 - 80 primary students participated in a day camp to develop team spirit and experience community involvement. They also participated in the Pasir Ris Mangrove Walk to learn more about vegetation.

6 – 7/9/2011 - 110 secondary students participated in a 2D1N camp held in school to experience communal and independent living. Students also participated in an educational trek through Chek Jawa on Pulau Ubin.

Term 3 – every Wednesdays and Fridays - Secondary students participated in the "Learn to Play, Play to Learn" programme before morning flag-raising ceremony to learn mathematical concepts such as addition and subtraction through card games.



16/9/2011 - KS organised the APSN Dinner and Dance to the theme of "Masquerade", held at the Pan Pacific Hotel, Ocean Ballroom.

28/9/2011 - 20 students participated in an internal Bocce Competition with support from the parents of the participants.

6/10/2011 - Primary students celebrated Children's Day with Tuas Power in a 2-hour festivity of food, games and prizes.

2/11/2011 - Teaching staff attended the Special Education (SPED) Conference, organized by the MOE and NCSS to celebrate, reaffirm and share good practices. Mdm Choo Pee Ling (HOD/Mathematics and Life Skills) was also awarded the Outstanding SPED Teacher Award for her invaluable contribution and dedication to SPED.







Chaoyang School

Major Events

(April 2011 - May 2012)

4/11/2011 - Students and staff celebrated Deepavali by learning more about traditional Indian culture.
8 – 9/11/2011 - KS conducted the Parent- Teacher Conference to review and discuss all students' learning progress and achievement of their goals set out in the Individualised Education Plan.
18/11/2011 - KS held the Graduation Cum Prize Presentation Ceremony to celebrate the gifts of the students, with Mrs Pek Kwee Lan (Assistant Director, Special Education Branch, Ministry of Education) as the Guest-of-Honour.
21 – 23/11/2011 - 20 staff comprising the principal, key personnel, instructors and teachers, attended the strategic planning session held at Downtown East to review the school's strategic plan and have conversations to chart the strategic focus for 2012.
24 – 25/11/2011 - Staff attended the annual staff retreat to understand the school's strategic focus at Downtown East NTUC Club on the first day. They enjoyed themselves at the Universal Studios Singapore on the second day.
20/1/2012 - 25 Level 1 students and 25 Level 2 students celebrated Chinese New Year at CHU Katong Convent and Bedok View Secondary School respectively. 80 primary students celebrated Chinese New Year in school by way of a lantern-making competition with volunteers from Wood Mackenzie.
2/2/2012 - Student Chia Yew Yi (L4/2) completed her 5-week paid work attachment at the Mandarin Orchard Hotel, under the supervision of her instructor, Ms Joyce. Mandarin Orchard have also agreed to accept 3 more KS students for the work attachment programme; Imran (L4/2), Rajeev (L4/2) and Amirul (L5/1) as Doorman in July.
15/2/2012 - Students and staff celebrated the Total Defence Day by learning more about the importance of safety and security in Singapore.
17/2/2012 - 48 school prefects took their oath and were presented with their badges by their form teachers and the principal during Prefects' Investiture. They were also supported by prefect representatives from Delta Senior School, Metta School, Bedok View Secondary School and Cedar Girls' Secondary School.
 28/2/2012 - 4 Mediacorp Channel U artistes, Michelle Chia, Jeanette Aw, Yvonne Lim and Lee Teng, visited KS, as part of their project for the TV series "Stars for a Cause". They interacted with our students and helped spruce up our PE room in a bid for their cause.
28/2/2012 - 8 key personnel and principal attended the MOE organised Special Education Outcomes Framework Cluster Workgroup Engagement Session at Grace Orchard School.
6/3/2012 - 19 athletes participated in the 3 rd National Special Schools Track and Field competition. KS achieved: <u>Gold Medals</u> Michelle Yogeswari (L3/1) – 60m run Michelle Yogeswari (L3/1) – 100m run Sim Yong Meng (G6/1) – Shot put <u>Silver Medals</u> Md Khairil Syukri (G6/1) – 60m run Junior boys (Primary level) – Relay race
9 – 11/3/2012 - 20 student leaders participated in a 3D2N Student Leadership Camp held by the YMCA Singapore at Camp Challenge Sembawang to experience communal living and outdoor life, and develop leadership skills.


3/4/2012 - Noriadi Baharon (L5/1) has started his paid work attachment at the Crowne Plaza, under the zsupervision of his instructor, Mr Fadzil. The attachment is on-going.
 11/4/2012 - 4 students, Jimmy Ting (L3/1), Clara Wong (L4/1), Nicholas Lee (L4/1) and Valerie (L4/2) have started paid work attachment at Hans Café under the supervision of their instructor, Ms Poh Jie Ying. The attachment is on-going.
 23/3/2012 - 15 swimmers participated in the 3 rd National Special Schools Swimming Championship competition. KS was the overall champion. Additionally, KS also achieved the following: - Overall Champion Junior Girls Division – Nur Faizah (G6/1) - Overall Champion Junior Boys Division – Sim Yong Meng (G6/1) - Overall Champion Senior Girls Division – Michelle Yogeswari (L3/1) All swimmers achieved individual awards.
 5/4/2012 - All students attended a Mathematics Trail at Changi Airport sponsored by Volkswagen and Audi Group Singapore. They were to relate the Math concepts they have learnt in school to real-life applications.
11/4/2012 - 11 primary-level Bocce CCA students visited Zion Home for the Aged to interact with and teach the elderly to play the game of Bocce safely.
18 – 1/4/2012 - 5 key personnel and principal attended the Curriculum Workshop conducted by Dr Julianne Moss at Metta School.
26/4/2012 - KS hosted the Curriculum Consultation Session for all APSN schools, guided by Dr Julianne Moss, which was also organised by MOE.
14/5/2012 - Students participated in the Promote Independent Learning through E-platform (PIE) Day to experience independent home-based learning.
21 – 22/5/2012 - KS conducted a Parent- Teacher Conference to review and discuss all students' learning progress and the achievement of the goals set out in their Individual Education Plan.
21 – 25/5/2012 - 3 staff attended the Spectronic Conference 2012 at Gold Coast, Australia.
25 – 26/5/2012 - All Level 3 to 5 students attended a 2D1N camp in school to experience communal and independent living. The students applied the hard skills learned in their vocational education programme to clean up the Lions Home for the Senior Citizens, and were treated to an excursion to the Singapore Night Safari on 25 May 2012.
26 – 28/5/2012 - All Level 1 and 2 students attended the outdoor experiential camp organised by Singapore Airlines to experience outdoor and communal living.
29/5/2012 - All primary-level students attended a day camp in school to apply the daily living skills which they have learned through hands-on activities and visited Darul Takrim Jamiyah Home for the Aged.
31/5/2012 - Staff participated in the Staff Learning and Bonding Day to learn how to use Smartboards to support teaching and learning. They shared about their research or studied topics in their learning communities and enjoyed making chocolate.

25/4 – 6/5/2011 - Pupils at Chaoyang had their Semestral Assessment One (SA1).
29/4/2011 - A training workshop was conducted for the PM-session teachers on the use of 'AsknLearn' Learning Management System. The workshop provided teachers with more knowledge and skills, as well as the confidence in creating e-lessons and e-worksheets for the pupils to access.
11 – 12/4/2011 - All AM-session teachers attended a mini Art - Superlight Clay workshop in the school conducted by an instructor from Sagacity Art & Crafts. This workshop gavethe teachers an opportunity to be hands-on and creative using clay in their craftwork.
11 – 12/4/2011 - Ms Prisca Ng and Mdm Lim Poh Hoon had attended a workshop on Vocational Education for SPED training by foreign consultant, Dr Marybeth Morrison at Metta School (by MOE SPED Branch) which focused on transition and the IEP.
12/4/2011 - All level 6 pupils participated in a guided tour of SMRT facilities. This was aligned to the Life Skills curriculum – travelling (on public transport). Pupils were given hands-on explanation and demonstration of the safety rules when using the MRT.
12 – 13/5/2011 - 13 Chaoyang teachers and teacher aides attended the following workshops: 'Differentiated Instructions' and 'The Magic of Scaffolding' at AWWA to improve their pedagogy skills and assisting the learning of pupils in the classrooms.
20/5/2011 - A Public Talk (organized by HQ) at Chaoyang School had a turnout of about 48 parents and members of the public. CYS shared on the overview of the school and its programmes, followed by a school tour.
23/5/2011 - Meet the Parents Session for Term Two commenced. All teachers met with the parents of their pupils in end Term 2, Week 10. The purpose of this mid-year meeting was to update parents of their child's progress in the school, academically and socially. IEP goals were also discussed to better cater to the child's individual needs. Professional support staff were also involved in relevant Meet-the-Parents sessions with the parents/caregivers of their clients.
23/5/2011 - Chaoyang's Numeracy Department published their first Math Workbooks according to the modules 1-4. These workbooks cost \$4.20 each, and were holiday homework given to the pupils for revision practice.
23/5/2011 - Our social worker, Ms Ang Ying Ying attended the Invitation to the 10th Disability Network @ NCSS on this day. She shared some highlights of the session such as NCSS's provision to every agency with a copy of the Caregivers' Infokit - an information kit for caregivers of children with special needs to enable them to make informed decisions on their children's developmental needs.
26/5/2011 - Our psychologists (Mr Andy Lum and Mrs Tan Jun Li) conducted Anger Management Groupwork programme which was completed on this day. There were 11 pupils from Level 6 and 8 pupils from Level 5 classes, who participated in this programme.
27/5/2011 - All level 4 and 2 ASD classes in the AM session participated in the Life Skills Day-Camp on 27 th May. The camp focused on PATHS strategies incorporating the school 3Rs values. About 7 URA volunteers came to help out in the camp activities on that day.

28/5/2011 - More teachers from Levels 1-3 attended Brain Gym Course – "Fun & Motivation for Learning". We hoped that this course would reinforce some attention skills and alertness, especially with the younger pupils.
28/5/2011 - About 107 pupils and teachers attended the SIA 5Cs Anniversary Celebrations held in Chaoyang School. The pupils and teachers were treated to a banquet lunch and a gala show featuring the talented SIA cabin crew. Chaoyang's Merry Melodies, our choir group also performed 2 songs at the event.
30/5/2011 - The school's Staff Well-Being (SWB) committee organized a cohesive activity for the staff at Chaoyang School. The first half of the session was a tribute to Mrs Low Siew Ting, former principal of Chaoyang School, who had retired on 4 June 2011. Our APSN president, Dr Francis Chen presented her the long service award for her contributions in the educational field (from President of Singapore). It was followed by a farewell lunch in school, joined by Mr Chan Chee Keong, APSN Vice President and Dr Chey, our former Executive Director. The staff proceeded to Universal Studios Singapore for a Learning Journey as well as to further strengthen the bonding amongst the staff.
30/5/2011 - Ms Lam Bing Ling (HOD of Numeracy) & Mr Ho (OM) attended the Quality Assurance Framework (QAF) training at MOE SPED Branch to understand the framework of the report.
1/6/2011 - All teachers/teacher aides as well as the admin and professional support staff attended a 1-day workshop on Systems Thinking by trainer, Dr Jacob Lee at Chaoyang School. During the session, participants were taught to see the connections in the school's systems, processes and programmes.
 2 – 3/6/2011 - 30 pupils from level 5-6 were selected to participate in a 2 day, 1 night Prefect- Leadership camp at Presbyterian High School (PHS). The camp was facilitated in collaboration with the student councilors (uniform group). The camp reinforced the Chaoyang school's 3Rs values in demonstrating the behaviors of respect, responsibility and resilience at the camp.
3/6/2011 - Fifteen teachers attended a symposium on 'Kindergarten Music' at MOE HQ @ Buona Vista.
3/6/2011 - Ms Alexandria Neoh, the Liaison Officer for both PHS and Chaoyang School and our senior teacher Mrs Sulekha Nair headed a discussion on a satellite partnership. The meeting covered updates of integration activities held, discussion of benefits and challenges of the partnerships, as well as updates from PSB.
4/6/2011 - Ten of our teachers attended a workshop 'Struggling with Mathematics' conducted by the 'Bridging Talents' company. The presenter was Ms Tricia Murphy.

4/6/2011 - 8 pupils of the Hip-Hop Dance CCA, the Groovyz had performed at VSA – “Welcome to My World” Concert (@ NAFA campus). They performed well especially with the creatively done up make-up by our SIA volunteers who came to help out on that day.
22/6/2011 - Our Senior Speech Language Therapist, Ms Elizabeth Teh had conducted a parent-training workshop together with the ASD programme, on ‘Developing Foundational Communication Skills in Children with ASD’.
27/6/2011 - Personal Safety Groupwork for selected students from Levels 4 and 5 commenced. It was conducted by a school Social Worker.
4/6/2011 - All AM-session and 4 PM-session teachers participated in the Tie-and-Dye Art Workshop. This workshop had provided teachers with other creative methods in expressing visual arts when teaching the pupils.
9/7/2011 - 7 pupils participated in a track and field event of Singapore Disability Sports Council (SDSC) at Serangoon Stadium. Chaoyang managed to bag 1 bronze medal from the event.
9/7/2011 - Our Hip Hop dancers, the Groovyz, made us proud with their wonderful performance at the SYF @ Ngee Ann City. Their efforts at Ngee Ann City was well received by the public.
11/7/2011 - Chaoyang School was visited by a team of 3 educators from New York city: Mrs. Priscilla Myrick, School Psychologist, Mr. Juanito Hingpis, an Instructional Support Teacher (Special Education) and Ms. Pamela Washington, Assistant Principal of Special Education. They were referred to us by MOE SPED Branch. All three guests hold appointments at the Erasmus Hall Educational Campus in Brooklyn, New York.
15/7/2011 - Chaoyang School held its Sports Day at the indoor sports hall of Presbyterian High School for the first time. Energy Market Company (EMC), graced the event as its sponsor. 
17/7/2011 - Teacher 10 pupils accompanied by Mrs. Norlidah Shahrin attended a training session by Liverpool coaches and players at Ceylon Sports Club. It was a privilege for our pupils to have such an opportunity – a soccer clinic from world famous footballers, followed by a friendly small sided game between Grace Orchard School & Chaoyang.
19/7/2011 - Our pupils from L1-3 attended a Dental Talk by the Dental Therapist, Ms Ang – who had been their dentist for check-ups at PHS every year. The talk reinforced the importance of tooth brushing in our young ones.
21/7/2011 - The school commemorated Racial Harmony Day. Students were dressed up in traditional costumes for this special day.
25 – 29/7/2011 - Chaoyang School was host to 8 students, 5 teacher-aides and 4 staff from the Step-By-Step school in Noida, India. The guests were here for an Academic and Cultural Exchange Programme. SPARKZ organized and arranged for their accommodation in Singapore. They also participated in our school’s Racial Harmony” celebrations during the week.
27/7/2011 - Seagate hosted a lunch as a closure to their volunteer work with the school. They helped out in 10 IT lessons with class 5/5am, where they provided one-to-one support for our pupils in skills to power point presentation as well as surfing the internet/websites and emailing.
30/7/2011 - Ms Prisca Ng, Ms Huzaima, Ms Rasyiqin and Ms Irene Goh attended the Mental Health Symposium on 30th July, to gain from the experts on practical solutions through hands-on workshop on mental health promotion for children with special needs.

1/8/2011 - Mdm Aslinah started a series of group dialogue sessions with various sections of CYS staff in the month of August. During these sessions, staff affirmed their purpose and expressed their aspirations for Chaoyang School. The discussions included ways in which staff could contribute toward improving the school environment, which would in turn optimize student learning.
4/8/2011 - Level 6 pupils and teachers visited ‘Healthzone’ and attended a talk on “Puberty” at the Health Promotion Board. The talk was beneficial as it reinforced what pupils had learnt in school on puberty. The exhibits also captured the pupils’ attention as they included hands-on games and interactive activities which the pupils could try out.
8/8/2011 - The school celebrated National Day. There was an awareness talk, followed by performances from the selected CCA groups such as Percussion, Indian Dance and Choir group. The level 6 pupils also shared their NE Show experiences through e-book and slide presentations. A mini-competition also highlighted their IT and presentation skills. All pupils received a water bottle each as the national day souvenir.
17/8/2011 - Mdm Aslinah and Mrs Norlidah Shahrin attended the Teachers’ Mass Lecture organized by the Academy of Singapore Teachers at the Singapore Expo. Themed Teaching with Heart, Values and Purpose, the lecture was delivered by invited speaker, Mr Lim Siong Guan, former Head of Civil Service and current Group President at Singapore Government Investment Corporation (GIC).
19/8/2011 - Chaoyang School held an APSN Publicity Talk, with a turnout of about 40 parents and members of the public. Our pupils, Yasmine and Angeline, both from class 6/1am had assisted at the exhibition corner where they introduced and shared the schools’ various programmes & activities to the visitors.
21 – 26/8/2011 - At the 20 th Asian Conference on Intellectual Disabilities in Korea in August 2012, Ms Christina Lim and Ms Chui Kit May presented their action research paper – ‘Evaluate the practices for developing the gross motor ability in pupils with ASD for social integration’. Mr Erwin Novo presented on “Customizing Jolly Phonics Program to Build Word – Decoding Skills in Children with Mild Intellectual Disabilities”. 
25/8/2011 - Mdm Aslinah, Ms Wendy Solis, Ms Nirmala, Ms Prisca Ng and Ms Malathi attended a seminar on “Brain Fitness & Learning in Children with Special Needs” by Dr Martha Burns at Grace Orchard School.
31/8/2011 - Chaoyang School held a joint concert for Hari Raya Puasa and Teachers’ Day. It started with an awareness talk on the festival by our teachers teaching Malay Language, Ms Rasyidah and Mdm Khatijah, followed by 2 performances by AM and PM session pupils in their traditional costumes.
1/9/2011 - The school celebrated Teacher’s Day. School functioned as a single session, so that everyone could celebrate at the same time together. All staff were treated with teachers’ day lunch after school. During this treat, everyone’s “secret angel”, from the “Angel and Mortal Game” which had been running two weeks prior, was revealed.
6/9/2011 - 10 staff from Chaoyang School, which included the P, VP, teachers as well as the Professional Support Staff, went for a learning journey to the Institute of Mental Health (IMH). The visit provided a better understanding of the services and programmes available and relevant for our clients.
12/9/2011 - School conducted orientation for parents of newly admitted students.

14/9 – 28/10/2011 - 4 teachers from Chaoyang participated the Adapted Physical Education and Sports Course (4 th Run) - a forty-hour workshop with hands-on activities for the participants. It was conducted by Prof Teo in Chaoyang School.
17/9/2011 - Chaoyang clinched championship for 2011 in the SDSC Futsal Competition for soccer. Our 6 boys were placed in the Junior League with AWWA and Grace Orchard School. Proudly, CYS won 3 games and drew 1 game and was the Champions for the day!
23/9/2011 - Longines Visit CYS was privileged to host a new partner, Longines, in our school. It was a fruitful visit, marking the start of a partnership, from which we reaped a sponsorship of watch prizes for the APSN Charity Golf Dinner, and also sponsorship for our L6 Graduation Ceremony in November 2011.
6/10/2011 - CYS pupils celebrated Children’s Day by participating in the various outings organised and sponsored by our partners such as Indoor Ice Skating at Marina Bay Sands with the SIA 5Cs, Hippo Bus rides and a tour of Marina Bay Sands with the URA volunteers, Omni Theatre with our EMC volunteers and a learning journey to Changi Airport, with meals specially sponsored by Sparkz. Pupils from level 1 to 3s had a splashing good time at North Point Indoor Playground. All pupils also received Children’s Day’s gifts from the school.
10/10/2011 - 30 Singtel volunteers visited CYS to present recycled books and toys that they had collected and packed in boxes for our pupils’ enrichment reading.
11/10/2011 - Our Choir and Harmonica Groups performed at the APSN Charity Golf 2011 Dinner at Raffles Country Club.
13/10/2011 - 10 staff from CYS attended the Fire Safety Talk in the school. The major topics included major causes of fires, preventive measures, understanding basic fire safety and fighting equipments & self rescue techniques and how to escape from a crisis.
21/10/2011 - 16 KPs at CYS including the AM, OM, PSS staff and teachers attended the KP Retreat at Furama Riverfront Hotel. The group had discussed and looked into the school’s QAF 2011 report, strategic thrusts as well as the school’s strategic plan in 2012.
31/10/2011 - As a closure to the Buddy Reading programme earlier in the year (Term One), 30 pupils involved in the reading programme and activities with the girls from RGPS, went on a learning journey to Snow City. During the 10-week programme with RGPS, our pupils not only picked up skills in reading, they also learnt new skills in IT, particularly in blogging and creating their own (group) blogs.
2/11/2011 - HOD Mr Patrick Aw received the inaugural MOE Masters Scholarship (Overseas) for SPED teachers at the SPED Conference held at Resorts World Sentosa.
2/11/2011 - Chaoyang School set up a booth to showcase our Performing Arts (PA) Programme, “Express To Excel”, which won the MOE/NCCSS Innovation award in 2009, at the 2011 Inaugural Sped Conference held in Resorts World Sentosa. 

Booth to showcase our Performing Art Programme, “Express To Excel”, which won the MOE/NCCSS Innovation award in 2009

11/11/2011 - The School-Based Awards (SBA) and Graduation Ceremony were held to mark the graduation of our Level 6 pupils as well as recognise our pupils’ achievements in both academic and non-academic areas through the SBA and STAR awards. Our invited guest, Mr Samuel Yong, from Longines, gave out the STAR awards.
11/11/2011 - Meet-the-Parent Session (End Year) for all levels was held after the Graduation and Prize Ceremony. All teachers met the parents/caregivers of the pupils to give their final updates for the year particularly on the pupils’ progress and achievement in IEP and Semestral Assessment Two.
14/11/2011 - Chaoyang was honoured to host the visit by Senior Parliamentary Secretary (SPS), Ms Sim Ann and officials from MOE and NCSS as well as Dr Francis Chen (APSN President) and Mr Chan Chee Keong (APSN Vice President) in CYS.
15/11/2011 - Mrs Sulekha Nair, in-charge of Partnerships together with, HODs Mr Patrick Aw and Mrs Norlidah Shahrin and OM, attended the Satellite Meeting. Chaoyang had also nominated PHS for Children’s Charities Association (CCA) volunteer award and they have won the Bronze Award.
19/11/2011 - Chaoyang School held its first Musical Showcase “I Believe I Can, I Believe I Will”, staging an adaptation of the story “The Wizard Of Oz”, at Presbyterian High School. Every pupil and every member of staff, rallied together as a team to bring out the stars in our pupils. We received rave reviews from parents and partners who were in the audience, for the show. 
<i>Our students starring three of the main cast characters, Scarecrow, Tin Man, and Dorothy</i>
24 – 25/11/2011 - All staff participated in the Staff Retreat held at Hard Rock Hotel, Resorts World Sentosa. This event was organized with the objectives of reviewing the school’s strategic goals and planning the directions of the school in its programmes for the following year. This year, the retreat saw various sharing and team activities by non-KP members to allow more involvement and ownership from the ground level.
26/11/2011 - 5 teachers were involved in the Children’s Charities Association Annual (CCA) Carnival 2011 Project Fair at Ngee Ann City from 10am to 6pm. Handicraft items (batik painting, art & craft items & IT posters) were sold at stall no. 28 at the fair. Our Indian Dance group, too, put up a good show at the fair, in welcoming the Guest of Honour (Mrs Mary Tan, wife of President, Mr Tony Tan). Chaoyang sold \$1530 tickets and collected \$551 at the fair for the sold items. <p>CCA Walkathon: 10 of our pupils with ASD as well as 5 teachers participated in the walkathon at the event.</p>
26/11/2011 - CYS was proud of 2 pupils from the ASD classes, Shawn Tok and Wong Tian Wei who had participated in the Sports Stacking Competition. They had won 3 trophies each at the competition.
27/11/2011 - Harmonica group performed in ComChest True Hearts Charity TV Show. There were 11 Chaoyang pupils who performed at the Show - Live Telecast from 7pm to 10pm on Channel 8. This event was a collaboration with MediaCorp and NCSS. Mdm Lim Poh Hoon was overall in-charged for the performance from CYS. They also performed with Yuhua Secondary School, trained by a professional instructor.

Financial Statements

<p>17/12/2011 - As a treat for their hardwork at True Hearts TV Show & Chaoyang Musical, 15 students (11 from harmonica group, 4 pupils from main cast of musical) and 2 teachers went for the Imagine Ocean at DMarquee, Downtown East. The show was specially sponsored by IRAS for our pupils.</p>
<p>30/12/2011 - Staff, departments, and level meetings were held in preparation for start of school in 2012.</p>
<p>5/1/2012 - Some 260 SingTel Pencil Cases were donated by Singapore Telecommunications Limited to be given to our pupils. There was a presentation-cum-photo-taking with the pupils at the school hall on 5 January 2012 to show our appreciation for the received items.</p>
<p>14/1/2012 - For the Annual Ang Pow Event, our Social Worker (Ms Ang Yingying) had participated in the annual Ang Pow Event coordinated by APSN HQ on 14 January. A total of 30 families received goodie bags and ang pows.</p>
<p>16 – 19/1/2012 - This Direct Instruction Training of Reading Mastery Reading Strand, an initial skills training for the Reading Strand was attended by Ms Christina Lim, Ms Irene Goh, Mdm Khatijah Jonid, Ms Maggie Ho, Ms Rasyiqin, Ms Melody Sim and Mr. Wong Ying Kin.</p> <p>This Reading Mastery, Language Strand training was attended by Mr Patrick Aw and Ms Elizabeth Teh to prepare teachers to implement the Language Strand.</p>
<p>17 – 18/1/2012 - 2 MOE SEB officers came to CY for a school attachment. Ms Ong Meiqing had 2-day attachment and Ms Valerie came for one day on 18 January. The attachment was an induction programme for the new SEB officers to have a better understanding of a SPED school as well as the different programmes specially tailored for the SPED students.</p>
<p>14/2/2012 - The Admissions Committee met for discussion of a total of 33 cases after screening by Psychologists. New students will begin school on 26 March.</p>
<p>17/2/2012 - SingTel Touching Lives Fund - Cheque Presentation Ceremony held at Chaoyang School was attended by the various beneficiaries as well as officials from NCSS and Singtel. APSN President, Dr Francis Chen was also at the ceremony to give a welcome speech. Ms Chua Sock Koong, Group CEO of SingTel and Ms Jeann Low, Chairman of STLF, presented a \$2.6 million-dollar cheque to Ms Jennie Chua, Chairman of ComChest and Ms Ang Bee Lian, CEO of NCSS.</p>
<p>20/2/2012 - Twenty-four level 6 pupils had their first social competency outing with the SIA 5Cs on Monday 20 February 2012. Mr Yusoff and Mrs Nair had accompanied the pupils for this activity.</p>
<p>25/2/2012 - By Bridging Talents, The Epidemic of ADHD: The Myths and Challenges of Treatment by Dr. Daniel Fung, a course held and attended by Ms Carol Ang, Ms Adibah Him Pon, Ms Irene Goh, Ms Melody Sim, Ms Nur Rasyiqin and Mr. Patrick Aw.</p>
<p>20/2 – 9/3/2012 - 1st Meet The Parents Sessions - Teachers @ Chaoyang met most of the parents during this spanned of 3-week dedicated timeslots with the parents. The PSS were also involved in some of the pupils' IEP processes. At the end of the meeting, parents were required to complete a Parent Survey form to indicate their satisfaction for the meeting.</p>
<p>29/2/2012 - A group of 13 teachers from Grace Orchard School came to CYS on 29 February, for a PATHS learning journey. Some senior teachers had their PATHS lessons observed and CY shared an overview of it's PATHS programme as debrief with the visitors who were mainly teachers as well as 3 HODs and a VP.</p>

<p>5 – 14/3/2012 - 15 students went for India Exchange Programme at Step-By-Step School, Noida. They were accompanied by 7 staff, namely Mrs Nair, Mrs Rajesh, Ms Prisca Ng, Ms Muntash & Mr Andy Lum, who left together with the students on 5th March, and Mdm Aslinah and Ms Huzaima, who joined the group on 7th March.</p>

<p>6/3/2012 - Achieved 7 Golds, 2 Silvers & 3 Bronzes at SDSC 3rd National Track and Field Championship as well as Overall Champion for Junior Girls and Overall Champion for Junior Boys</p>
<p>28 – 30/3/2012 - Promoting Alternative Thinking Strategies (PATHS), a curriculum for Social-Emotional Learning (SEL) Training : This 3-day (half-day) workshop was attended by Mr Wong Ying Kin (Psy.), Ms Ivy Badilla (OT), Ms Ng Chai Hwee (SW) as well as Mr Muhammad Yusoff (Teacher), to provide basic training & understanding in the teaching and learning of PATHS and an overview of the curriculum.</p>
<p>28 – 30/3/2012 - PATHS Booster – Putting Emotional Literacy into Action (for Trained PATHS Teachers) was attended by Ms Adibah & Ms Huzaima from the school's PATHS team/ Life Skills Department.</p>
<p>5/4/2012 - All Pupils participated in the Life Skills Activity Day to allow pupils to practice skills learnt in an authentic setting such as traveling on public transport, using public amenities, etc.</p>
<p>6/4/2012 - SIA Charity Flight – 10 level 6 Chaoyang pupils and 1 accompanying parent/ caregiver each were privileged to go for a commemorative flight to Hong Kong, on board Boeing 747.</p>
<p>26/4/2012 - Chaoyang's CLT attended the SPED Curriculum Framework – School Consultations by Dr Julianne Moss & SEB officers at KS. CY presented and shared the school's curriculum priorities & model as well as plans ahead for the framework.</p>
<p>26/4/2012 - Agency Visit – Sing Tel staff of Corp Com and Group CSR as well as 1 representative from Comchest came to discuss on exploring volunteering opportunities with Chaoyang</p>
<p>27/4/2012 - Molly Bus at Choayang School. Pupils went on the bus to read, borrow or return library books according to scheduled time slots of their classes.</p>
<p>28 /4/2012 - All staff attended a Motivational Workshop by Dr Low Guat Tin and Cohesive Activity to reinforce staff bonding among all.</p>
<p>3/5/2012 - A team of about 20 teachers from Compassvale Secondary School came for a learning journey/ CIP @ Chaoyang. They were briefed on the school's overview curriculum and programmes and challenges in special school (behaviour management) as well as a school tour to give an insight of a special school and the work of special educator in Singapore.</p>
<p>9/5/2012 - The CYS Pupil Management Committee has invited the Singapore Police Force to conduct a presentation on Crime Awareness. This presentation was attended by pupils and teachers from L4-6 during assembly.</p>
<p>25/5/2012 - All L1-5 teachers will meet parents of their pupils at Meet-the-Parents Session (Mid Year) 1.30 – 5.30pm.</p>





List of ASSOCIATION'S AWARDS

DISTINGUISHED SERVICE AWARD (GOLD)

Mr Joseph Hoo Chun Hee	1993
Dr Dixie Tan	1993
Mr M K Wong	1993
Mr Rose Ng	1994
Dr Francis C Chen	1995
Asia Pacific Breweries (S) Pte Ltd	1998
Dr Lau Wai Har	1999
Mr Peter Tan Sim Cheng	1999
Mr Yeo Thiam Teng	1999
Mr Yew-Kwan M S Mei	2000
Mr Tan Ju Seng BBM PBM	2010

EXCELLENT SERVICE AWARD (SILVER)

Republic of Singapore Air Force	1993
Singapore Armed Forces	1993
Mr Janet Fong	1995
Ms Rosalind Loh	1998
Mr Patricia Cheng	1999
Nee Soon Camp 1 (AFPN 1503)	1999
Mr Henry R. Proctor	2000
Mr Polly Lu	2000
Outward Bound Singapore	2000
Mdm Chai Chee Meng	2001
Mdm Lam Lee Fong	2003
Singapore Japanese Women's Association	2005
Mdm Siti Aisha Bte Yusop	2005
Mr Sibyl Ong	2005
YMCA of Singapore	2007
Republic of Singapore Navy, 182/189 SQN	2007
Keppel Corporation Ltd	2008
SPARKZ Pte Ltd	2008
Mr Chan Chee Keong PBM	2010
Mr Lee Chuan Bee	2010
Singapore Airlines Community Service Club	2010
Urban Redevelopment Authority	2010
Energy Market Company	2011

CERTIFICATE OF APPRECIATION AWARD (BRONZE)

Mdm Fatimah Bte Ali	1992
Mr Josephine Seow	1992
Mr Abdul Karim Bin A Satta	1993
Mr Christine Chew	1993
Mr Chua Lai Ngor	1993
Mr Jenny How Yew Chen	1993

Mr Polly Lu	1993	Mr Goh Kim Seng	2002
Lta Goh Chung Wei	1994	Mr Khor Mee Kek	2002
Mr Heinser Matilde	1994	Ms Gan Poh Sin Yvonne	2002
Mr Delia Oh	1994	Ms Tiffany Choo Yong Li	2003
Mdm Teo Siew Noi	1994	Ms Kan See Mun	2003
Mr Inger Weiss	1994	Singapore Airlines	
Mdm Amidah Bte Mansur	1995	– Cabin Crew '5CS'	2004
Mr Flora Chee	1995	Indian Women's Association	2005
Mr Rosalind Loh	1995	SIA Community Service Club	2005
Mr Irene Teo Soon Neo	1995	Mr Nayson s/o Kandasamy	2005
Mr Florence Wong	1995	YMCA of Singapore	2005
Lions Club of Serangoon Gardens	1995	Interact Club, Central College (Bishan Campus)	2005
Townsville Institute Community Service Club	1995	Mr Teo Lip Kuang	2006
Mr Chan Chee Keong	1996	Ms Eileen Lee	2006
Mr Chu Joon Meng	1996	Mr Seah Cheng Lian Garry	2006
Mr Toh Fong Lang	1996	ITE Simei	2006
Mdm Chai Chee Meng	1997	Singapore Police Force	2006
Mr Suda Choo	1997	Energy Market Company Pte Ltd	2007
Mr Lee Chuan Bee	1997	Urban Redevelopment Authority	2007
Mr Henry Proctor	1997	Celebrities Sports Club	2008
Mdm Margaret Wong	1997	Tan Chay Bing Education Fund	2008
Victoria School	1997	Mdm Siti Alawiyah Bte Md Eunus	2008
Ms Devinder Kaur Thakral	1998	New Creation Church	2008
Ms Sibyl Ong	1998	Oh Chin Huat Hydroponics	
Ms Danapakiam Jayabalan	1998	Mrs Helen Cheong	2009
Ms Dora Wee	1998	Mdm Fazilah Samsudin	2009
Tanjong Katong Girls' School	1998	Ms Lew Nyuk Fong, Shirley	2009
Very Special Arts, LaSalle		Mr Noel Edmund Theseira	2009
- SIA College of the Arts	1999	Mr Brian Yap Kok Yin	2009
SP Care, Singapore Polytechnic	1999	Mr Joel Lee Zheng En	
Raffles Interact Club,		Canon Singapore Pte Ltd	2009
Raffles Junior College	1999	Holiday Inn Park View (S'pore)	2009
Compaq Asia Pte Ltd	1999	National Parks Board	2009
Mr Muffie Hoffman	1999	(Community In Bloom)	

EXCELLENT SERVICE AWARD (BRONZE)

1 st Signal BN	2000	The Boston Consulting Group Singapore	2009
Mr Yeoh Eng Teik	2000	Zero Spot Laundry Services Pte Ltd	2009
7-Eleven Singapore	2000	Farm Pte Ltd	2010
Thomson Shin Min Foundation	2000	Organizing Committee, Fundraising - Golf Tournament in aid of Delta Senior School Building Fund, Prince's Landscape & Construction Pte Ltd	2010
Touch Ministries	2000	Raffles Girls' Primary School	2010
American's Women Association	2001	Presbyterian High School	2011
Mr Chan King Fook	2001	United World College of South East Asia	2011
Dr Chong Yeh Woei	2001	Tanjong Katong Secondary School	2011
Mr Ho Sum Lim	2001	Ms Phua Lixian	2011
Mdm Joan Lee Chooi Ngho	2001	Mr Boh Chee Yih	2011
Mdm Siti Aisha Bte Yusop	2001	Mr Kelvin Lim Kay Seng	2011
The Japanese Association		Ms Agnes Ang	2011
– Singapore Women's Committee	2002		



Staff Members - Headquarters

Chief Executive Officer

Mr Kenneth Tham

Finance Manager

Mr Leong Kwang Heng

IT Manager

Mr Lim Fong How Rick

HR Manager

Mr Chua Kah Tian

Internal Auditor

Ms Lee Sze Yui Josephine

HR & Admin Executive

Ms Wong Woon Heng Kadey

HR Executive

Ms Teo Ai Leng Susanna

Psychologist

Ms Teo Hui Ru Jovial

Community Partnerships Executive

Ms Lee Hui Chuen Jennifer

Corporate Communications Executive

Mr Koey Zi Qi

IT Support Officer

Mr Dennis She Tu Kau Yen

IT Support Officer

Ms Hnin K Tha Yar

IT Support Officer

Mr Hoe Zhi Wei Calvin

Data Management Administrator

Mr Kong Yew Kee

Admissions/Support Officer

Ms Nolita Bte Noordin

Accounts Executive

Ms Chen Sin Er Abbie (from May 2012)

Accounts Assistant

Mdm Yeo Guay Eng Mary (til May 2012)

Accountant

Ms Low Lai Peng Winnie

Admin Assistant

Ms Chen Eh Ee Emily

**Front Row (L-R)**

Mr Dennis She Tu Kau Yen, Mr Kong Yew Kee, Mr Chua Kah Tian, Mr Leong Kwang Heng, Mr Kenneth Tham, Mr Lim Fong How Rick, Mr Koey Zi Qi, Mr Hoe Zhi Wei Calvin.

Back Row (L-R)

Ms Teo Ai Leng Susanna, Ms Chen Sin Er Abbie, Ms Low Lai Peng Winnie, Mdm Yeo Guay Eng Mary, Ms Hnin K Tha Yar, Ms Teo Hui Ru Jovial, Ms Wong Woon Heng Kadey, Ms Nolita Bte Noordin, Ms Lee Hui Chuen Jennifer, Ms Chen Eh Ee Emily, Ms Lee Sze Yui Josephine



Staff Members - APSN Centre for Adults

Centre Director

Mr Tng Choong Mong William

Admin & Operations Executive

Ms Ng Run Qian

Programme Supervisor

Mr Li Chia Hui Philip

Clerical Officer

Ms Safangaton Binte Dirman

Professional Support Staff Assistant

Ms Norrashikin Bte A Refaie

Job Placement Officer

Mr Leung Kwai Bun Benny

Ms Leonie Lee Siew Cheng

Occupational Therapist

Mr Jerome Anto Prakash

Psychologist

Ms Lau Wan Xin

Social Worker

Patricia Ong Ling Ling

Senior Instructor

Ms Fung Soo Ling Janis

Instructor

Mr Chan Kheng Siong Adrian

Mr Goh Boon Seng Thomas

Mr Janarthanan Ganapathy

Mr Mohamad Nizam bin Jumadi

Mr Kang Kok Peng Nelson

Mdm Loh Poh Hoon Winnie

Mr Pang Chong Tong

Ms Sim Lee See

Mr Tan Johnny

Ms Tan Sze Sze

Mdm Theresa Anthony

Ms Yap Chui Hoon

Mr Yee Hung Pak

Ms Zuriaty Binte Mohd Zakaria

Instructor Assistant

Mr Tan Wai Loon

Ms Gan Siew Hoon

**Front Row (L-R)**

Jass Tan Sze Sze, Sharon Gan Siew Hoon, Ng Run Qian, William Tng Choong Mong, Benny Leong Kwai Bun, Theresa Anthony, Janis Fung Soo Ling

Second Row (L-R)

Philip Li Chia Hui, Yee Hung Pak, Sim Lee See, Yap Chui Hoon, Safa Dirman, Lee Siew Cheng, Zuriaty Bte Mohd Zakaria, Chan Kheng Siong, Mohamad Nizam Bin Jumadi

Back Row (L-R)

Pang Chong Tong, Norrashikin Abdul Refaie, Patricia Ong Ling Ling, Lau Wan Xin, Thomas Goh Boon Seng, Johnny Tan, Tan Wai Loon, Jerome Anto Prakash, Kang Kok Peng Nelson

Not Present

Winnie Loh Poh Hoon, G. Janarthanan



Staff Members - Delta Senior School

Principal

Ms Michelle Liau

Vice Principal

Ms Yip Mui Kheng Lily

Head, Operations

Mr Chua Hock Kee

Administrative Manager

Ms Koh Boon Leng Lena

Head, Student Programme & Organisation Excellence

Ms Tan Yee Nee Agnes

Heads of Department

Ms Shanthi d/o Govindan

Ms Tan Chia Nee

Ms Tan Mei Sze Michelle

Ms Yong Chwee Yun Angela

Acting Heads of Department

Mr Chua Siew Tong Mike

Quality Assurance Executive

Mr Ng Hwee Swee Alex

Curriculum Specialist

Ms Khoo Hui Lin

Ms Ng Siew Kueen

Ms Siow Wei Qi

Data & Resource Management Officer

Ms Too Poh Eng

Clerical Officer

Ms Norjahan Bte Vapumarican

Accounts Assistant

K Puveineswary Kumaravelu

Admin Support Staff

Ms Nursuhaidah Binte Mohamed Salleh

Professional Staff Assistant

Ms Lee Gek Tian Rosalind

School-to-Work Co-ordinators

Mr Loo Justin

Ms Kuah Li Zhen Eleanor

Hotel & Accommodation

Services Training Co-ordinator

Mdm Van Der Beek, Suelynn Ruth

Senior Trainer

Mr Lim Meng Chong Francis

Industrial Trainers

Mr Edwin Santos Jalbuena

Mr Lim Chiong

Mr Lim Teck Chye

Mr Lim Yew Piao Bobby

Mr Phoon Jian Ming Alan

Mr Yong Yew Yong Melvyn

Trainers

Mdm Chia Choy Soon Doreen

Mr Han Meng Siew Vincent

Mdm Lai Choy Yit Doris

Mr Liong Yew Chong Max

Mdm Wong Lan Fong Lolita

Mr Yap Kok Feng Ken

Job Placement Officers/Instructors

Ms Chan Yee Seen Wanda

Ms Koh Kim Neo Sabrina

Mr Mohd Farid Bin Batim

Ms Nisarath Chailaphoe

Ms Ponce de Leon Fides Taylo

Mr Seah Eng Siong

Ms Tan Fong Mooi Jorine

Mr Tan Kok Soon Kelvin

Mr Tang Chi Mun Raymond

Instructors

Ms Lee Geok Hong

Ms Lim Jia Jing Valerie

Ms Nova Agustin Dimarucot

Ms Orpilla Aline Calpatura

Ms Poon Kay Yan

Mdm Tsering Lhazes

Fitness Instructors

Ms Poh Lay Lee Liz

Mr Tan Hock Soon Erwin

Ms Vellore Anatharaman Hema

Teachers

Ms Cheah Kimberly Josephene

Ms Chin Kai Ling

Ms Chong Mai Chen

Ms De Los Santos Tetchie Bejasa

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Ms Lesli Grace Kho Medina

Mr Lim Sze Wei Desmond

Ms Mariana Binte Othman

Ms Nur Diana Bte Kamil

Mr Ravin Kumar s/o Serpojan Singh

Ms Sheela Devi d/o K. Kannusamy

Mr Tan Hong Min

Ms Wen Haoting

Ms Yock Shu Hua Yvonne

Senior Art Therapist

Koh Hong Hue Jessica

Senior Occupational Therapist

Mr Bryan Vega Saez

Occupational Therapist

Ms Repol Cherly Radin

Social Worker

Ms Hew Mun Mooi Moon

Psychologists

Ms Julyn Ng

Ms Nasriah Bte Rizman Ali

Ms Tham Cheng Yee Sarah

Mr Wong Tak Wee Chris

Facilities Assistant

Mr Ang Tiam Chuan

Cleaner

Mdm Chooi Mee Yoong



Front Row (L-R)

Tan Mei Sze Michelle (FH HOD), Shanthi D/O Govindan (NUM HOD), Tan Yee Nee Agnes (Head SP/DM), Chua Siew Tong Mike (Acting FB HOD), Yip Mui Kheng Lily (VP), Mrs Michelle Liau (Principal), Koh Boon Leng Lena (Admin Manager), Yong Chwee Yun Angela (HS HOD), Tan Chia Nee (PSS HOD).

Second Row (L-R)

Repol Cherly Radin, Koh Hong Wue Jessica (PSS Coor), Orpilla Aline Calpatura, Nova Agustin Dimanicot, Tham Cheng Yee Sarah, Too Poh Eng, Norjahan Vapumarican, K Puveineswary Kumaravelu, Lee Gek Tian Rosalind, Chooi Mee Yoong, Poh Lay Lee Liz, Vellore Anantharaman Hema.

Third Row (L-R)

Bryan Vega Saez, Loo Justin, Wong Tak Wee Chris, Kuah Li Zhen Eleanor, Nursuhaidah Binte Mohamed Salleh, Julyn Ng, Ng Hwee Swee Alex, Ang Tiam Chuan, Hew Mun Moi Moon, Nasriah Binte Rizman Ali, Tan Hock Soon Erwin Absent With

Not Present

Chua Hock Kee (Head OP)



Front Row (L-R)

Lai Choy Yit Doris, Ng Siew Kueen, Medina Lesli Grace Kho (LIT Coor), Foong Kian Kee (LIT Coor), Lim Yew Piao Bobby (OST/WEP Coor), Poon Kay Yan, Lim Jia Jing Valerie (EC Coor), Chia Choy Soon Doreen, Tan Fong Mooi Jorine, Tsering Lhazes.

Second Row (L-R)

Sheela Devi D/O Kannusamy, Nisarath Chailaphoe, Chan Yee Seen Wanda, Wong Lan Fong Lolita, Gurvinder Kau Gill, Yock Shu Hua Yvonne, Chin Kai Ling, Siow Wei Qi, Khoo Hui Lin, Lee Geok Hong, De Los Santos Tetchie Bejasa, Ponce De Leon Fides Taylo, Dickman Sharon Charmaine, Cheah Kimberly Josephene, Wen Haoting.

Back Row (L-R)

Yong Yew Yong Melvyn, Lim Meng Chong Francis (Senior Industrial Trainer), Phoon Jian Ming Alan, Yap Kok Feng Ken, Seah Eng Siong, Tang Chi Mun Raymond, Han Meng Siew Vincent, Lee Tian Yu Sam, Nur Diana Binte Kamil, Tan Hong Min, Chong Mai Chen, Jebarani Pushpalatha Thomas, Goh Hui Ling Fiona, Sunil Rai, Ravin Kumar S/O Serpojan Singh, Jalbuena Edwin Santos.

Not Present

Mariana Binte Olhman, Lim Sze Wei Desmond, Lim Chiong, Mohd Farid Bin Batim, Koh Kim Neo Sabrina, Lim Teck Chye, Tan Kok Soon Kelvin, Liong Yew Chong Max, Van Der Beek Suelynn Ruth (HS Coor).



Staff Members - Tanglin School

Principal

Mrs Ow Lai Peng Liza

Acting Vice Principal

Ms Jeyashini Kanagarajah

Administrative Manager

Mr Wee Kok Poh Winston

Operations Manager

Mr Bay Lee Meng Philip

Accounts Executive

Mrs Mary Nisha

Resource Management Executive

Ms Zuliyah Bee Bte Lalkhan

Clerical Officer

Mdm Maria Bti Sukaimi

Professional Support Staff Assistant

Ms Sumitha Ramalingam

Heads of Department

Asmah Abd Khamid

Bibi Halimah D/O Abdul Kader

Kueh Bee Hua, Martina

Radziah Binti Abdul Rahman

Teachers (Instructor)

Ang Hock Seng

Lim Thiam Teck

Ong Beng Chun (Wang MingJun)

Tan Chew Chian

Kwah Peng Siong

Norlina Bte Mohamad

Nur Jannah Binte Ahmad Safi'ee

Teachers

Azlia Irny Bte Amin Iskak

Charles Rajan S/o Tangga Mani

Chua Wei Xian Chermaine

Deivanai Surendran

Ho Lai Mern

Kam Su-Lin

Lai Chen Ning, Kenneth

Ng Fanny

Noridah Binte Khalil

Nur Aisah Binte Jaffar

Nur Ashikin Bte Maznan

Shalimar Binte Amanullah

Shanthi Sambanthan

Suhaidah Bte Sulaiman

Suhaini Binte Mohamed Salleh

Tan Poh Heng, Anthony

Teo Lay Heong, Jennifer

Wong Wai Sian



Front Row Sitting (L-R)

Ms Azlia Irny Bte Amin Iskak, Mr Charles Rajan S/o Tangga Mani, Mr Bay Lee Meng Philip, Mr Wee Kok Poh Winston, Mdm Asmah Abd Khamid, Mdm Radziah Binti Abdul Rahman, Mrs Liza Ow, Ms Jeyashini d/o Kanagarajah, Ms Kueh Bee Hua, Martina, Mdm Bibi Halimah D/O Abdul Kader, Mr Lai Chen Ning, Kenneth, Ms Nur Aisah Binte Jaffar, Mr Alcira Arnel Cabreira

Second Row Standing (L-R)

Mr Tan Poh Heng Anthony, Ms Mardiana Binte Mohamed Ithnin, Ms Deivanai Surendran, Ms Ho Lai Mern, Mdm Maria Bti Sukaimi, Ms Abayata Rexsheila Sesaldo, Ms Shanthi Sambanthan, Ms Kam Su-Lin, Ms Diana Sari Bte Jafar, Ms Teo Lay Heong Jennifer, Ms Ng Fanny, Ms Phua Jia Hui, Ms Ong Sok Hong, Ms Khairunisah Binte Kassim, Ms Chua Wenting Candy, Mdm Suhaidah Bte Sulaiman, Mr Chua Hoo Ward, Mdm Suhaini Binte Mohamed Salleh, Mr Stanley Neo Pei Qiang

Third Row Standing (L-R)

Mr Kuo Cheng Choy Mark, Mr Chin Wen Hui, Freddy, Mr Lim Thiam Teck, Mr Ang Hock Sen Andy, Mr Amirali Bin Abdul Kalik, Mr Ong Beng Chun David, Mr Abdul Halim Bin Muhamat Yusof, Mr Kwah Peng Siong, Ms Adornie Schaeffer De La Rosa Remocaldo

Last Row Standing (L-R)

Mr Edgardo Fel John Jr Reveche Acogido, Ms Nur Faizah Binte Mohammad Isa, Ms Chua Wei Xian Chermaine, Ms Wong Wai Sian, Ms Norlina Bte Mohamad, Ms Soh Teng Teng Doreen, Ms Siti Nuranis Binte Adnan, Ms Nur Jannah Binte Ahmad Safi'ee, Ms Chen Yun, Ms Shalimar Binte Amanullah, Ms Noridah Binte Khalil, Ms Low Liwen Eunice, Ms Kong Pui Kuen, Evelyn, Ms Chan Yien Qing, Ms Tan Chew Chian, Ms Zuliyah Bee Bte Lalkhan

Not Present

Mdm Nur Ashikin Bte Maznan, Ms Siti NurAin Bte Samsudin, Mdm Ng Wah Eng, Mdm Phua Sweo Tang, Ms Wong Foong Ling Tracy



Staff Members - Katong School

Principal

Mrs Choo Swee Gek

Administrative Manager

Ms Yeo Geok Eng Daisy

Operations Manager

Mr John Thangaraj

Accounts Executive

Ms Lee Poh Sim Jessie

Clerical Officer

Ms Chiam Hui Ming Cindy

Ms Melia Wee Peck Har

Professional Support Staff Assistant

Mdm Amizah Bte Othman

Heads Of Department

Mdm Choo Pee Ling

Ms Gomez Lynette Hanah

Mr Hairul Anuar Bin Mohd Haron

Mdm Sumathy d/o Salayah

Instructors

Ms Lin Mingli Joyce

Mr Muhammad Fadzil Bin Abdul

Hamid

Ms Poh Jie Ying

Mr Benjamin Tan

Teachers

Ms Bhuvaneswari d/o Govindasamy

Mr Jose Manuel Baron Samar

Ms Nur Haliza Bte Halik

Ms Nurshahisda Mokhtar

Mdm Peng Pei Chien (June Peng)

Mrs Rani Day

Ms Risiya Sangar Sharmala

Ms Sarah De Castro Sacro

Ms Seah Lay Keng Kharissa

Ms Sheryll Gavino Eduria

Mrs Singh Serpojan (MOE)

Ms Teo Soke Wai

Mdm Yong Lee Fong Stella

Mr Suryakhandan s/o Raman

Mr Andrew Ravin

Teacher Aides

Ms Patricia P. Paramanandham

Ms Lee Deanna Teresa

Mrs Pang Boon Jong

Ms Wee May

Mrs Wong Helen

Coordinators

Ms Tay Wan Ting

Mr Chua Ghee Kiat

School Attendants

Mdm Mariam Binti Abdul Jalil

Mdm Yeo Yoke Soi



Front Row Sitting (L-R)

Mr Muhammad Fadzil, Mr Suryakandhan s/o Raman, Mr Hairul Anuar, Mr Raimond Barrinuevo, Mr John Raj, Mr Benjamin Tan, Mr Jose Manuel, Mr Samuel Tay

Second Row Standing (L-R)

Ms Poh Jie Ying, Ms Joyce Lin, Ms Zanariah, Ms Daisy Yeo, Mdm Choo Pee Ling, Mrs Stella Ho, Ms Chua Ghee Kiat, Mrs Pang Chong Tong, Mrs Choo Swee Gek (Principal), Ms Patricia Pusparani, Ms Sujatha Shanker, Ms Korinn Peh, Ms Jessie Lee, Mrs Quek Soke Wai, Ms Amizah Othman, Mrs Cindy Wan, Mrs Lynette Yeo

Back Row Standing (L-R)

Ms Melia Wee, Mdm Yeo Yoke Soi, Ms Sheryll Eduria, Mdm Kharul Bariyah, Mrs Da Silva, Mrs Sumathy Kalai, Mrs Singh (Radhika Devi), Ms Bhuvaneswari d/o Govindasamy, Ms Wee May, Mrs Helen Wong, Ms Nur Haliza Halik, Mdm June Peng, Mrs Teo Gim Ching, Ms Jovial Teo, Mrs Sarah Sacro, Mrs Rani Day, Ms Sharmala Risiya, Ms May Chong, Ms Yolanda Ong, Ms Nurshahisda Mokhtar

Not Present

Mr Andrew Tan, Mr Ravin Kumar, Ms Tay Wan Ting, Mr Andrew Tan, Ms Kharissa Seah, Ms Deanna Lee, Mdm Mariam



Staff Members - Chaoyang School

Principal
Mdm Aslinah Bte Ahmad

Acting Vice Principal
Mrs Anita Suwandi

Administrative Manager
Ms Yvonne Koh Wei Yen

Operations Manager
Mr Ho Lap Fatt

Accounts Assistant
Mrs Rebecca Sillarez Costales

Clerical Officer
Mrs Wong Leong Yim Casseina

Professional Support Staff Assistant
Mdm Low Kam Fong Doris

Office Assistance
Mr Terence Giam Zhisheng

Computer /Therapy Aide
Ms Muntashbagum d/o Haji Maideen

Sr Speech & Language Therapist
Ms Teh Ning Yen Elizabeth Jane

Sr Occupational Therapist
Ms Ivy Dulu Badilla

Psychologist
Mr Andy Lum Kok Leong

Psychologist
Mr Wong Ying Kin

Social Worker
Ms Ang Ying Ying

Social Worker
Ms Ng Chai Hwee

Assistant Centre Supervisor
Ms Suzlynn Bte Mohamed

Programme Co-ordinator Assistant
Ms Jayamalar d/o V. Ponniah

Acting Heads of Department
Ms Lam Bing Ling
Mrs Norlidah Shahrin

Head of Department
Mr Aw Leong Yen Patrick

Senior Teacher
Mrs Sulekha Suresh Nair

Teachers
Ms Adibah Liyana Bte Him Pon
Mdm Ang Hwee Lin Carol
Mrs Christina Ong-Chin
Mdm Chui Kit May
Mrs Fazillah Yousoff
Ms Goh Irene
Ms Ho Hui Eng Maggie
Ms Huzaima Bte Hamid
Mdm Kalah d/o Ramasamy
Mdm Khatijah Bte Mohd Jonid
Mdm Koh Hun Ngor Lynn
Mdm Koh Sok Huang Angela

Ms Lim Bee Tiap Christina
Mdm Lim Poh Hoon
Mr Muhammad Yusoff Bin Md Yatim
Ms Ng Xuan Yi Prisca
Mr Novo Erwin Dela Torre
Ms Nur Hidayah Bte Othman
Mdm Nur Rasyidah Bte Andi Satria
Ms Nur Rasyiqin Bte Andi Satria
Mdm S Nirmala
Ms Siti Nadiyah Bte Rahmat
Mdm Wendy Solis- Reyes
Mdm Tan Bee Bee Sharon
Mr Vinasithamby Surendran
Mdm Williams Edith Gertrude

Teacher Aides
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Ms Goh Sai Huay Lynn
Ms Malathi d/o Ramalingam
Ms Seah Kar Hoong Joanne
Ms Sim Xin Yan Melody

School Attendants
Ms Jamillah Binte Chan Khan
Mdm Tumenam Bte Kimin
Ms Teo Mei Zi Germaine

General Worker
Mr Chum Hock Chan

Gardener
Mr Yeo Yoke Sai



Front Row (L-R)

Yeo Yock Sai, Wong Ying Kin, Andy Lum, Erwin Novo, Muhammad Yusoff Bin Mohd Yatim, Ho Lap Fatt, Chum Hock Chan, Christina Lim, Ivy Badilla, Lynn Goh

Second Row (L-R)

Germaine, Jamillah Bte Chan Khan, Tumenam Bte Kimin, Chui Kit May, Huzaima B Hamid, Lam Bing Ling, Anita Suwandi, Aslinah Bte Ahmad, Sulekha Nair, Yvonne Koh, Patrick Aw, Cass Wong, Christina Ong, Khatijah B Jonid, Ang Ying Ying

Third Row (L-R)

V Surendran, Christine Velu, Angela Chong, Jaya, S Nirmala, Prisca Ng, Maggie Ho, Joanne Seah, Malathi D/O Ramalingam, Carol Lee, Kaiah Rajesh, Fazillah Yousoff, Ng Chai Hwee, Doris Low

Fourth Row (L-R)

Adibah Liyana B Him Pon, Irene Goh, Melody Sim, Nur Rasyiqin, Sharon Ng, Edith Lau, Lim Poh Hoon, Lynn Tan, Wendy Solis, Suziynn, Muntash Begum

Not Present

Norlidah Shahrin, Nur Rasyidah, Elizabeth The, Rebecca Costales



Members

LIFE MEMBERS

- 1 Mr Ang Wei Neng
- 2 Mrs Anita Gupta
- 3 Dr Balbir Singh
- 4 Mr Bill Bowman
- 5 Mr Chan Chee Keong
- 6 Ms Chang Su Hoong
- 7 Mrs Cheah Ruby
- 8 Dr Chelliah Jazmyrn
- 9 Dr Chen Francis C.
- 10 Mrs Chen Lian Eng
- 11 Ms Chia Boh San Jobina
- 12 Mr Dilip Kumar
- 13 Dr Ee Jessie
- 14 Mr Erik Vledder
- 15 Mrs Fong Janet
- 16 Mr Foo Suan Hoe Anthony
- 17 Mrs Goh Margaret
- 18 Ms Ho Magdalena
- 19 Mr Hoo Chun Hee Joseph
- 20 Mdm Kristin Van Burm
- 21 Mdm Kuah Hock Kam Sophia
- 22 Dr Lau Wai Har
- 23 Mr Lee Bon Kwe
- 24 Mr Lee Chiang Huat
- 25 Ms Lim Betsy
- 26 Ms Lim Buay Eng Pauline
- 27 Mrs Ng Rose
- 28 Mr Ong Chin Wah
- 29 Mr Ong Hean Beng
- 30 Mdm Phua Lay Peng Denise
- 31 Mrs Poon C W nee Tan Guek Kee
- 32 Mr Puah Neo Peng Chiew
- 33 Ms Seet Chor Hoon
- 34 Mr Seow Chuan Bin
- 35 Mr Snehkant Gupta
- 36 Mr Tai Pee Tah Peter
- 37 Dr Tan Dixie
- 38 Mrs Tan Elizabeth
- 39 Mr Tan Kang Uei Anthony
- 40 Mr Tan Kim Joo
- 41 Dr Tan Ngoh Chuan
- 42 Mr Tan S C Peter

- 43 Mr Tan Yang Howe Alex
- 44 Mr Thanapathy Ulaganathan Naidu
- 45 Mrs Wong Joan
- 46 Mr Wong M K
- 47 Mr Woo Wee Meng Alwin
- 48 Dr Woon Fong Choi Frances
- 49 Mr Yap John
- 50 Mrs Yew-Kwan Mee Sin
- 51 Mr Yong Soo Cheng

ORDINARY MEMBERS

- 1 Mr Anselm Lopez
- 2 Dr ChaCha P B
- 3 Mr Chia HuaiTing Nigel
- 4 Mr Chinnu Palanivelu
- 5 Mr Choo Wee Ee Eugene
- 6 Mr Goh Peng Soon
- 7 Mr Gwee Sze Chuan
- 8 Mr Koh Kheng Wah
- 9 Mr Kwek Thu Kuang Jeffrey
- 10 Mr Lim Ewe Huat
- 11 Dr Lim Hoili C.
- 12 Mr Low Choong Huat
- 13 A/Prof Mohan P Menon
- 14 Mr Quek Keng Oei
- 15 Mr Samy Sangaravelu
- 16 Mr Seah Chang Kai Royce
- 17 Mrs Siu Lan Ong Sibyl
- 18 Ms Seng Suet Shee Barbara
- 19 Dr Soon Kwang Wei Danny
- 20 Mrs Tan Aileen
- 21 Mr Tan Cheen Chong
- 22 Mr Tan Ju Seng
- 23 Mr Tan Kar Peng
- 24 Mr Tan Peng Chye
- 25 Mr Tanigan S T
- 26 Mdm Tay Bee Bee
- 27 Dr Tay Kah Soon Victor
- 28 Mr Teo Choon Beng Cavin
- 29 Ms Tin Wai Fun (Mrs Chan)
- 30 Mrs Tirutanigan nee Ng Siew Lay
- 31 Mr Wong Winston



Acknowledgements

ACTIVE EMPLOYERS

Amozonia Landscape
Asteroids Cyber Pte Ltd
Bakerzin Centre Singapore Ltd
Ban Nee Chen Pte Ltd
Beary Nice Nails
BBQ Chicken
Candy Floriculture Pte Ltd
CarElderly Senior Activity Centre
Chatsworth International School
Chye Thiam Maintenance Pte Ltd
Concorde Hotel Singapore
The Coffee Bean & Tea Leaf (S) Pte Ltd
Costa Sands Resorts
Flash Laundry Pte Ltd
Fraser Hospitality Pte Ltd
Dennis Gym
Frankly Mainenance Services Pte Ltd
Freshening Industries Pte Ltd
Giant (Dairy Farm Group)
Green Back Pte Ltd
GoldKist Beach Resort Pte Ltd
Gloria Jeans Coffees
Great Alliance Trading Singapore
Great World Serviced Apartments
Han's (F & B) Pte Ltd
Holiday Inn Atrium
Holiday Inn S'pore Orchard City Centre
Ho Eng Huat Construction Pte Ltd
IPM Maintenance Service Pte Ltd
ISS Facility Services Pte Ltd
Isteak Grillhouse (Hoong Services)
Joan Bowen-The Special Culinary Centre
Kentucky Fried Chicken Management Pte Ltd
Kogent Technology Pte Ltd
Laksania/Secret Recipe (Spice Connect Pte Ltd)
Leo Caterers
Little Nonya Express
M Hotel
Macdonalds @ Woodland Civic Centre
Macdonalds @ Riverview Mall
Macdonalds @ Sengkang Sports Complex
Macdonalds @ Bedok
Macdonalds @ West Coast
Macdonalds @ Lot 1
Malay Canteen Stall - Chaoyang School
Manhattan Fish Market (Revenue Valley)
Mouth Kitchen Pte Ltd
Mouth Work
NTUC Club Investments Pte Ltd
NTUC Supermart
NVC(S) Pte Ltd at NUS
Orchid Laundry
Pac Alliance Pte Ltd

Pan Pacific Orchard
Park Hotel Group
Pizza Hut Singapore Pte Ltd
Plantz Singapore
Popeye's Louisiana Kitchen (Revenue Valley)
Prince Landscape and Construction Pte Ltd
Riverview Hotel
Say Boon Cleaning Services
Schwan-STABLO Singapore Pte Ltd
Shangri-La's Rasa Sentosa Resort
Sun City Maintenance Pte Ltd
Suriya Trading Enterprise (S) Pte Ltd
Swee Bee Landscape Construction Pte Ltd
Swensen's of Singapore Pte Ltd
Subway Singapore Development Pte Ltd
Suriya Trading Enterprise(S) Pte Ltd
TEHC
Traders Hotel
Treetops Executive Residences
Trunk And Petal Pte Ltd
The Coffee Bean & Tea Leaf (Singapore) Pte Ltd
UMC ServiceMaster Pte Ltd
The Wok People Pte Ltd
Wendy's Restaurants Pte Ltd
Zero Spot Laundry Service Pte Ltd

LIST OF INSTITUTIONS/AGENCIES/ COMMUNITY SERVICE PARTNERS

All Stars United
American Express International Inc.
APEX Day Rehabilitation Centre For Elderly
Ban Nee Chen Pte Ltd
Baking Industry Training Centre
Bishan Home for the Intellectually Disabled
Bishan ITE
Bridgestones Tyre Sales Singapore
Canon Singapore
Centre for Urban Greenery and Ecology (CUGE)
Chatsworth International School
Cheers Holdings
Children's Charities Association
Christalite Methodist Home
Chung Cheng High School (Yishun)
Crescent Girls' School
Citibank N. A. Singapore
Defence Science & Technology Agency
Delta Sports Complex
Equestrian Federation of Singapore
Eureka Call Centre
Football Association Singapore
Gan Eng Seng School
GE Aviation
Han's Café and Cake House Pte Ltd
Health Promotion Board
Health Promotion Board -School Dental Service And Youth

Health Division
Hope Foundation
Hwa Chong Institution
Ikea Singapore
Indochine Kitchen Pte Ltd
Institute of Technical Education College East
ITE College Central (Bishan Campus)
ITE College East (Simei Campus)
Keppel Corporation
Keppel Land International
Kg Ubi Community Centre Youth Group
Kids Inclusive Sport Club
Kim Seng Community Centre-Youth Executive Committee
Lend Lease
Lions Befrienders @ AMK
Lions Befrienders @ Meiling Street
Lions Chorale (Lions Clubs of Singapore)
Lions Club of Singapore (Compassvale)
Lions Clubs International District 308-A1
Lions International Stamp Club Chapter 12 (Singapore)
McDonald's Queensway Shopping Centre
Microsoft Operations Pte Ltd
Ministry of Community, Youth and Sports
Mirage Design Landscape and Contract Pte Ltd
National Council of Social Service
National Parks Board , Community In Bloom
National Parks Board
NTUC Eldercare
NYAA Council of Singapore
Oh Chin Huat Hydroponics Farms Pte Ltd
Outram Secondary School
Outward Bound Singapore
Paya Lebar Methodist Secondary
People's Association Youth Movement
President Challenge
Q&M Dental Group
Quality Hotel Marlow
Queenstown Multiservice Centre
Raffles Institution
Republic Polytechnic
River Valley High School
RSAF
Runninghour Club
School of the Arts Singapore
Science Centre Singapore
Sentosa Leisure group
Shatec Institutes
SIA Community Service Club
Singapore Anti-Tuberculosis Association (SATA)
Singapore Bowling Federation
Singapore Disability Sports Council
Singapore Disability Sports Council (SDSC)
Singapore Institutes of Retail Studies
Singapore Management University
Singapore National Employers Federation
Singapore Police Force
Singapore Police Logistic
Singapore Press Holdings Limited
Singapore Sports Council
Singapore Telecommunications Limited
Singapore Workforce Development Agency (WDA)
Singapore Zoological Gardens
SingPost

SingTel Touching Lives Fund
SMG Training Systems (S) Pte Ltd etc.
Society for the Physically Disabled
Sparkz Pte Ltd
Special Olympics Singapore
St. Patrick's School
St. Patrick's Secondary School
Tanjong Katong Secondary School
Temasek Care Foundation
Temasek Junior College
The Boys' Brigade, 42J Singapore Company
(Nanyang Primary School)
The Japanese Association Singapore
Thye Hua Kwan Indus Moral Care
Thye Hua Kwan Moral Home For Disabled
TOTE Board
Trident Electronics Technologies
Victoria Junior College
VSA Art Space @ Changi
YMCA of Singapore
Youth Movement People's Association
Zero Spot Laundry Service Pte Ltd

VOLUNTEERS

Teresa Gayatri
Mr Joel Lee Zheng En
Mrs Sujja Menon
Ms Joyce Ng Wan Leng
Ms Chantalle Ng
Mr Hilari Alvin De Rozario
Kelvin Lim Kay Seng
Mr Gilbert Wong

IN PARTNERSHIP WITH NCSS AND COMCHEST

Lee Foundation
Longines Singapore Gold Cup
Marina Bay Sands Pte Ltd
MediaCorp Pte Ltd (MediaCorp Charity Fund)
Presidents Challenge 2011
Resorts World at Sentosa Pte Ltd
Royal Plaza on Scotts
Singapore Telecommunications Ltd
(Singtel Touching Lives Fund 2011)
SPH & SPH Foundation Charity Giving 2012
State Street Bank and Trust Company
Tan Chin Tuan Foundation
Xilinx Asia Pacific Pte Ltd

SPECIAL THANKS TO

Children's Charities Association
Ministry of Community Development, Youth and Sports
Ministry of Education
National Council of Social Service
National Institute of Education
Singapore Disability Sports Council
Special Olympics Singapore
Keppel Corporation Limited
Keppel Volunteers Committee

Donations For the Period April 2011 to March 2012.

\$5,000 AND ABOVE

Barclays Bank PLC Singapore
Chew How Teck Foundation
Children's Charities Association of singapore
Choo Chiau Beng
Chow Cheong Michael
Chua Weng Foo
Commonwealth Travel Service Corporation Pte Ltd
Government of Singapore Investment Corporation Pte Ltd
Heng Lai Ping Jacqueline
HQ Nalcom
Isaac Manasseh Meyer Trust Fund
Keppel Communications Pte Ltd
Keppel Corporation Limited
Keppel Energy Limited
Keppel Fels Limited
Keppel Land International Limited
Keppel Seghers Engineering Singapore Pte Ltd
Keppel Shipyard Limited
Keppel Singmarine Pte Ltd
Lee Chin Cheng
Lim Kheng Yan Molly
Mellford Pte Ltd
President Challenge 2011
SF Consulting Pte Ltd
Singapore Totalisator Board
South East Community Development Council
The Grace Shua & Jacob Ballas Charitable Trust
The Singapore Ireland Fund
Urban Redevelopment Authority

\$1000 AND ABOVE

Cathay Photo Store Pte Ltd
Chan Chek Chee
Chee Jin Kiong
Cheong seng Hwa
Chew Hwee Boon
Chew Tuan Moo
Chia Ngiang Hong
Chloride Eastern Industries Pte Ltd
Chong Ngee Chong
Daiya Engineering & Construction Pte Ltd
Davis Langdon & Seah Singapore Pte Ltd
Deloitte & Touche Recreation Club
Eastern Multitrade Pte Ltd
Edipresse Singapore Pte Ltd
Energy Market Company Pte Ltd
Erect Group (Singapore) Pte Ltd
Esco Audio Visual Pte Ltd
Family Leisure Pte Ltd
Goh Chok Sin
Grace Electrical Engineering Pte Ltd
Hai Leck Engineering Pte Ltd
Highway International Pte Ltd
Howco Metals Management Pte Ltd
Interlocal Exim Pte Ltd
Jen Hao Han
JT Global Pte Ltd
Judy Kong
Kenzo Interior & Design
Kinderland Educare Services Pte Ltd
Kuik Chim Mui
Kwek Leng Keow
Lee Foundation
Lee Kim Tah Foundation
Lend Lease Asia Holdings Pte Ltd
Lim Kah Hoon
Lim Thian Fatt
Loh Hock Joo
Low Thong Thai
Money Matters For Expats Pte Ltd
N Prebhash Chandra
Phua Lim Neo
Ryobi Kiso (S) Pte Ltd
Santarli Construction Pte Ltd

Sentosa Development Corporation
Siglap Community Centre Youth Executive Committee
Soh Lye Fuat
Sunsport Recreation Development Pte Ltd
Swee Hin Power Systems Pte Ltd
Tan Lip Kwang
Tan Piak Suan
Teamsystem Construction Pte Ltd
Teo Ser Luck
Vanu Gopala Menon
VIP Hotel
Walton International Group (S) Pte Ltd
Winston Engineering Corpn. Pte Ltd
Wong Oi Moi
Wood Mackenzie Asia Pacific Pte Ltd
Woodlands Transport Service Pte Ltd

\$500 AND ABOVE

AEDAS Pte Ltd
Ang Eng Hieang
Ang Sok Lian
Angele Mountricha
ARW Engineering Pte Ltd
Ban Nee Chen Enterprise Pte Ltd
Chan Kam Foo & Associates
Chan Peter
Chen Huixin
DMG & Partners Securities Pte Ltd
Ee Kwang Eng Ivy
Fong Lee Yong
Ho Siew Fei
HSBC Ltd
HUA Language Centre Pte Ltd
Ko Miew Han Monica
Kwan Mee Sin on behalf of the late Yew Chong Kew
Kwek Chew Geng
Lee Chee Keong
Lee Eng Thong David
Lend Lease Asia Holdings Pte Ltd
Leong Kwai Fong Connie
Lim Ah Swan
Lim Eng Thye
Lim Kwee Choo
Lim Sok Hoon
Lim Yeu Fong Jack
Loh Qiuli
Loy Teck Hin Patrick
Lui On Chee Bernard
Ng Pei Xian
Quek Koh Kheng
Ree Simon
Right Management Singapore Pte Ltd
S. Lakshmanan
S. Y Chuang & Co
Spinnet Asia Pte Ltd
Sunsport Recreation Development Pte Ltd
Tan Bee Kuan
Tan Bee Leng
Tan Hock Keong
Tan Ju Seng
Tan Thye Yin
The Henley Group Pte Ltd
Tiong Hin Won Eric
Tor Kiat Huay
Towers Watson Singapore Pte Ltd
Who Kok Meng
Woi Lee Ker Shan
Wong Boh Pow
Wong Khang Wee
Wong Tan & Molly Lim LLC
Yap Thiam Kee Fleura
Yeow Kok Heng
Yu Toh Lan
Z-Car Rental & Travel Service Pte Ltd
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