



21ST ANNUAL GENERAL MEETING

WEDNESDAY, 20 SEPTEMBER 2023

PERIOD UNDER REVIEW: 1 APRIL 2022- 31 MARCH 2023

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PRESIDENT'S MESSAGE



The last one year has indeed been an exciting one with many new developments!

Although the year before challenged us in a myriad of ways, with proper foresight, planning, and a dedicated team, we have managed to revamp and refocus the organisation's internal and external activities. These efforts have helped us to increase our efficiency, serve our members as best as we can, play a significant role in the arts ecosystem, and stay aligned with our vision and mission. All this while striving to strengthen our relevance in this fast moving, unpredictable world.

SDEA has met some significant achievements and milestones in the last one year.

IPC STATUS AND FUNDRAISING

The staff and committee at SDEA worked hard to attain our charity status in 2020 and recently, the Institute of Public Character (IPC) status. I am proud to share that SDEA has attained the IPC status making it an organisation approved by the Commissioner of Charities to receive tax deductible donations. This status rightfully holds SDEA to a higher standard both in terms of regulatory compliance as well as governance.

This also makes SDEA more appealing to donors and to leverage on this status, with the help of the National Arts Council's Sector Transformation Grant, we have set up a Fundraising Committee to embark on well strategised fundraising initiatives.

As a volunteer led charity, fundraising activities play a fundamental part in sustaining our work. We strongly believe that through effective and consistent fundraising efforts, SDEA will be able to develop long term sustainability and financial independence over time, supporting the good work we do in the sector.

ADVOCACY

What began as an interest group has evolved into the Advocacy Subcommittee and after 2.5 years of persistent work, we are proud to have launched the Arts Freelancer's Playbook: SDEA's Guide to Understanding Contracts in February this year as a living resource with five chapters

Being a living resource means that the Advocacy Subcommittee will continually review, revise, and add new chapters to the Playbook. We will continue to ensure that it is accessible and relevant, with members of the Subcommittee in constant dialogue with members on the ground to gather a variety of thoughts, insights, and perspectives on legal matters pertaining to freelance and self-employed arts practitioners in Singapore. One such engagement session took place at SDEA's Theatre Arts Conference this year where SDEA and ProducersSG organised an event for members and non-members to meet each other, learn about the playbook, and contribute new ideas on ideal terms and conditions they might like to see included in the Playbook.

This is just one of the workgroups that the Advocacy Subcommittee will run, with multiple goals and aspirations led by different members on various topics. These include projects aimed at discussing and improving the Safeguarding of Children in the Arts, a discussion that began in Connections 2021, and building a Skills Framework for Drama Educators, a discussion that took root at Level Up! Fest 2021.

THEATRE ARTS CONFERENCE 2023

Much of the last financial year was also spent preparing and planning the SDEA Theatre Arts Conference in 2023. Titled "Rooting Deep, Branching Wide: Strengthening Practices and Expanding Possibilities", the conference invited attendees to look at their works and the works of others through the lenses of Practices and Pedagogies, Spaces and Places and Causes and Communities.

With a strong Asian voice and focus, the conference featured a range of keynotes, presentations, workshops, panels and performances that stirred deep conversations on creative practices within the community, education and performance sectors, especially in Asia.

Each stage of conceptualisation, curation, programming, planning and delivery presented us with so many opportunities to learn and grow as an organisation.

While the Conference itself is not reported in this annual report, we must acknowledge that the effort in pulling this conference together spanned many months, and was a big part of the last financial year.

COLLABORATIONS AND CONNECTING STAKEHOLDERS

In 2022, SDEA collaborated with LASALLE College of the Arts and Nanyang Academy of Fine Arts for a renewed version of our annual Level Up! Fest that focuses on professional development. These conversations included insights, opinions and observations from the Ministry of Education's Arts Education Branch to further enrich and inform our programming.

Furthermore, SDEA has signed a Memorandum of Understanding with Nanyang Academy of Fine Arts to strengthen our working relationship and continued partnership, the details of which are in this report.

This year, SDEA will be collaborating once more with LASALLE College of the Arts and Nanyang Academy of Fine Arts for Level Up! Fest 2023, and we look forward to deepening that relationship.

In the past year, we have also found opportunities to collaborate with organisations such as WILD RICE, NICA, e2i, SgEnable and Presbyterian Preschool Services. These relationships and other new ones take time to cultivate and are vital to our work as an intermediary in the ecosystem.

CONTINUING EDUCATION AND TRAINING

It has been an extremely busy year for our CET team, with more on the way that we are thrilled to share.

At the beginning of 2022, we saw our 9th intake of participants for our revised version of Essentials of Teaching and Learning Approaches (ETLA), and later in the year, the inaugural intake of the early childhood centred version of the course, Essentials of Teaching and Learning Approaches for Arts Educators – Early Childhood (ETLA-EC). This unique programme continues to be the only drama pedagogy programme for preschool arts educators in Singapore and notably the only one that incorporates a practicum component.

We also hosted Communities of Practice (CoP) for ETLA and ETLA-EC alumni, giving opportunities for continued learning, knowledge sharing, and networking.

SDEA has also worked with independent practitioners. We ran our first Visual Theatrical Language workshop with Glasgow-based Singaporean theatre maker Ramesh Meyyappan. The workshop was well received, and we are looking forward to collaborating once more, supporting best practices in inclusivity in art-making.

MOVING FORWARD

Over the years our membership has grown significantly, from double-digit numbers to more than 200 as of today. There is an increasing need for SDEA to hold a strong place in the arts ecosystem now. This also gives us the impetus to find ways to fortify the organisation so it can continue to be relevant and advocate for the value and practice of drama in the realms of education, performance and community.

The current committee has had the opportunity to represent the community in important dialogues with the National Arts Council and has secured grants and housing for the next few years. However, we cannot take these for granted

as arts organisations that rely on government funding and housing almost always stand in a precarious position.

The stability of an organisation and the quality of its programmes and activities greatly depend on the capabilities and effectiveness of its management . Since stepping into the role of President in 2022, I have had the opportunity to lead a secretariat and committee that are highly committed to SDEA's cause, objectives and trajectories. Without the team and all their hard and heart work, none of these achievements would have been possible.

With that said, our advocacy efforts will not be of any value without the continued support of our members. We hope to widen and deepen the scope of our work as a intermediary, for the benefit of our members and the larger arts community in every way possible.

We as a committee, urge all of you to come forward to share ideas, make connections, donate, join subcommittees and walk with us on this journey!

Aishwariyah Shanmuganathan

President, SDEA Committee
(Term 2022-2023)

OVERVIEW OF SDEA

A BRIEF INTRODUCTION

Established in 2002 as a not-for-profit organisation by a group of artists and drama educators, SDEA's mission is to advance the profession of the drama/theatre educator and advocate for the practice and value of drama and theatre in performance, education and community.

SDEA is run by a volunteer committee comprising up to 9 members elected on a 2-year cycle and supported by a secretariat at Goodman Arts Centre.

SDEA is a member of the International Drama/Theatre Education Association (IDEA) and is committed to making drama/ theatre and education accessible, significant and present in the lives of children and young people everywhere.

SDEA is a not-for-profit Singapore Registered Charity (Institution of a Public Character) from 29 May 2023 to 28 Nov 2024 and a recipient of the National Arts Council's Major Grant for the cycle of April 2022 to March 2025.

Charity Regn No: T02SS0123G
Charity Regn Date: 20 February 2020
Constitution: Society
Date of Establishment: 28 September 2002

IPC Status

Effective Date: 29 May 2023 to 28 Nov 2024
A Member of Ministry of Culture, Community and Youth





MISSION

To advance the
profession of the
drama/theatre
educator.

To advocate for the value
and practice of drama/
theatre in performance,
education, and
community.

VISION

Internationally recognised
as the organisation for
connecting stakeholders in
theatre and drama education
in Singapore to inspire
change.

ELECTED COMMITTEE OF SDEA

(TERM- 2022-2023)

Aishwariyah Shanmuganathan

PRESIDENT (2022-2023)

VICE-PRESIDENT (2021-2022)

Tabitha Surita

VICE-PRESIDENT (2022-2023)

COMMITTEE MEMBER (2021-2022)

Jeremy Leong Tze Wei

SECRETARY (2021-2023)

Banupriya Ponnarasu

TREASURER (2021-2023)

Rashmi Koslaphirom

COMMITTEE MEMBER (2021-2023)

Adeeb Fazah Bin Anwar Aziz Marican

COMMITTEE MEMBER (2022-2023)

THE SECRETARIAT

STAFF SERVING BETWEEN APRIL 2022- MARCH 2023

CURRENT SECRETARIAT

Mark Benedict Cheong

MEMBERSHIP AND ENGAGEMENT MANAGER
Joined December 2018

Liu Yonglun

CONTINUING EDUCATION AND TRAINING AND
PARTNERSHIPS MANAGER
Joined April 2021

Vaishnavi Kirupananthan

FUNDRAISING EXECUTIVE
Joined April 2021

Joanna Ong

CONTINUING EDUCATION AND TRAINING EXECUTIVE
Joined April 2021

Medha Kulshreshtha

COMMUNICATIONS INTERN
Joined April 2021

PAST SECRETARIAT

Celine Liew

ARTS MANAGEMENT (MEMBERSHIP AND
PROJECTS) INTERN / MARKETING ASSISTANT
*1 Aug 2022 – 30 Nov 2022 15
May 2023 – 15 Aug 2023*

Amali S.

PROJECT MANAGER, THEATRE ARTS CONFERENCE
1 Mar 2023- 31 Jul 2023

Carmen Foong

MARKETING AND COMMUNICATIONS
INTERN / CONFERENCE ASSISTANT
*5 Sep 2022 - 3 Feb 2023 20
Mar 2023- 31 Jul 2023*

Anna Natassha

COMMUNICATIONS EXECUTIVE
1 Feb 2022- 10 Mar 2023

Ong Yu Xin

ADMIN AND FINANCE MANAGER
1 Nov 2020- 5 Aug 2022

Putri Winata

COMMUNICATIONS AND
PARTNERSHIP EXECUTIVE
13 June 2022 – 29 Jul 2022

Nina Menon
CONTINUING EDUCATION AND
TRAINING EXECUTIVE
1 Oct 2021 – 30 June 2022

Willy Beh
COMMUNICATIONS AND
PARTNERSHIPS MANAGER
1 Feb 2022 – 13 May 2022

PAST INTERNS

Audy Al-Hadi
ARTS MANAGEMENT INTERN
12 Sep 2022- 10 Feb 2023

Matilda Ang
MEMBERSHIP AND COMMUNICATIONS
INTERNSHIP
12 Sep 2022- 10 Feb 2023

Janice Lim
ARTS MANAGEMENT INTERN
7 Mar 2022 – 6 Aug 2022

Selina Koh
MARKETING COMMUNICATIONS INTERN
7 Mar 2022 – 6 Aug 2022

Marissa Chew
ARTS ADMINISTRATION INTERN
7 Mar 2022 – 6 Aug 2022

Megan Ong
ARTS MANAGEMENT INTERN
14 Mar 2022 – 13 Aug 2022

DISCLOSURE OF REMUNERATION:

The following committee members were remunerated accordingly for professional services rendered to SDEA:

- **Aishwariyah Shanmuganathan** - S\$1,650 for services rendered (facilitation of ETLA and Drama for Language courses/workshops)
- **Tabitha Surita** - NIL
- **Jeremy Leong** - NIL
- **Banupriya Ponnarasu** - NIL
- **Adeeb Fazah** - NIL
- **Rashmi Koslaphirom** - NIL

There are no paid staff who are close family members of the President or of a committee member of the charity, who have received remuneration exceeding S\$100,000 during the financial year.

MAJOR ACHIEVEMENTS

IN THE PAST 19 YEARS

2023

- SDEA launches The Arts Freelancer's Playbook: SDEA's Guide To Understanding Contracts
- SDEA holds Connections 2023: Our Many Colours: Cultural Inclusivity in the Drama Classroom
- SDEA launches the new The Art and Craft of Facilitating Drama Activities course
- SDEA holds the 6th Theatre Arts Conference themed Rooting Deep, Branching Wide

2022

- SDEA signs a Memorandum of Understanding with Nanyang Academy of Fine Arts
- SDEA first partnership with Nanyang Academy of Fine Arts and LASALLE College of the Arts to organize Level Up! Fest 2022
- SDEA launches the new signature course Essentials of Teaching and Learning Approaches for Arts Educators - Early Childhood (ETLA-EC)
- SDEA partners with Presbyterian Preschools Services to host practicum sessions for ETLA-EC course
- SDEA launches the ETLA Community of Practice and ETLA-EC Community of Practice

2021

- SDEA hosted the very first online Theatre Arts Conference 2021- Creative Disruption: Exploring New Ground
- A workgroup advocating for fairer terms and conditions for drama educators was formed by members

2020

- SDEA attained its Charity status
- SDEA launched its resource directory in response to the COVID-19 pandemic and began working on a playbook for contract support for freelancers

2019

- SDEA launched Level Up Fest 2019, an annual platform to recognise, celebrate and bring focus to the importance of professional development of the theatre/drama educator
- The SDEA Constitution was revised as part of its transition to Charity Status
- SDEA attended the IDEA Conference in China
- SDEA held Connections 2019: The (R)Evolution of Inclusivity in Education in partnership with The Finger Players

2018

- SDEA underwent a restructuring of the organisation and the secretariat
- SDEA announced the waiver of its membership fees

2017

- SDEA attended the IDEA General Council Meeting in Portugal

2016

- SDEA launched the pilot of the ETLA Course

2015

- SDEA started the Tina Sergeant Professional Development Initiative for Theatre Practitioners and Drama Educators
- SDEA was selected as one of the beneficiaries of the Singapore Gold Cup by ToteBoard and Singapore Turf Club

2014

- SDEA was invited to the Asia-Pacific Drama Education Conference 2014 co-organised by UNESCO-RLCCE and IDEA

2013

- SDEA first received the NAC Major Company Scheme Grant
- The SDEA Secretariat was first established
- A Code of Professional Practice was adopted by all SDEA members

2011

- SDEA first received the NAC Seed Grant/Consultancy and Start Up Grant
- SDEA first received the NAC Arts Housing Scheme Grant
- SDEA began to offer certified professional development training
- SDEA held its inaugural SDEA Theatre Arts Conference at LASALLE College of the Arts, featuring over 60 presentations and workshops from local and international practitioners and academics

2010

- SDEA was invited to write resource packs for teachers for four shows at the Singapore Arts Festival: Cool, Gatz, Emily of Emerald Hill and Those Who Can't Teach

2008

- SDEA took part in a Teach Less, Learn More project using drama pedagogy in mathematics

2007

- SDEA held a commissioned workshop by MOE: An Introduction to Incorporating Drama activities and Theatre Games into the Classroom, facilitated by Christina Sergeant
- SDEA was invited by WDA to participate in setting the competency standards for arts educators in the creative industries

2006

- Connections: Artist in School was held at the Asian Civilisations Museum. Connections is a platform for the exchange and discussion of ideas and practices between educators, drama educators and artists

2005

- The SDEA Outreach Fund was established, and funded by creative communities in Singapore for the years of 2005-2007
- The first issue of Dramatise, SDEA's in-house journal, was launched
- SDEA held its inaugural drama festival: Celebrate Drama! - a community outreach event

2004

- SDEA launched its Institutional Membership

2002

- SDEA was registered as a society
- SDEA held its inaugural Swopshop - a networking and sharing session of drama activities and approaches
- SDEA collaborated with NAC and NIE (VPA) to organise the NAC-AEP workshop

OVERVIEW OF SDEA ACTIVITIES AND EVENTS

NO.	EVENT	DATE	VENUE	NO. OF PARTICIPANTS
1.	Development and Publication of the The Arts Freelancer's Playbook Project: SDEA's Guide to Understanding Contracts	1 Feb 2021 – 25 Feb 2023	NA	20
2.	Drama for Learning in the Tamil Language Classroom (Primary School)	18 May 2022	Fuchun Primary School	19
3.	SDEA Interest Group: The Sketch Comedy Writers	30 May 2022	SDEA Office	6
4.	Essentials of Teaching and Learning Approaches Community of Practice (ETLA-CoP) (Session 1)	1 Jun 2022	SDEA Office	14
5.	Internationalisation Efforts	4 Jul 2022 – 15 Jul 2022	Various	21
6.	Essentials of Teaching and Learning Approaches – Early Childhood (ETLA-EC)	5 Jul 2022 – 27 Sep 2022	SDEA Office, Goodman Arts Centre Meeting Room 2, PPS preschools, Zoom	47
7.	Developing a Visual Theatrical Language – A Lecture-Discussion + Workshop by Ramesh Meyyappan	30 Jul 2022	Gateway Theatre, Studio 1	16
8.	Level Up! Fest 2022 – Symposium for Drama CCA Instructors And Teachers-In-Charge	22 Nov 2022 – 23 Nov 2022	NAFA, LASALLE	76
9.	Drama for Learning in the Malay Language Classroom (Primary School)	25 Nov 2022	SDEA Office	9

OVERVIEW OF SDEA ACTIVITIES AND EVENTS

NO.	EVENT	DATE	VENUE	NO. OF PARTICIPANTS
10.	Focus Group on changes to the Strategic Plan	5 Dec 2022	SDEA Office	5
11.	Essentials of Teaching and Learning Approaches Community of Practice (ETLA-CoP) (Session 3)	13 Dec 2022	SDEA Office	8
12.	Essentials of Teaching and Learning Approaches (9th Intake) (ETLA09)	5 Jan 2023 – 13 Mar 2023	SDEA Office, WILD RICE, Zoom	15
13.	Essentials of Teaching and Learning Approaches – Early Childhood Community of Practice (ETLA-EC CoP) (Session 1)	7 Feb 2023	SDEA Office	8
14.	Launch of The Arts Freelancer's Playbook: SDEA's Guide to Understanding Contracts	25 Feb 2023	Blackbox at 42 Waterloo Street	30
15.	Connections 2023: Our Many Colours: Cultural Inclusivity in the Drama Classroom	4 Mar 2023	Open Space, Library@ Esplanade	68
16.	Arts Volunteer Management CoP	1 Oct 2021 - Ongoing	Various	10
17.	SDEA Interest Group: Dungeons and Dragons	Ongoing	Various	6
18.	Project Notion by SDEA Interns	NA	NA	NA

OVERVIEW OF EXTRAORDINARY GENERAL MEETING

SDEA held an Extraordinary General Meeting (EGM) to elect a new President for the SDEA Committee 2021-2023. SDEA held an open call for nominations for the role of President. The two nominees were Jeffrey Tan, and then Vice-President Aishwariyah Shanmuganathan.

The EGM was held online via Zoom, with 39 attending members.

After a short speech by each nominee and a Q&A session, the meeting voted in favour of Aishwariyah Shanmuganathan, with 20 votes as compared to Jeffrey Tan's 11 votes.

In consultation with Dennis Lui of Infinitus Law Corporation, who was present at the meeting to provide legal advice, the SDEA Committee 2021-2023 co-opted then committee member Tabitha Surita to the role of Vice-President, and member Adeeb Fazah to the role of committee member.

OVERVIEW OF 20TH ANNUAL GENERAL MEETING

On the 29th August 2022, SDEA held its 20th Annual General Meeting (AGM) at Crane, The Herencia. The AGM was attended by 19 members.

While the 19 present did not meet the minimum of 30 required for quorum, the SDEA constitution allows for the meeting to continue with whoever present as long as no voting on changes to the constitution takes place. The meeting proceeded as per normal without voting.

Both newly co-opted Vice-President Tabitha Surita and Committee Member Adeeb Fazah addressed the meeting in their new roles. The agenda also included a presentation of the annual and financial report as well as changes to the SDEA Strategic Plan with a view on hosting focus groups later to discuss these adjustments.

STRATEGIC PLAN REVIEW

Following the Boardpulse sessions in the early 2022, the committee deemed it necessary to review SDEAs current strategic plan and make adjustments to reflect work that is already complete, and update statements to more accurately reflect the realities of the ground.

Two sessions were thus led by president Aishwariyah Shanmuganathan and attended by various committee members and staff who went through each statement of the strategic plan to test its validity to the SDEA of today. While the organisation's mission and vision remained unchanged, some points regarding the strategic thrusts of SDEA were adjusted.

One such change was made to acknowledge that a recurring issue of poor CET/Professional Development sign-ups was no longer due to a lack of opportunities, but a lack of guidance on suitable/relevant training opportunities. Another change involved refining an identified issue of 'possible avenue to increase network connectedness and connecting' to identifying a 'lack of opportunities for networking and connection between external stakeholders and drama educators, and the committee and its members.'

The eventual Strategic Plan was presented with its changes marked to members at the 20th AGM on 29th August 2022.

Subsequently, members were invited to a focus group in December 2022 to provide feedback and talk through the Strategic Plan.

SECRETARIAT'S REPORT

COMITTEE MEETING ATTENDANCE

Aishwariyah Shanmuganathan	Tabitha Surita	Banupriya Ponnarasu	Jeremy Leong	Adeeb Fazah	Rashmi Koslaphirom	
✓	✓	✓	✓		✓	20 Apr 2022
✓	✓	✓		✓	✓	18 May 2022
✓	✓	✓	✓	✓		29 Jun 2022
✓	✓	✓		✓	✓	20 Jul 2022
✓	✓	✓	✓	✓		17 Aug 2022
✓	✓			✓	✓	21 Sep 2022
✓	✓	✓	✓	✓	✓	16 Nov 2022
✓		✓	✓		✓	7 Dec 2022
✓		✓	✓	✓		18 Jan 2023
✓	✓	✓				22 Feb 2023
✓	✓	✓				29 Mar 2023

MEMBERSHIP & RECRUITMENT REPORT

MEMBERSHIP NUMBERS FOR 2022-2023

MEMBERS AS OF 31 MARCH 2023

MEMBERSHIP TYPE	NUMBER OF MEMBERS
ORDINARY MEMBERS	182
ASSOCIATE MEMBERS	26
LIFETIME MEMBERS	2
TOTAL NUMBER	210

Since 1 April 2022, SDEA has gained 23 new members, 18 of whom are ordinary members, and 5 of whom are associate members.

In FY2022/2023, the expanded range of programmes that better meets the needs of the landscape has resulted in a wider range of members from different disciplines and contexts. The provision of the Essentials of Teaching and Learning Approaches for Arts Educators – Early Childhood course has attracted a significant number of early childhood educators to our membership, many of whom take up associate membership. Many members also joined during the Level Up! Fest to take advantage of membership discounts in attending workshops, and subsequently deciding to take a deeper interest in our programmes and advocacy goals.

MEMBERSHIP ENGAGEMENT

The total number of engaged members (not including General Meetings) as of 31 March 2023 is 90 out of 210 members, at about 43%. It should however be noted that there is deeper engagement in the form of repeated participation in focus groups, communities of practice, and subcommittee meetings, resulting in a focused group of members who are exercising their membership to have their say and advocate in accordance with our mission.

FOCUS GROUPS

SDEA held a focus group on 5th December 2022, to discuss changes to its Strategic Plan that was presented at the Annual General Meeting earlier that year. 2 members attended the focus group, with President Aishwariyah Shanmuganathan facilitating the session with Secretary Jeremy Leong.

In this session, the members were able to candidly share their thoughts on the strategic plan, personal advocacy goals, and expressed a desire to take part and be involved further in SDEA events. One of the members eventually joined the Connections Subcommittee and organised Connections 2023.

INTEREST GROUPS

Member-led interest groups give members a chance to create and lead initiatives, advocate for their interests as well as bring members together in social contexts. These groups do not operate under the pressure of creating events, but rather serve to develop and support their leaders in accomplishing goals they wouldn't have otherwise been able to.

Leaders of SDEA interest groups get administrative support from the SDEA Secretariat to make their aims a reality, as well as the ability to use the SDEA office when available for any interest group-related activities.

DUNGEONS AND DRAGONS

Drama Educator and SDEA member Matthew Lyon has continued his Dungeons and Dragons campaign that has been ongoing for more than a year. With a small group of 4 arts practitioners and arts managers, the interest group is able to explore collaborative storytelling, world building, and character development through the medium of tabletop roleplaying, which has gained popularity in recent years in Singapore.

This exploration of table-top roleplaying expands the possibilities of application into theatre and applied drama settings, with participants taking the experience into their own spaces in communities and rehearsal rooms.

THE SKETCH COMEDY WRITERS INTEREST GROUP

Drama Practitioner and Educator Mitchell Fang had expressed a keen interest in Sketch Comedy Writing and sharing this knowledge with other practitioners.

Mitchell ran a 3-hour introductory workshop on Sketch Comedy Writing at the SDEA Office at Goodman Arts Centre on 30 May 2022. The session was attended by 6 drama practitioners and writers with a similar interest in comedy writing. During the session, he shared writing techniques, character archetypes, and showed examples of comedy writing before getting participants to try writing a short piece to be shared during the workshop.

THE TINA SERGEANT PROFESSIONAL DEVELOPMENT INITIATIVE

The Tina Sergeant Professional Development Initiative (TSPDI) is a funding initiative by the Singapore Drama Educators Association (SDEA) to support freelance practitioners and drama educators to make professional development a regular part of their lives.

This initiative is named after Christina Sergeant, drama educator and founding member of SDEA who believed strongly in the importance of continually learning and growing and giving back to the community.

Selected applicants can be awarded up to \$500 (varies according to programme) to take part in selected SDEA programmes, masterclasses, or training programmes.

In this financial year, the TSPDI was awarded to the following members to attend these programmes:

1. ***Irah Maskus*** – Essentials of Teaching and Learning Approaches for Arts Educators – Early Childhood
2. ***Othman Yusoff*** – Essentials of Teaching and Learning Approaches for Arts Educators – Early Childhood
3. ***Raiya Basalamah*** – Essentials of Teaching and Learning Approaches – 9th Intake

SDEA SIGNATURE EVENTS

CONNECTIONS 2023: OUR MANY COLOURS: CULTURAL INCLUSIVITY IN THE DRAMA CLASSROOM



On 4th March 2023, SDEA hosted Connections 2023: Our Many Colours: Cultural Inclusivity in the Drama Classroom.

Connections 2023 created a platform for discussion between stakeholders from the literary arts and drama education sectors on how educators and practitioners can approach and practice cultural inclusivity in the drama classroom. Participants identified gaps and changes necessary in the sector and the curriculum that are needed to create more culturally inclusive drama and literature classrooms. This includes but is not limited to reviewing texts that are outdated and/or no longer relevant for students, reviewing the curriculum on a wider level, or sharing resources for local texts.

The two-part programme was curated and facilitated by a subcommittee of SDEA members consisting of committee member Adeeb Fazah, and drama educators Aswani Aswath and Othman Yusoff.

The first part of the programme was held as a closed-door discussion with invited stakeholders in arts education, theatre, publishing, and policy making. These included theatre practitioners, drama educators, publishers, and students from arts schools.

The discussions were based on results from a pre-programme survey on Instagram and Google forms, the results of which gave the moderator and the panel thinking points to respond to. These include asking if drama educators were solely responsible for cultural inclusivity in the classroom.

The second part of Connections 2023 was a public panel discussion consisting of a diverse panel made up of Ng Kah Gay (Ethos Books), Ezra Jamal (Student, NAFA), Serena Ho (Drama Educator), Elnie Mashari (Drama Educator), and Akshita Nanda (Writer). The event was held in partnership with library@esplanade at the Dance Library (closed door discussion) and the Open Space (public panel discussion), while streaming it online to a Zoom Webinar. Live notetaking was provided by Equal Dreams.

CONTINUING EDUCATION AND TRAINING DEPARTMENT REPORT

ESSENTIALS OF TEACHING AND LEARNING APPROACHES (9TH INTAKE)

SDEA ran the ninth instalment of its signature drama pedagogy certification course – Essentials of Teaching and Learning Approaches (ETLA09) from 5th January 2023 to 13th March 2023. The 49-hour certification course is aimed at providing participants with fundamental pedagogical knowledge and skills to create meaningful and imaginative learning experiences with drama, widening the possibilities and opportunities for work in Singapore. This course is recognized by the National Arts Council (NAC) and fulfils the pedagogy criterion for NAC-AEP Arts Education Experience Programmes.



ETLA09 saw some changes in terms of assessment and contextualization:

1. Course Assessment

- A two-assessor format was re-introduced to the Micro-teaching assessment for moderation purposes and thus a fairer assessment process for the participants.
- Revision of the marking rubrics were made to 'Lesson Plan Design' and 'Micro-teaching' assessments to better reflect the development and implementation of an actual drama lesson plan for pre-tertiary students. The revisions were made in consultation with both assessors.
- The 'Reflection: Oral Presentation' was revised as a non-assessed module upon careful consideration by the faculty and SDEA Committee.

2. Contextualization of the 'Facilitating Post-Show Dialogues and Unpacking Arts & Cultural Experiences' Module

- To better understand the content and apply theories taught during the module, SDEA collaborated with the education team at Wild Rice and facilitator (Kenneth Kwok) to host the 3-hour module at Funan (Wild Rice's studio). The participants also managed to catch the production, 'An Inspector Calls'. The trial was well received and SDEA intends to work with other theatre groups to facilitate future sessions.

There was a total of 10 participants for this intake, of whom 7 are SDEA members. Additionally, the WILD RICE education team and ETLA faculty (Asha Nathan and Jeffrey Tan) attended and participated in the session.

ESSENTIALS OF TEACHING AND LEARNING APPROACHES FOR ARTS EDUCATORS – EARLY CHILDHOOD (1ST INTAKE)

SDEA ran its inaugural early childhood arts pedagogy certification course, Essential Teaching and Learning Approaches for Arts Educators – Early Childhood (ETLA-EC), from 05th July 2022 to 27th September 2022.



The 36-hour course is aimed at equipping artists with key pedagogical knowledge, skills and disposition to work with children in the early years, primarily ages four to six years, to create meaningful and imaginative learning experiences with the arts. It was designed and facilitated by Elaine Ng and co-facilitated by Lavina Chong and Wong Seet Fun. It helped to widen the possibilities and opportunities for work in the pre-school sector for arts educators as well as upskill colleagues in adjacent sectors (e.g. National Gallery Singapore & The Esplanade).



To facilitate applied and hands-on learning, SDEA partnered with Presbyterian Preschool Services (PPS) to facilitate a total of four observation sessions and eight practicum sessions in three of their preschools. As part of the assessment process, participants, who worked in groups, conducted two 1-hour multi-disciplinary arts-based lessons for Kindergarten 1 and 2 students and their teachers (total of 36 pax). The participants also received immediate feedback from their facilitators after every lesson. During the final module (The Professional and Reflective Practitioner), Principal of Hougang PPS Centre, Michele Koh, addressed the participants and gave feedback regarding their practicum sessions.

There were 10 participants who graduated from the course, of which three were freelancers. The rest were from The Esplanade, Siong Leng Musical Association, Singapore Book Council, National Gallery Singapore, STPI, The Learning Connections and Lee Wei Song Music Academy. Eight of the participants are SDEA members.

LEVEL UP! FEST 2022 – SYMPOSIUM FOR DRAMA CCA INSTRUCTORS AND TEACHERS-IN-CHARGE

Level Up! Fest is SDEA's platform to recognize, celebrate and bring focus to the importance of the professional development of the drama/theatre educator. Moving forward from FY2022, SDEA has decided to focus on the development of Drama CCA Instructors and Teachers-in-charge.



SDEA partnered with two local arts institutions – Nanyang Academy of Fine Arts (NAFA) and LASALLE College of the Arts – to present a two-day symposium that is focused on the capability development of Drama CCA Instructors and Teachers-in-charge. The symposium aimed to address some of the sector's competency gaps and upskill educators to ensure the holistic development of students through the Drama CCA. The symposium was hosted at both campuses.

The symposium saw 8 workshops, a talk by Dr. Jennifer Wong from National Institute of Education - Visual & Performing Arts Senior Lecturer, and a networking session which included an address by NAFA's President, Ms Tan-Soh Wai Lan. The workshops were facilitated by the faculties of NAFA's School of Theatre and LASALLE's School of Dance & Theatre.



Level Up! 2022 was held on 22nd and 23rd November 2023, and saw a total of 76 participants. Of these, 34% were SDEA members and 24% were Ministry of Education staff or school teachers.



Following this inaugural partnership with NAFA and LASALLE, both institutions are continuing the partnership for another edition in 2023.

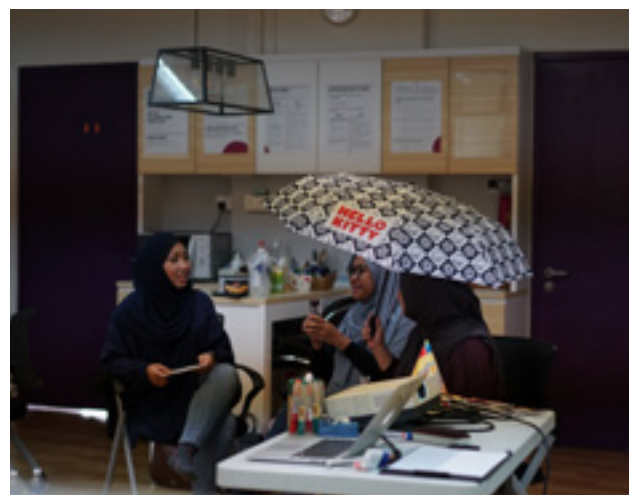


DRAMA FOR LEARNING IN THE MOTHER TONGUE CLASSROOM

Following good feedback from Level Up! Fest 2021, the Drama For Learning In The Mother Tongue Classroom workshops were reintroduced as a mainstay in our calendar. The workshops were mainly conducted in the mother tongue languages and reached out to a new demographic of teachers and further advocate for the value of Drama in education.



In the 3-hour session, participants learnt a variety of Drama strategies particularly for the teaching and learning of the Mother Tongue language. Mother Tongue language teachers also developed an understanding of how Drama can extend and deepen the learning of language skills while increasing student engagement and achieving educational goals.



On 18th May 2022, SDEA conducted a workshop for nine Tamil Language Primary School teachers, facilitated by SDEA President Aishwariyah Shanmuganathan, at Fuchun Primary

School. Fuchun Primary School partnered with SDEA to gather Tamil Language teachers from its school cluster and sponsored a venue to conduct the workshop.

On 25th November 2022, SDEA conducted a workshop for nine Malay Language Primary School teachers, facilitated by drama educator Ghazali Muzakir.

DEVELOPING A VISUAL THEATRICAL LANGUAGE – A LECTURE-DISCUSSION + WORKSHOP BY RAMESH MEYYAPPAN

Developing a Visual Theatrical Language was a two-part programme conducted by internationally renowned Deaf theatre maker, Ramesh Meyyappan. Sign-to-Voice and Voice-to-Sign interpretation was provided throughout the programmes to support Ramesh and any participants with accessibility needs.

The first part of the programme was a 1.5-hour lecture-discussion on what visual theatrical vocabulary is, its place within theatre and how it supports accessibility.

The second part of the programme was a 3-hour introductory and explorative workshop into visual theatrical language. Ramesh taught the participants Sign Mime, a technique where the performer remains stationary using their bodies and hands to visually represent objects, events or actions. Participants created short visual narratives using choreographed movements and Sign Mime.

On 30th July 2022, a total of 15 participants attended the programme. The demographic of the participants was a mix of arts practitioners, accessibility workers and people interested in accessibility. The venue was generously sponsored by Gateway Theatre.



FIRST AID TRAINING PROGRAMME FOR DRAMA EDUCATORS

SDEA partnered with the Singapore First Aid Training Centre (SFATC) to provide regular first aid training opportunities for Drama Educators. This is an exclusive programme offered to SDEA members only.

The programme, conducted by SFATC, is comprised of four modules: Standard First Aid, BCLS+AED BCLS (Basic Cardiac Life Support + Automated External Defibrillator), Child First Aid and curated aspects of Psychological First Aid. The former three modules are

certified by the Singapore Resuscitation and First Aid Council and recognized by the Early Childhood Development Agency.

Five participants attended the course this financial year.

PROFESSIONAL DEVELOPMENT INITIATIVES

1. ETLA COMMUNITY OF PRACTICE

The ETLA Community of Practice (ETLA-CoP) was formed to build continued engagement with past ETLA participants. The CoP aims to provide ETLA alumni with a platform for networking and support.

Every quarter, ETLA alumni will come together to share best practices and new knowledge to advance their professional practice. Each ETLA-CoP session will focus on a different topic of interest and will provide participants with the time and space to reflect on their teaching practice, as well as share and learn from their peers in a casual, relaxed environment.

The first ETLA-CoP session, held on 1st June 2022, was led by current SDEA Committee members and former ETLA graduates Jeremy Leong and Adeeb Fazah. The session focused on the SDEA Professional Code of Practice. A total of 12 participants attended the ETLA-CoP session, eight of whom were recent graduates (ETLA08).

The second ETLA-CoP session was cancelled due to low sign-ups.

The third ETLA-CoP session of the financial year was held digitally on Zoom on 13th December 2022 and was facilitated by ETLA faculty member Dr. Noorlinah Mohamed. The title of this CoP session was 'Objectives: Whose Wants and Needs Are We Meeting?' which focused on the educators' reflexive practice. The CoP session was open to both SDEA members and non-members and was also an effort by SDEA to give insights into the rigour of the curriculum. A total of eight participants attended the session, including one ETLA alumnus.

2. ETLA-EC COMMUNITY OF PRACTICE

The ETLA-EC Community of Practice (ETLA-EC CoP) was formed to build continued engagement with past ETLA-EC participants. The CoP aims to provide ETLA-EC alumni with a platform for networking and support.

Every quarter, ETLA-EC alumni will come together to share best practices and new knowledge to advance their professional practice. Each ETLA-EC CoP session will focus on a different topic of interest and will provide participants with the time and space to reflect on their teaching practice, as well as share and learn from their peers in a casual, relaxed environment.

The first ETLA-EC CoP session was held on 7th February 2023 and was led by ETLA-EC faculty member Elaine Ng. The session saw discussions and reflections by the alumni on recent changes within the arts education/ pre-school sector vis-à-vis their practice. A total of eight participants attended the session.



ADVOCACY PROJECTS AND EFFORTS

THE ARTS FREELANCERS PLAYBOOK: SDEA'S GUIDE TO UNDERSTANDING CONTRACTS

Work on developing The Arts Freelancer's Playbook began as early as February 2021, when the then Legal Playbook Interest Group met regularly to discuss creating a document of ideal terms and conditions for drama educators. These discussions matured and the interest group took on the role as the newly formed Advocacy Subcommittee, whose first project as a workgroup was the development of The Arts Freelancer's Playbook: SDEA's Guide to Understanding Contracts.

The playbook aims to demystify and guide freelance drama educators through the confusion of contracts and point out what to look out for in the T&Cs. This will equip freelancers with the knowledge to understand and negotiate for fairer contracts.

The SDEA Advocacy Subcommittee consists of the following:

ADI JAMALUDIN
AISHWARIYAH SHANMUGANATHAN
GHAZALI MUZAKIR
HOO KUAN CIEN
KAMINI RAMACHANDRAN
MARK BENEDICT CHEONG

In FY2022, the development was supported by law practitioner and arts advocate Wang Liansheng on a pro-bono basis and edited by writer and arts practitioner Euginia Tan.

FOCUS GROUP

On 12 November 2022, leading up to the launch of The Arts Freelancer's Playbook, SDEA held a focus group at the SDEA office facilitated by legal consultant Wang Liansheng and Aishwariyah Shanmuganathan to gather feedback on the first draft of the Playbook. It was attended by 12 participants.



This draft included 5 chapters written by Wang Liansheng, which formed the content backbone of the eventual Playbook. The feedback from this focus group session helped the subcommittee to better understand what could be done to make the Playbook more accessible and easier to read. This generated the idea of including two additional chapters, one of which focused on frequently asked questions. The feedback also helped to inform the subcommittee on future possible chapters and upcoming contractual issues in drama education.

LAUNCH OF THE ARTS FREELANCER'S PLAYBOOK: SDEA'S GUIDE TO UNDERSTANDING CONTRACTS

On 25 February 2023, SDEA launched its new online publication The Arts Freelancer's Playbook: SDEA's Guide to Understanding Contracts at a launch event at the 42 Waterloo Street Blackbox.

Launching as a collection of seven online chapters, the resource will be further developed and reviewed in response to feedback and changes in the landscape. SDEA will also be using the playbook as a stepping stone to other projects that will enable arts practitioners to advocate for fairer practices across the sector.

29 people attended the launch, including representatives from the Arts Resource Hub, National Instructors and Coaches Association, Producers SG, and other freelance practitioners and drama educators.

SDEA used drama games to introduce chapters and gave each attendee a hardcopy of the Playbook. During the session, the advocacy subcommittee gathered feedback and suggestions for future chapters.

The advocacy subcommittee aims to use the Playbook to further advocate for fairer contract practices through social media campaigns, focus groups, and more, while continuously updating the resource to keep up with evolving practices in the drama education sector.



PROJECT NOTION – INTERN’S ADVOCACY CAMPAIGN



Project NOTION was a social media campaign that was created, led, and undertaken by SDEA interns. The campaign explored and sought to debunk the myths and perceptions about the arts that the interns had faced as arts students. The campaign had a total digital reach of 2755 unique views and a total digital consumption of 569 non-unique views.

Over their internship, the 5 interns from Singapore Polytechnic, Ngee Ann Polytechnic, and Republic Polytechnic conceptualised, proposed, and executed the campaign with the supervision and support of the secretariat.

Some of these myths included “Singapore’s Theatre Industry is Small”, referring to the notion that a career in the arts is myopic and limited. Intern Megan Ong, a student of Singapore Polytechnic’s Diploma in Applied Drama and Psychology course, shared her anxieties in choosing to study the arts because of this myth. To debunk that notion, Megan did research referencing statistics to show the growth of the industry and reassuring a younger version of herself that there is a future in a career in the arts.

INTERNATIONALISATION EFFORTS

In July 2022, SDEA President Aishwariyah Shanmuganathan attended two international programmes to create opportunities for future collaborations and cultural exchanges and put SDEA and Singapore on the world map for Drama Educators. This is in line with SDEA's ongoing vision of being internationally recognised as the organisation for connecting stakeholders in theatre and drama education in Singapore to inspire change.

This was also aimed at creating connections with future presenters and delegates for the upcoming Theatre Arts Conference in 2023 and exploring possibilities for future research projects by SDEA.



IDEA CONGRESS



The IDEA Congress is organised by IDEA, of which SDEA is a member organisation. The congress was held in Reykjavik, Iceland, and was attended by drama educators from around the world including the United Kingdom, Europe, Serbia, Uganda, and Singapore.

The Congress required Aishwariyah Shanmuganathan, on behalf of SDEA, to vote on specific matters regarding IDEA. The congress also resulted in the Reykjavik Manifesto and a presentation where SDEA was invited to share the stage with teaching artists from across the globe.

The Reykjavik Manifesto is especially useful in aligning SDEA's work with an international community. Apart from making connections with academics, educators and teaching artists, SDEA also made connections with the Danish Drama Educators Association and Drama Victoria, exploring exchanges and partnerships.

IDIERI CONFERENCE

The IDIERI Conference was held at the University of Warwick, UK, with a full programme of paper presentations, panels, and keynote addresses. Attending the conference gave SDEA insights into the latest trends and developments of drama education sector around the world. Our networking led to initial conversations with National Drama (UK) on potential collaboration for research projects.

THE (HI)STORY OF IDEA WEBINAR

Following the IDEA Congress, SDEA President Aishwariyah Shanmuganathan was invited as a featured guest at The (HI)Story of IDEA Webinar as part of IDEA Day Weekend on 26 November. The webinar was held on Zoom and streamed onto Facebook. The other guest in this webinar is IDEA's Past-Immediate President and past Theatre Arts Conference Keynote Speaker Robin Pascoe, and the webinar was moderated by IDEA Vice-President Liliana Gavan.

KEY PARTNERSHIPS

As an intermediary for the sector, as well as an advocacy group for drama education, SDEA has been actively meeting industry partners to build new opportunities and pathways to connect stakeholders in the sector. One of the recent and successful partnerships has been with LASALLE College of the Arts and NAFA on Level Up! Fest 2022. It subsequently led to an MOU between NAFA and SDEA, to make way for more collaborations.

To nurture more partnerships, SDEA has met with other arts making organisations as well as the National Instructors and Coaches Association (NICA) and the MOE Arts Education Branch (MOE-AEB).

MEMORANDUM OF UNDERSTANDING WITH NANYANG ACADEMY OF FINE ARTS

To help us strengthen our position as an intermediary in the sector, SDEA has inked a landmark Memorandum of Understanding (MOU) with NAFA on 15 March 2023. SDEA will officially collaborate with NAFA for the next 3 years in the areas of 'Upstream Efforts', 'Capability Development' and 'Thought Leadership'.

Collaborating in these areas will translate into outputs like career talks for students, capability development efforts for drama education stakeholders and venue support for SDEA's signature events. NAFA was a venue sponsor for the SDEA Theatre Arts Conference in June 2023 and will also be collaborating with SDEA on the upcoming Level Up! Fest 2023.

TREASURY REPORT

FINANCIAL HEALTH

In FY2022, The SDEA Committee recognised that the association's financial state had hit a plateau and has since made conscious efforts to reduce its operating costs to function more efficiently. These include utilising the Youth Corps Community Internship scheme which supported the cost of hiring intern manpower to support the secretariat, and the VWO/Charities Capability Fund-ICT (VCF-ICT) to support the cost of IT and digitalisation efforts.

Following FY2022, the SDEA Committee and Secretariat aimed to incorporate an aspect of fundraising in each of its projects moving forward. For example, all recorded webinars (which will be put on SDEA's YouTube page) will have an end card to encourage donations to further SDEA's work. The financial health for SDEA needs to improve. The association has to cut costs and expand its revenue through various means.

IPC STATUS

In FY2022, SDEA also prioritised its administrative work towards attaining Institute of Public Character (IPC) status as the securing of it will allow for more donations through corporate giving. The IPC status was eventually attained in FY2023, on 29 May 2023 and is valid through 28 November 2024.

GRANTS AND FUNDING

SDEA also recognised the need to increase and diversify its revenue streams and has made a concerted effort to explore ways to build fundraising and revenue generating capabilities. Some of these efforts include:

- Successfully applying and benefiting from the Cultural Matching Fund, which will match donated income for FY2021.
- Working towards launching a structure of recognition for individual and corporate donors titled the 'Giving Circle'.
- A fundraising campaign for the Tina Sergeant Professional Development Initiative held in December 2022.
- Applying for the Sector Transformation Fund to explore ways to diversify revenue streams and build fundraising capabilities.

SECTOR TRANSFORMATION FUND

In FY2022, SDEA underwent a consultancy with EMPACT supported by NAC to scope an application for the Sector Transformation Fund (STF) with the aim of diversifying our income. During this consultancy period, EMPACT conducted field and table research and provided recommendations and key components for transformation to build fundraising capabilities and financial stability.

SDEA has subsequently successfully attained the STF to support a year-long transformation project with fundraising management consultant Usha Menon in FY2023 to build fundraising capabilities.

FINANCIAL STATEMENT

	2023	2022
INCOME	\$309,335.00	\$301,663.00
EXPENDITURE	\$50,391.00	\$74,124.00
ADMINISTRATION	\$297,811.00	\$342,418.00
DEFICIT	(\$38,867.00)	(\$114,897.00)



SDEA is a not-for-profit Singapore Registered Charity (Institution of a Public Character) and is supported by the National Arts Council under the Major Company Scheme for the period from 1 April 2022 to 31 March 2025.

Charity Regn No: T02SS0123G
Charity Regn Date: 20 February 2020
Constitution: Society
Date of Establishment: 28 September 2002

IPC Status

Effective Date: 29 May 2023 to 28 Nov 2024 A Member of Ministry of Culture, Community and Youth

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