

ANNUAL
REPORT
FINANCIAL YEAR
2018/19

About Us

Established in 1957, Cerebral Palsy Alliance Singapore (CPAS) is a social service organisation that serves children and adults with cerebral palsy and multiple disabilities. Our fully-integrated programmes and services cater to the developmental needs of clients and maximise their functional independence at every stage of life.



Our Vision

Empowering persons with cerebral palsy or multiple disabilities to realise their full potential and lead fulfilled, dignified lives.

Our Mission

We are dedicated to:

- Delivering fully integrated programmes and services at the highest standards with passion, integrity, care, and excellence.
- Creating awareness of cerebral palsy, and advocating for equal opportunities for all persons with the condition.

Core Values

HOPE	EMPOWERMENT	ASPIRATION	RESPECT	TRUST
We seek to inspire hope in the hearts of our clients.	Our aim is to empower our clients to overcome their challenges and live a life without limits.	Never content with the status quo, we aspire to not only enhance the lives of our clients, but also our service and capabilities.	Respect is a fundamental value that guides the actions of our staff.	Above all, we value the trust that clients place in our organisation's programmes and services.



Member of



Supported by





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CHAIRMAN'S MESSAGE

2018 ushered in another exciting year of progress for CPAS. New services and initiatives have been implemented to advance our clients' quality of life. Our clients and staff continue to make advances in their competencies and knowledge and we have much to celebrate and be thankful for.

Breaking New Ground

We are proud to announce that in 2018, we became the first social service agency in Singapore to fully implement the Trans-Disciplinary Approach in all of our Early Intervention and Special Education programmes. We are now working to share our knowledge and deepen our experience using this productive framework.

Two years ago, we launched the first National Cerebral Palsy Registry to improve the overall understanding of cerebral palsy in Singapore. We now have over 70 people enrolled in the registry, which will provide crucial insight on the issues that people with cerebral palsy face over the lifespan, so that we can continue to provide the best services they need.

We have also established a new Assistive Technology Hub in our centre. This Hub will gather a team of therapy and rehabilitation specialists and special educators to provide comprehensive assessments for clients. They will make recommendations for suitable assistive and adaptive devices to improve our clients' independence, learning and quality of life.

Celebrating Achievements

It is my pleasure to share that one of our CPAS School students, Mohamed Aiman Bin Abdullah, was awarded the Lee Kuan Yew Exemplary Student Award (LKY-ESA) in 2018. Aiman is a student leader who demonstrated great perseverance and strength in all his school activities. Congratulations, Aiman!

My heartfelt congratulations also to Ms Gena Tan, who received the Outstanding Special Education Teacher Award by MOE and NCSS. Gena joins Ms Lanny Kwok, a Head of Programme at CPAS School who also won the award in 2012.

In striving to provide the best care to our clients, we invest in the training and development for over 200 staff. Our staff underwent 9,500 hours of valuable training and skills development in the last year. Among our staff are domain experts and thought leaders who are regularly invited to teach locally and overseas. In Singapore, they sit on national committees and task forces and they contribute and influence the way forward in the social service sector.



In Appreciation

Our achievements could not have been possible without our incredible network of support. I would like to express my gratitude to all of our partners, donors, volunteers and stakeholders for their kindness and generosity, and for working tirelessly with us to empower our clients to live their best lives. I thank the Board, management and staff at CPAS for their dedication and commitment towards serving our clients.

As we move forward, we will continue to break new ground and strive towards greater heights. Together, we can make our society a kinder and more inclusive one for all.

A handwritten signature in black ink, appearing to be 'K. Lim'.

Associate Professor Kevin Lim, BBM, PBM
Chairman

EXECUTIVE DIRECTOR'S MESSAGE

We see every one of our clients trying their very best every day. Whether in learning, developing work skills, or training their core muscles to support walking, every small step they make is only possible because of their relentless efforts.

Every child and adult we serve at CPAS is an important and valued member of society with dignity and worth, with a right to education and opportunities to improve their quality of life. That is why we prioritise improving and expanding our services to meet evolving needs.

Our Allied Health Professionals (AHPs) form the Physiotherapy, Occupational Therapy, Speech & Language Pathology, Psychology and Social Work departments. Together, they provide specialised expertise and support inside and outside the classroom and sheltered workshop so that children and adults with cerebral palsy or multiple disabilities can reach their potential.

AHPs work with teachers and interventionists in the Trans-Disciplinary Approach so that therapy is integrated in daily activities. This approach is vastly promising for improving client outcomes. AHPs continually enhance their services as well. Among many of the new initiatives are new psycho-educational and diagnostic services, modification of diet consistencies, trial of eye-gaze devices and new equipment for physiotherapy and pain relief.

Employability

Finding paid work makes a huge difference to students, clients and their families. We have streamlined the School-to-Work Transition Programme for CPAS School students so that they can start work experience earlier, thereby gaining more skills and experience while exploring their interests sooner. Students are supported by AHPs as well. Occupational therapists assist them in finding the right assistive aids and practicing their skills, and physiotherapists equip students to deal with accessibility challenges they may encounter in their workplaces. We also hired a new staff member to provide job coaching to adult trainees in our sheltered workshop, GROW.

Family and Community

Another important pillar of our work is supporting caregivers and families. Respite care, skills training, support groups and resources are key to this goal. We recently published a comprehensive caregiver



resource guide, providing information on the types of services available for children and adults with cerebral palsy and multiple disabilities. CPAS has also been recognised as an Approved Training Provider for Caregivers by the Agency of Integrated Care for the 8th consecutive year.

In tandem with our mission to raise awareness of cerebral palsy and other disabilities in the community, CPAS has been active in its outreach efforts in the community and private sector, building close ties with companies and mainstream schools like Park View Primary School and Cherie Hearts.

Forging Ahead

I thank our clients and their families for putting their faith in us. We endeavour to do our best to assist our clients in building a brighter future. I express my grateful thanks to our Board and staff, generous donors, volunteers, partners and supporters. We look forward to another year of progress in empowering children and adults with cerebral palsy and multiple disabilities to reach their full potential.

A handwritten signature in black ink that reads "Latha Kutty". The signature is written in a cursive, flowing style.

Ms Latha Kutty
Executive Director

BOARD MEMBERS



As of the Annual General Meeting on 20 September 2018

- 1 Dr Young Siew Lee**
Member
Audit Subcommittee (Member)
Fundraising Subcommittee (Member)
Programmes Subcommittee (Member)
- 2 Dr Janice Wong**
Honorary Secretary
Audit Subcommittee (Member)
Nomination Subcommittee (Member)
School Management Committee (Member)
Staff Subcommittee (Member)
The Children's Charities Association of Singapore (CCA) Representative
- 3 Mr Remy Choo**
Member
Programmes Subcommittee (Member)
School Management Committee (Member)
- 4 Mr Sallim Bin Abdul Kadir, BBM, PBM, JP**
Member
Audit Subcommittee (Chairman)
Finance-Investment Subcommittee (Member)
National Council of Social Service (NCSS) Representative
- 5 Ms Yvonne Chan**
Honorary Treasurer
Finance-Investment Subcommittee (Chairman)
School Management Committee (Honorary Treasurer)
Staff Subcommittee (Member)
- 6 Associate Professor Ong Hian Tat**
Member
Programmes Subcommittee (Chairman)
Nomination Subcommittee (Member)
- 7 Mr Satyaki Sengupta**
Member
Nomination Subcommittee (Member)
School Management Committee (Member)
Programmes Subcommittee (Member)
- 8 Associate Professor Kevin Lim, BBM, PBM**
Chairman
School Management Committee (Chairman / Supervisor)
Nomination Subcommittee (Chairman)
Staff Subcommittee (Member)
- 9 Ms Koh Kok Loo**
Assistant Honorary Treasurer
Audit Subcommittee (Member)
Finance-Investment Subcommittee (Member)
- 10 Ms Foo Siew Fong, PBM**
Member
Audit Subcommittee (Member)
Staff Subcommittee (Member)
- 11 Ms Chng Wong Yin**
Co-opted Member
IT Workgroup (Chairman)
- 12 Mr Mervyn Sirisena, PBM**
Assistant Honorary Secretary
Fundraising Subcommittee (Chairman)
Nomination Subcommittee (Member)
Staff Subcommittee (Member)
The Children's Charities Association of Singapore (CCA) Representative
- 13 Ms Tan Yee Deng**
Vice Chairman
Staff Subcommittee (Chairman)
Fundraising Subcommittee (Member)

MANAGEMENT TEAM



1 Ms Latha Kutty
Executive Director

2 Ms Nickie Ang
Finance Manager

3 Ms Foo Mui Leng
Human Resources Manager

4 Ms Catherine Wee
Advocacy & Marketing Manager

5 Ms Cathryn Ang
EIPIC Principal

6 Mrs Koh-Lim Ai Lay
School Principal

7 Ms Betty Tse Wai Chan
Adult Services Manager

8 Ms Shelly Loh
Head of Social Work Department

9 Ms Pampi Ghosh
Head of Occupational Therapy
Department

10 Mr D. Senthil Kumar
Head of Physiotherapy Department

**11 Mr Parandaman s/o
Thechanamurthi**
Head of Psychology Department

12 Ms Sunitha Sendhilnathan
Head of Speech & Language
Pathology Department

OUR PROGRAMMES

Early Intervention Programme for Infants and Children (EIPIIC)

For children up to 6 years old

EIPIIC provides early intervention for children with identified needs between the ages of a few months to six years old. A Trans-Disciplinary Approach is integrated into the curriculum. A multi-disciplinary team collaborates with caregivers to provide holistic education and support to help each child maximise his or her developmental growth.



CPAS School (CPASS)

For children between 7 and 18 years old

CPAS School is a double-session Special Education (SPED) school serving students with moderate to severe multiple disabilities. We offer the SPED Curriculum as recommended by the Ministry of Education. Through our mission of equipping our students with a holistic education to live meaningfully, learn continuously and work productively, they learn and develop in six domains. For selected students with good motor and functional skills, their curriculum includes pre-vocational training.



Adult Services

- **Goodwill, Rehabilitation, and Occupational Workshop (GROW)**

For adults 18 years old and above

GROW is a sheltered workshop that provides vocational training and sheltered employment through various projects and social enterprise initiatives. GROW provides an environment for self-development, and nurtures skills for community integration.

- **Day Activity Centre (DAC)**

For adults 18 years old and above

DAC provides day care for persons who require higher support. The primary aim is to nurture self-help skills through a balanced and structured curriculum of daily living, social skills training, therapy rehabilitation care and recreational activities.

- **CPAS Connect Alumni Programme**

CPAS Connect is an alumni programme that engages former students and clients through social activities and sports.



Home Management Programme (HMP)

Therapists provide home-based therapy and social intervention at the homes of people with cerebral palsy who are severely disabled and in need of therapy but are unable to travel to our centre.

Outpatient Programme (OP)

The Outpatient Programme provides therapy and social interventions at our centre for clients with cerebral palsy and other physical disabilities. Therapies provided include speech and language therapy, physiotherapy and occupational therapy.

OUR SERVICES

Our **Allied Health Professionals (AHPs)** extend a comprehensive range of specialised healthcare and support to our clients.



Occupational Therapy

Our Occupational Therapists address the use of purposeful activities and a variety of treatment methods to obtain the desired level of functioning in self-care, work and leisure.



Physiotherapy

Our physiotherapists provide assessment, treatment, rehabilitation and prevention of movement disorders, pain, injury, or any other physical dysfunction.



Psychology

Our team of psychologists have different specialties providing services which address pediatric needs. We provide a broad array of psycho-diagnostic treatments/testing and consultation services for a range of behavioural, developmental and learning needs. We focus on the developmental and behavioural needs, as well as the psychosocial and emotional well-being of children and adolescents.



Social Work

Social Workers assist clients and their families to cope with issues resulting from disabilities and help the clients realise their full potential through the following services:

- Information and Referrals
- Home Visitations
- Link with Community Resources
- Agency Visits
- Casework and Counseling
- Financial Assistance
- Parents and Caregivers Support



Speech Therapy

Our Speech Therapists focus on the assessment and management of speech, language, communication, literacy, as well as feeding and swallowing skills. Intervention through Augmentative and Alternative Communication (AAC) is also provided by using low and high tech devices for those with complex communication needs and reduced speech intelligibility.

CPAS runs a range of specialist and medical clinics, as well as an Equipment Loan Library. Each clinic offers specialised care by allied health professionals and medical professionals.

SPECIALISED CLINICS

- Assistive Technology Clinic
- Audiology Clinic
- Feeding and Swallowing Clinic
- Seating Clinic
- Hand Clinic
- Sensory Integration Clinic
- Neuro Developmental Clinic

MEDICAL CLINICS

- Orthopaedic Clinic
- Paediatric Neurology Clinic
- Medical and Dental Clinics

SNAPSHOT



Over
700
clients



238
staff



9,569
hours
of training attended by staff



265
EIPIC students

Clients' diagnoses: ASD, GDD, Down Syndrome, Speech and Language Delay, CP and others

 **50,308**

teaching hours in early intervention



209
CPAS School students

- 12 students graduated from CPAS School in end 2018
- 4 classes in Academic Programme
- 14 classes in Functional Programme
- 17 classes in High Support Programme



50
clients in
Day Activity
Centre



79
trainees in the
Goodwill, Rehabilitation
& Occupational
Workshop



2,000+
hours of speech & language
therapy provided to clients
every month



316
units of oro-motor tools
and feeding equipment
given or loaned to clients

31,392

HOURS
of occupational therapy
provided to clients

134

CLIENTS' CAREGIVERS
received training under
our customised
home programme

22,496

HOURS
of physiotherapy provided
to clients

153

INITIAL SCREENINGS
conducted by Social Work

MEET OUR CLIENTS

Desireena

When she first joined CPAS, she could barely speak. Now, she is as expressive as her peers.



Desireena is a 4-year-old girl who joined CPAS EIPIIC in July 2016. She is a cheerful girl with a beautiful and infectious smile. She is helpful towards her teachers and peers, always ready to lend her hand. Over the course of a year, Desireena has progressed from being able to use only 1 to 2 words in conversation, to being more expressive in her communication with adults. Now, Desireena can confidently inform others, make comments and ask questions. She is also able to comprehend more complex instructions.

Desireena has also made significant improvements in her balance and motor planning skills. She was using a kaye walker and one-hand support while walking, but she is now able to walk independently under supervision. Desireena's bilateral coordination skills have also improved. She has demonstrated the ability to recognise some uppercase letters and is learning how to write them.

Syed Abdul Kadir

Silent no longer – how speech therapy helped a young man find his own voice

Day Activity Centre client Syed Abdul Kadir used to be a shy young man who used his communication book to communicate with his friends and Training Officer in class. With the amount of time it takes for him to flip the pages to find the correct pictures and words to express himself, he grew frustrated.

A CPAS speech therapist began working with him in 2018, training him to use an iPad with an Augmentative and Alternative Communication (AAC) app that he can easily use to express how he feels. Now, communicating with his friends and Training Officer is a breeze. He has gained a great deal of confidence, even becoming co-emcee for an event attended by 200 participants at the Disability Applied Research Forum in 2019.

Mustaqim

Searching for independence



Mustaqim is a pleasant and cheerful 10-year-old boy living with spastic diplegia, a form of cerebral palsy. He values independence, always being the first to say “Teacher, I want to try by myself”.

Since joining CPAS School, he has learnt to feed himself with an adapted bowl and spoon and actively partakes in his lessons. He also enjoys engaging in social activities. He loves to communicate with his friends and teachers and expresses himself well, constantly articulating new words that he has learnt in school.

With a new specialised seating system, Mustaqim has gained more independence in his mobility. The self-propelling manual seating system has given him the opportunity to move around the school compound more freely and easily. He has shown improvement in his ability to maintain his upright sitting balance and is working on supported standing and improving his strength and coordination. There are times when he feels tired from propelling, but with a “never give up” attitude and constant encouragement from his family, peers, teachers and therapists in school, he continues to persevere in all aspects of his life.

Aloysius

Aloysius' world is getting bigger... with independent mobility using motorised wheelchair!

Aloysius is a 13-year-old boy diagnosed with cerebral palsy. He has fair head and trunk control thus having difficulty maintaining stable posture. He has considerable involuntary movements which caused him to require assistance in all Activities of Daily Living (ADLs), including transfers and mobility. He is able to walk with one person support or by using kaye-walker.

Due to involuntary movements, he gets tired easily when walking, so he used a manual wheelchair. With a manual wheelchair, he realised that he still relies on others to push him around.

Aloysius hoped for a motorised wheelchair, so that he can move around independently. With his determination and training by his parents, CPAS therapists and teachers, he learned to drive a motorized wheelchair and received one through donated funds. He underwent further training to improve his driving skills. Since last year, he has been able to use it independently in school premises.

Following the Trans-D team's goal this year, Aloysius has started undergoing training to use his motorised wheelchair not only within CPAS, but to go outside to the neighboring school with limited supervision to buy food from their canteen. With the motorised wheelchair, excellent motivation and persistence, Aloysius is gradually able to perform more skills independently.

NEW INITIATIVES TO BUILD A BRIGHTER TOMORROW

Primary 1 Transition Programme for EIPIC Students

Transiting from kindergarten to primary school is a huge step in a child's life. To facilitate this transition for our young students in EIPIC, we organised a Primary 1 Transition Programme in collaboration with Park View Primary School (PVPS).

Our EIPIC students were invited to step into the shoes of a Primary 1 student, attending classes and activities with PVPS student leaders and exploring the various facilities of the school such as the Art, Science and Music classrooms.

The programme helped our students to adjust to the school environment and ensure a smooth transition. We are grateful to Park View Primary School's teachers and student leaders for their generous assistance and hospitality.



Social Communication Group for EIPIC Students

Our Speech & Language Pathology Department introduced a Social Communication Group to prepare EIPIC students for mainstream schools. Over two days, six children received intensive social communication training to strengthen their social skills, such as understanding non-verbal cues, understanding another person's perspective and learning to collaborate with others.

Inaugural Assistive Technology Games Day

To promote understanding of the opportunities offered by assistive technology, CPAS School staff organised our first Assistive Technology Games Day. Students, parents, caregivers and staff learned about the various adapted devices and mobility equipment available through games and activities.



Alumni Engagement

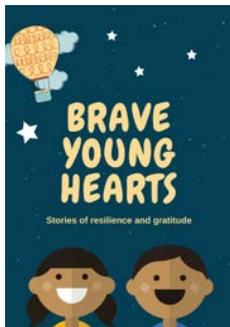
To engage former clients who have graduated from our programmes, we organised an Alumni Camp in December 2018. 21 alumni members took part in fun group activities including dance, outdoor cooking and a campfire. We also organised a Chinese New Year party for alumni, with cultural performances, games and food.

New Psycho-Educational and Diagnostic Services

Our Psychology department began offering Psycho-Educational/Diagnostic testing services, which provide a broad sampling of an individual's thinking, reasoning, cognition and higher cortical functions. These services also determine developmental diagnoses to understand how clients are impaired in diverse environments, enabling us to plan targeted clinical interventions to achieve better clinical outcomes.

The new testing services include:

- Autism Assessment
- Psycho-Educational Assessment
(including cognitive testing and school readiness assessment)
- Neurodevelopmental Assessment *(evaluation of a child's neuro-developmental weaknesses and strengths to optimise a child's ability to learn)*
- Attention Deficit Hyperactive Disorder (ADHD) Investigation
- Evaluation of Adaptive Functioning
- Mental Capacity Assessment *(Statutory)*
- Dynamic Testing



Launch of Brave Young Hearts Book

In commemoration of World Mental Health Day 2018, the Psychology department launched a narrative-informed book, *Brave Young Hearts*, that shares narratives of children with special needs and the common challenges that they face in life. The book represents their thoughts, dreams and resilience in the face of adversity, thus providing a platform for students to inspire others, encourage inclusion and advocate for themselves.

The book is available at www.cpas.org.sg/brave-young-hearts

NCSS Grant: Psychology Department

The National Council of Social Service awarded a capacity building grant to our Psychology Department, to upskill the clinical expertise of our psychologists. With the help of the grant, an experienced consultant psychologist from the United Kingdom will provide the department with directions and consultations weekly for 18 months.

Advances in Speech & Language Therapy for CPAS School students

- **Choking Protocol:** Our Speech & Language Therapists began working with our SPED Teachers to explore and assess the different diet consistencies of each client, and to follow up with teachers on students' feeding and swallowing skills in order to make recommendations on safe feeding. This will reduce the risk of choking and swallowing problems.
- **Modification of Diet Consistencies:** Our Speech & Language Department has begun to use the International Dysphagia Diet Standardization Initiative (IDDSI) to manage students' diet consistencies, in order to improve patient safety.

Pilot Physiotherapy Projects with Nanyang Polytechnic

Our Physiotherapy Department collaborated with Nanyang Polytechnic's Nursing students to develop programmes for adults with physical disabilities. Our physiotherapists designed and managed the projects, and supervised the students during the two-week implementation period. The results were promising and further research is needed with a larger sample size to substantiate the outcomes.

One project was aimed at promoting an active lifestyle among adults with cerebral palsy and four clients participated in the trial. We found that these clients' functional reach, flexibility of the trunk and general reaction time improved by an average of 5%, after nine one-hour sessions of physical activity. This activity was performed while seated, to accommodate clients with limited mobility. Following the project, we have produced an exercise video to enable GROW trainees to engage in these exercises easily under supervision.

Another project examined the benefits of using wind instruments as part of clients' rehabilitation exercises to improve function among adults with cerebral palsy. Eight clients took part in the project, and 75% of this test group showed improvement in functional lung capacity after using wind instruments as part of therapy exercises.

Successful Trial of Eye-Gaze Devices

The Speech & Language Pathology Department worked with DNR Wheels Pte Ltd to successfully trial the Tobii eye-gaze device for a few of our Adult Services clients.

The eye-gaze device replaces the computer mouse, allowing a person to control a computer using only their eyes. This technology allows people with cerebral palsy who experience limited hand function to access personal computers, opening up a world of communication, recreation, learning and even work.

The next step is to facilitate the purchase of these devices. To date, we have successfully helped a few clients purchase these devices through the help of donors and the Assistive Technology Fund.

Financial Literacy Mobile Application

CPAS School worked with SmartCo on the development of a new mobile application, "CPASS Adventure". This app adopts a fun and interactive approach to teach money-related mathematics useful for daily living. Teachers used this app to teach financial literacy, enabling our students to apply the concepts learnt in class in a virtual reality.

Improvement of Physiotherapy Facilities

To accommodate new physiotherapy equipment and improve clients' experience in physiotherapy, our physiotherapy gym was renovated to maximise space. An automatic door and air-conditioning were also installed. New therapy equipment such as an ultrasound machine for pain relief and a Kaye Suspension Walker were procured for clients' use.



ENRICHING LIVES THROUGH THE TRANS-DISCIPLINARY APPROACH

Advancing Client Outcomes with the Trans-Disciplinary Approach

We have successfully implemented the Trans-Disciplinary Approach into our early intervention and special education programmes, and a pilot programme is underway for our Day Activity Centre clients.

The Trans-D approach is a family-centred approach that maximises client development by integrating learning opportunities in their daily activities.

Under this approach, teams of teachers and Allied Health Professionals (AHPs) collaborate with parents and caregivers to create shared goals for each client.

Each team comprising the class teacher or interventionist and AHPs, including an Occupational Therapist, Physiotherapist, Speech Therapist, Social Worker and Psychologist, sets and implements individual goals for the client.

They brainstorm individualised strategies and recommend suitable assistive devices. This integrated approach replaces the previous approach that used pull-out sessions and separated interventions by discipline, in order to enhance holistic development and deliver better results for our clients.

CPAS School

CPAS School students are categorised into five groups according to their gross motor abilities using the Gross Motor Function Classification System. Each group has different sets of exercise regimes catering to the needs of the group.

Twice a week, physiotherapists and occupational therapists lead group exercises, with the frequency increased to thrice a week in 2019. Teachers and teacher aides are also involved.

Occupational therapists have trained teachers to use therapy equipment and introduced a classroom visual chart for clients in EIPIIC and CPAS School. These initiatives have been well-received by clients.

Speech and language therapists contribute in co-teaching sessions, craft lesson plans with teachers, provide assessment and recommendations for clients in the Feeding and Swallowing Clinic and implement the intervention plans in the classroom through teachers and caregivers.

CPAS School worked closely with the Physiotherapy and Occupational Therapy departments to purchase new therapeutic equipment to better engage students in class, including:

- **Mini Standy** for students to maintain a safe standing position, which encourages active class participation while improving their strength and respiration
- **Tilt Table** for students using wheelchairs who are unable to support their own weight, to help them transit from a horizontal to a vertical position, thereby improving their skeletal development, decreasing joint and muscle contractions, improving their range of motion and enhancing their cardiovascular system

Parents have given positive feedback on the new Trans-D approach. Parents were also invited to a Trans-D lesson so that they can better understand the framework and work closely with the team in tracking their child's progress in the coming school terms.

Day Activity Centre

AHPs have begun co-treatment with adult clients in the Day Activity Centre, accompanying them on community mobility activities. This helps our clients to apply therapy skills contextually outside the classroom.



PREPARING OUR CLIENTS FOR EMPLOYMENT

Former Student Rachael's Success Story

Rachael graduated from CPAS School in 2018. She was an active member of the Performing Arts CCA and participated in local and overseas competitions. Rachael was also an active contributor to society, raising funds and donating rice bags to needy families as part of the Community Involvement Programme in school.

In her last two years at CPAS School, she was given the opportunity to experience jobs in various industries such as retail services, hydroponics, laundry services, leather craft-making and administrative services. With the support of her dedicated teachers and job coaches, Rachael became the very first CPASS student to be selected for the School-to-Work Programme under MOE and SG Enable.

Rachael did well in her 6-month internship with Foreword Coffee in 2018 and was subsequently offered a position at the company. She now has a steady job as a full-time staff at Foreword Coffee.



1st Sustained Employment Award

We introduced the Sustained Employment Award in 2018 to recognise and encourage CPASS graduates who have made a sustained effort to stay employed. Four of our 2017 graduates received the first awards, in recognition of their successful employment at social enterprises.

New Job Coach for GROW Trainees

To improve our GROW trainees' employability, a job coach was hired in the beginning of April 2018. Two of our trainees have successfully secured long-term employment in 2018 under the careful support and supervision of their job coach.

The job coach guides trainees on taking public transport and accompanies them in their first week at work. The job coach also discusses modifications for the job with the company to ensure successful employment, and visits the trainees weekly at their workplace for six months to evaluate their progress.

Advancements in Preparing Students for Employment

- ✓ The School-to-Work Transition Programme has been streamlined. Work experience now begins a year earlier, at age 16, with school-based work experience. At age 17, students embark on community-based work experience, and at age 18, they can progress to an external internship.
- ✓ A new class was set up to prepare students between the ages of 17 and 18 for sheltered workshop employment.
- ✓ We worked with Onesimus Garden to conduct a hydroponics course for our 16-year-old students and to set up a hydroponics frame in CPAS School.
- ✓ 16 CPASS students received a certification from Workforce Skills Qualifications (WSQ) course on Basic Food Hygiene.



Enhancing Student Employment

To facilitate students' work attachments, occupational therapists provide strategies to modify work tasks to support students' individual needs. These include providing assistive aids and suggesting ways to re-organise their physical surroundings to support their work performance. Occupational therapists work closely with employers, sharing students' occupational strengths and the areas of challenges that they may face in the workplace, along with ways to support the students in their work attachments. They also conduct extra practice sessions for students who require more assistance to build the skills required for their jobs.

Our physiotherapists visited potential job sites to assess accessibility challenges in order to train clients to overcome these challenges. They also provided attachments to the department for students to train their soft and hard skills, and conducted mock interviews.

SUPPORTING CAREGIVERS & FAMILIES

Caregivers' Resource Guide

We published a comprehensive Caregivers' Resource Guide in December 2018, available online at www.cpas.org.sg/caregivers-resource-guide.

This guide is a directory for parents and caregivers of CPAS clients, providing information on services and programmes available for children and adults with disabilities. Various resources are listed, including education, respite care, transport services and play and recreation.



Parents' Initiative Programme

Since 2016, parents of CPAS clients can also join the Parents' Initiative Programme which provides opportunities for them to relax and bond with fellow caregivers over craft activities.



Financial Literacy Workshops 2018

We organised two financial literacy workshops for over 70 parents and caregivers of our clients, in collaboration with the NUS Pro Bono Centre and Clinical Legal Education, Institute of Financial Literacy and the Special Needs Trust Co.

Hand in Hand & Respite Care Day 2018

CPAS organises an annual Hand-in-Hand and Respite Care Day Event to provide respite to caregivers. Our October 2018 event was organised with the CPAS Parents' Connection group. Caregivers attended informative talks and fun activities, while clients were occupied with engaging activities under the care of CPAS staff and volunteers.

Parent Support Group (PSG) Sessions

We conducted three Parent Support Group (PSG) sessions in 2018. The sessions covered healthy lifestyle and diet, parenting, special needs and marriage, and self-care.

Stronger Together - Bonding Event 2018

CPAS conducted a Father-Child Bonding Event on Saturday, 7 April 2018. Fathers of children in CPAS attended the half day event which included fun activities such as balloon sculpting and a magic show, as well as a talk.



Agency Visits 2019

SW briefed caregivers about the Post-School Transition process and organised agency visits to day activity centres and sheltered workshops for caregivers of graduating students to explore post-school options.

Siblings Workshop 2019

CPAS is organising a workshop to provide an opportunity for siblings of our students with disabilities to meet other siblings in a relaxed, recreational setting and to discuss common joys and concerns. They will also be able to learn how others handle situations commonly experienced by siblings of children with disabilities. CPASS is the first SPED School to work with licensed Sibshop facilitators.

AWARDS & ACHIEVEMENTS



Outstanding Special Education Teacher Award

CPAS School Teacher Ms Gena Tan was awarded the MOE-NCSS Outstanding Special Education Teacher Award in 2018, in recognition of her outstanding contributions in educating students with special needs.

Ms Gena Tan strongly believes that all her students are capable of achieving their aspirations when the right opportunities are made available. She has worked tirelessly to provide numerous opportunities for CPASS students to stretch the limits of their abilities.

Her passion is reflected in the events that she conducted for students in neighbouring schools to educate them on students with special needs and SPED in Singapore. Her heart for helping students with special needs has truly made a difference in the lives of many.



Lee Kuan Yew - Exemplary Student Award

We are proud of CPAS School student Mohamed Aiman Bin Abdullah, who was awarded the Lee Kuan Yew - Exemplary Student Award (LKY-ESA) in 2018, in recognition of the strength and perseverance he demonstrated in his co-curricular activities and the Student Leadership Programme. Aiman also possesses qualities reflective of the school values of Confidence, Respect, Resilience and Integrity. The LKY-ESA celebrates students who have risen above the odds to be exemplary role models to their peers.

CPAS Alumni's Boccia Achievement

CPAS alumni Jeralyn Tan clinched a bronze medal at the 2018 Boccia Regional Competition in Taipei, successfully beating competitors from Iraq, Taipei, Australia and Thailand.

Long Service Award 2018

In 2018, 28 CPAS staff members received Long Service Awards, including 4 staff members who received 25-year or 30-year awards. CPAS thanks them for their dedicated service.

EVENTS



CPAS Charity Dinner 2018

We held our 3rd Charity Dinner on 25th August 2018 with event sponsor Marina Bay Sands. Donors contributed over \$200,000 to fund CPAS programmes and services. We are grateful to our donors and sponsors for their strong support.

September Fundraising Campaign 2018

In September 2018, we held our fourth *September* health and wellness fundraising event. *September* is a worldwide fundraising campaign to raise funds for children and adults with cerebral palsy. Members of the public sign up for an interactive four-week challenge to take 10,000 steps a day for the month of September while raising funds. We raised over \$130,000 to fund CPAS programmes and services. We thank our donors and participants for their contributions.

World Play Day 2018

Every year, we organise an event to celebrate World Play Day. In 2018, we collaborated with the North East Community Development Council and the Pasir Ris Elias Community Club to create opportunities for children living with multiple disabilities and residents of the North East community to meet and play together. The event featured carnival games, craft-making and inclusive sports including Boccia and adaptive table tennis. The event was graced by Deputy Prime Minister, Mr Teo Chee Hean and Mayor Mr Desmond Choo.



RAISING AWARENESS IN THE COMMUNITY



EIPIC Integration Programme with Preschool Partner

To promote integration between children with and without disabilities, we collaborated with our long-time partner Cherie Hearts (Elias Mall) Kidz Campus.

From April to December 2018, our EIPIC students joined Cherie Hearts students twice a month in their mainstream classroom setting. We used adaptations such as social stories to prepare our students for the transition, and visual supports such as a schedule and picture communication cards during the integration programme.

Individualised facilitations were also used to assist our students. For instance, a child with sensory difficulties may use other materials that they are familiar with, instead of what his peers used. However, teachers would still encourage our students to explore materials that they are not comfortable or familiar with.

Students, teachers and leaders from both centres benefited greatly from the programme, learning strategies and preparing for challenges in developing an inclusive preschool environment. We thank Cherie Hearts for developing this initiative with us.

Autism Awareness Day Talk with Preschool Partner

In commemoration of Autism Awareness Day, CPAS held sharing sessions with parents and students of Cherie Hearts Kidz Campus at Elias Mall in March 2019. The first session helped parents understand the needs of children with autism and the support that EIPIC's early interventions can provide. The second session helped children understand their autistic friends who may think and act differently.

ART & PERFORMANCES

True Colours Festival

As part of the CPAS School Project-Based Learning Approach, our students were given the opportunity to sell their crafts at the True Colours Festival, Singapore's first festival for artistes with disabilities.

CPAS GROW Artists' Achievements

- Five of our artists from GROW had their artworks selected for the Marina Bay Countdown 2019 Project and projected on the Art Science Museum in the lead-up to the new year celebrations.
- Our GROW artists were invited to showcase their artwork and art merchandise at Chinatown Heritage Centre from October to December 2018.
- GROW trainees learned new forms of handicraft through a jewellery workshop conducted by Longue Vue, learning to make accessories such as bracelets and necklaces using baked clay.
- Our GROW trainees' handicrafts are now available for sale on Shopee as part of an initiative by the North East CDC and Shopee.

Extra Ordinary Celebration

In November 2018, CPAS School students from the Performing Arts CCA collaborated with students from the Singapore Chinese Girls' School Band in a performance for the Extra Ordinary Celebration at Resorts World Theatre.



Christmas on A Great Street Light Up Ceremony

CPAS EIPIG students performed at the Community Chest Christmas On A Great Street Light-up Ceremony 2018, graced by President Halimah Yacob and Minister of Social and Family Development Mr Desmond Lee.

Our students live with various disabilities, from autism or speech delay to physical disabilities, which makes it more challenging for them to coordinate their body movements and remember their dance steps. They worked hard in rehearsals and their diligent efforts paid off when they successfully put up a beautiful dance performance to rousing applause.



TRAINING & EDUCATION

CPAS has been recognised as the Approved Training Provider for Caregivers by the Agency of Integrated Care for the 8th consecutive year, to conduct trainings and workshops for caregivers, parents, and family members of persons with special needs.

We are pleased to report that we have had two more trainings approved for the Caregivers' Training Grant, bringing our total number of trainings approved for the grant to eight. This grant helps caregivers build their capabilities so that they are better able to care for the physical and socio-emotional needs of persons with disabilities and the elderly.

CPAS also worked with various government agencies including the National Council of Social Service, Workforce Singapore and Learn SG to secure grants for other trainings.

We organised trainings for our SPED teachers, EIPIIC interventionists, Adult Services staff, Allied Health Professionals and caregivers to develop their skills in caring for and working with children and adults with disabilities.

These trainings covered varied topics, including:

- Seating and posture management
- Activities of Daily Living
- Upper and lower limb management
- Hydrotherapy
- Speech, language and communication
- Literacy
- Assistive technology
- Usage of mobility devices
- Gross Motor Functional Classification System
- Oral placement therapy
- Feeding and swallowing
- Managing burnout and stress

Some of these trainings were also attended by professionals and caregivers from other disability organisations, including a 24 hour posture management training and a communication training on Hanen Target Word.



FUTURE PLANS

Trans-Disciplinary Approach: Co-Teaching

CPAS School will be engaging in co-teaching with our Allied Health Professionals once a month. Co-teaching is a teaching strategy involving two or more professionals working in the same environment to co-plan, co-instruct, and co-assess a group of learners.

The Trans-D team consisting of the SPED teacher, and AHPs (Speech & Language Therapist, Occupational Therapist and Physiotherapist) will work together to co-teach a lesson in the classroom. This will allow us to capitalise on the various strategies proposed by the AHPs for the students to advance in living and learning.

CPAS School Curriculum Development

We are developing a student-profile based curriculum for each programme (Functional & High Support). Head-of-Programme staff & Senior Teachers are leading the respective programme teachers in reviewing the Scope & Sequence as well as Scheme Of Work (SOW) for the respective programmes. In 2018, the Daily Living Domain team completed the SOW and rolled out lesson plans for the teachers of both programmes.

Assistive Technology Hub

CPAS will be setting up an Assistive Technology Hub in our centre with collaboration from Occupational Therapy Department to increase our capacity to propose assistive technology solutions to address our clients' needs and improve their independence and quality of life.

CPAS Physiotherapy-B2B Project

Our Physiotherapy Department was awarded Back to Basic (B2B) Project (\$100,000) in Nov 2018. The project started in March 2019 and is expected to complete in March 2021. The objective of the project is to increase productivity of our staff through process review, job-redesign and adaption of technology.

Planned outcomes include:

- Increasing therapeutic interventions with the same number of therapists, thereby leading to better client outcomes.
- Redesigning processes, job scopes and responsibilities to achieve productivity gains
- Identifying and procuring suitable technology and equipment to support interventions for clients, such as Alter-G.

24-Hour Posture Management

To ensure that posture care management is in place for clients 24 hours a day, and not only in the daytime, we will be starting to set up this service, order equipment and develop an assessment framework.

Tekscan Gait Analysis System

To enhance our existing evidence-based practice in physiotherapy, we will be procuring the Tekscan Gait Analysis System in 2019. This will facilitate therapists to assess client's gait accurately and provide appropriate intervention strategies to achieve better functional outcomes.

Research and Guidebooks by Psychology Department

Our Psychology Department will be conducting a pilot study on the lived experiences of children with special needs who have neuro-typical siblings.

The Department is also launching two guidebooks for parents, caregivers and professionals. One guidebook explores developmental aggression and how to manage it, and the other explores attachment styles to assist parents and caregivers in developing secure attachment with children.

SUMMARISED FINANCIAL STATEMENTS - CPAS

Statement of Financial Position
For year ended 31st March 2019

	FY18/19	FY17/18
	S\$	S\$
Assets		
Non-Current Assets	8,070,949	8,308,058
Current Assets	17,678,725	17,549,126
	25,749,674	25,857,184
Liabilities and Funds		
Current Liabilities	1,341,839	1,602,959
Deferred capital donation	8,034,156	8,303,828
Funds	16,373,679	15,950,397
	25,749,674	25,857,184

Statement of Comprehensive Income
For year ended 31st March 2019

	FY18/19	FY17/18
	S\$	S\$
Income		
Government Grants	6,684,557	6,160,727
Specific Donations	1,208,592	493,380
General Donations	334,111	527,400
Programmes/ Therapy Treatment fees	719,841	677,728
Others	3,872,389	3,475,456
TOL fee	825,972	825,972
	13,645,462	12,160,663
Expenditure		
Manpower	8,299,073	7,808,574
General & Administrative cost	1,186,624	1,025,119
Upkeep and utilities	371,367	346,142
Utilisation of specific fund	1,737,659	1,289,994
TOL fee	825,972	825,972
Others	801,485	663,090
Total Expenditure	13,222,180	11,958,891
Surplus	423,282	201,772

SUMMARISED FINANCIAL STATEMENTS - CPAS SCHOOL

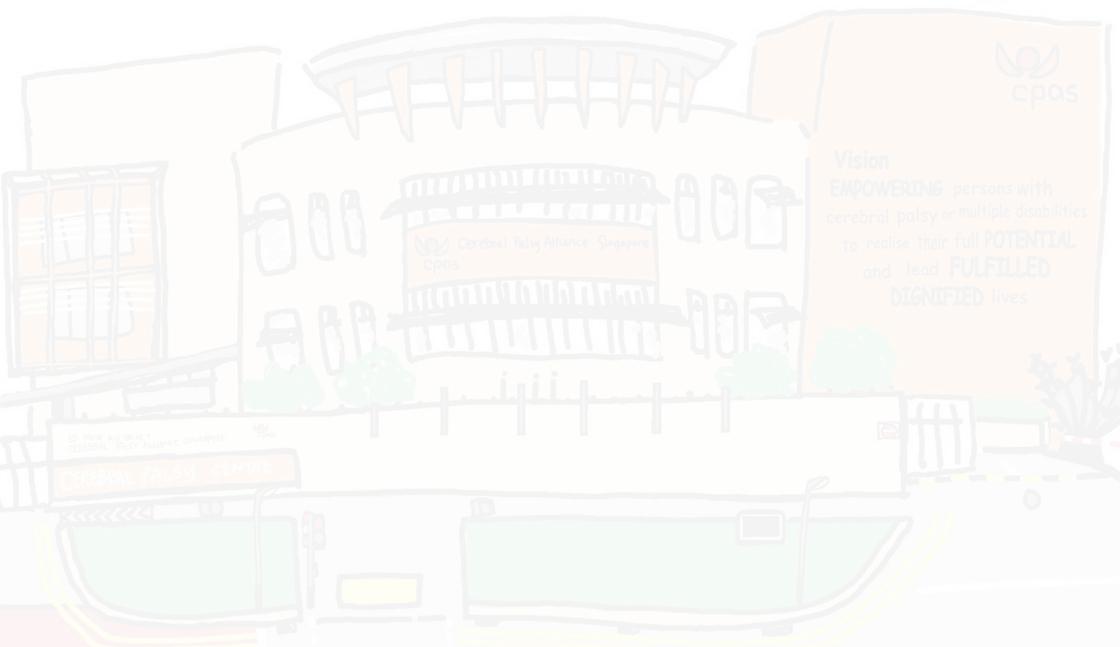
Statement of Financial Position For year ended 31st March 2019

	FY18/19	FY17/18
	S\$	S\$
Assets		
Non-Current Assets	889,288	641,991
Current Assets	4,091,185	3,926,493
	4,980,473	4,568,484
Liabilities and Funds		
Current Liabilities	755,833	482,036
Deferred capital donation	552,389	521,354
Funds	3,672,251	3,565,094
	4,980,473	4,568,484

Statement of Comprehensive Income For year ended 31st March 2019

	FY18/19	FY17/18
	S\$	S\$
Income		
Government Grants	7,034,169	6,232,253
Specific Donations	23,292	166,610
General Donations	10,265	15,500
Programmes fees	76,065	44,003
Others	127,978	93,504
TOL fee	676,041	678,537
	7,947,810	7,230,407
Expenditure		
Manpower	3,919,218	3,598,954
General & Administrative cost	1,944,824	1,634,234
Upkeep and utilities	229,013	200,573
Utilisation of specific fund	920,628	736,692
TOL fee	676,041	678,537
Others	150,929	116,509
Total Expenditure	7,840,653	6,965,499
Surplus	107,157	264,908

For our full annual report and financial statements for FY2018/2019, please visit our website at www.cpas.org.sg. We sincerely thank all donors, volunteers, supporters, friends and well-wishers who have helped make a difference in the lives of our clients



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