

## MEDAL OF COMMENDATION

### Tom Boasberg

Superintendent  
Singapore American School

*Nominated by the Education Services Union.*

Tom Boasberg has taken a noteworthy step in fortifying his commitment to the well-being of the local faculty and staff at the Singapore American School (SAS) by focusing on their professional growth and development and helping them better meet financial challenges.

Under his leadership, SAS has established a scholarship programme specifically for instructional assistants and support staff to further their education, and several dozen SAS staff members have used these scholarships to earn bachelors and masters degrees as well as further professional qualifications. In addition, SAS has hired an experienced educational coach to work full time with instructional assistants to support them and help them further develop their expertise in the classroom, highlighting SAS's commitment to develop their employees.

SAS has also established a special fund to support staff facing financial hardships, ensuring that no employee is left without assistance during times of need. This initiative was initially open for foreign faculty staff only. However, under Brother Tom's leadership, he assisted all faculty staff.

This initiative is not just a reactive response but a thoughtful strategy to alleviate the economic burden on the workforce, especially during complex and uncertain times. By establishing a comprehensive financial assistance programme, he showcased genuine concern for the welfare of SAS employees. This initiative demonstrates corporate responsibility and fosters a sense of solidarity among staff.

With Brother Tom's guidance, SAS has made significant contributions to the well-being of its workers in response to the challenges posed by high inflation rates and increased cost of living. Recognising the financial strain these factors may cause, SAS has implemented proactive measures by providing multiple cash payouts to its employees.

He also actively initiates engagement sessions with staff by inviting all staff to his home for meals and coffee sessions. He believes he can build meaningful connections with his staff and provide them a comfortable platform to share their honest concerns and feedback as employees.

Brother Tom embraces a forward-thinking approach to workforce management. He recognises that the nature of work is evolving and that it is essential to adapt to changing circumstances. He encourages his staff to explore re-deployment and job redesign options by providing them with yearly opportunities to apply for new portfolios based on their interests.

He demonstrates a commitment to SAS's workforce's professional growth and adaptability. This enhances staff's work prospects and positions SAS as a progressive employer dedicated to fostering a dynamic and resilient workforce.