



An Institute of



# *Enhancing Staff Spaces to Promote Well-being, Collaboration, and Professional Development.*

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# The importance of staff spaces

- "The physical work environment can impact workers' productivity, job satisfaction, health, and well-being." (Indergård & Hansen, 2025).
- "... areas dedicated for group use by teachers **builds cohesion both within and across disciplinary boundaries.**" (Duke et al., 1998).
- "... a formal organizational structure may dictate what is supposed to happen, but **whether it actually does happen is, in large part, an issue of space.**" (Allen & Henn, 2007).
- "Teacher workspaces should be seen as a critical element in the success of the academic program of the school. **Without adequate (both sufficient and suitable) space, teacher preparation and innovation may be negatively affected.**" (Gordon, 2010.)

# **School Highlight: Beatty Secondary School**

# Beatty Secondary School

## Staff Lounge



(MOE, 2024)

## ***Beatty Secondary***

This staff lounge space was designed as a collaborative workspace, allowing staff to transit conveniently between the different modes of work, such as individual tasks, informal interactions, and group discussions with other teachers concerning curriculum design, student outcomes, collaborative projects, etc.



(MOE, 2024)



(MOE, 2024)



This space promotes Beatty Secondary School's collaborative school culture, facilitating and encouraging staff interactions with an accessible and multi-purpose communal space, with varied seating options and a variety of built-in technology. It can be used flexibly for both work and rest.

# **Other Examples from Singapore Schools**

# Ai Tong School

## Staff Lounge



(Zheng Keng Engineering & Construction Pte Ltd, 2015)

# Catholic High School (Primary)



Staff Lounge

(First Sight SG, 2024)

# Nanyang Girls' High School



## Art Teachers' Office

(Mü Interior, 2017)

# **Examples from the National Institute of Education**

# SCCCE Office



# SCCCE Office Pantry



# Staff Lounge



# Staff Lounge



# Staff Space and Student Outcomes

- A systematic review has shown that the design of staff spaces has the potential to positively impact the emotional and physical well-being, performance, and overall job satisfaction (Indergård & Hansen, 2025).
- In an educational landscape that is becoming more and more challenging, it is important to consider how the physical spaces provided to teaching staff affects their work, as well as their working lives.
- Research on the impact of physical spaces for learners is commonplace, but more attention also needs to be given to the spaces we design for educators, who are themselves engineers and designers, and custodians of the physical and emotional spaces for students.

Thank you!  
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