




# ESPORTS INTEREST GROUP FRAMEWORK



SINGAPORE CYBERSPORTS & ONLINE GAMING ASSOCIATION

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# Introduction

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Esports, or electronic sports, have surged in popularity in recent years. Gone are the outdated stereotypes of solitary gamers hidden away in dimly lit basements. Today, esports represent a vibrant, global phenomenon—organised, competitive video gaming enjoyed by millions of viewers worldwide. Yet esports are more than just high-adrenaline entertainment. They offer a fertile ground for developing valuable skills, fostering teamwork and sportsmanship, and opening doors to a thriving industry with exciting career prospects.



Imagine this: your classroom transformed into a buzzing spectator arena. Pupils, eyes fixed on the screen, erupt in cheers as their classmates triumph on a virtual battlefield. This isn't a scene from a science fiction film—it's the thrilling reality of esports in education.

It's not simply about teenagers shouting at screens (though a bit of friendly competition never hurts). This dynamic environment presents a wealth of opportunities to engage pupils, nurture essential life skills, and build a strong, inclusive school community.

This guidebook is your roadmap to navigating this exciting space. Whether you're a seasoned gamer or an intrigued educator, we'll provide you with the tools and knowledge to launch a successful esports programme at your school. We'll explore the positive impact of esports on pupils, enhancing teamwork, critical thinking, and strategic decision-making and show how esports can be inclusive, catering to a broad spectrum of interests and abilities.

But first things first: let's get you started. We'll walk you through the entire process, from that initial spark of an idea to the establishment of a sustainable club. We'll explore the key resources required to lay a strong foundation, from essential equipment to reliable software.

Next, we'll step into the world of curriculum and coaching. Discover how to embed esports meaningfully into your existing curriculum to maximise its educational potential. We'll also offer guidance on becoming an esports coach, empowering you to lead your pupils to success, both in-game and beyond.

However, esports clubs are not solely about competition. We'll also equip you with strategies to promote a healthy and supportive environment for your pupils. This includes addressing common concerns around screen time and ensuring your programme supports student well-being.

Creating a vibrant esports club involves effective management. We'll outline practical leadership strategies to ensure smooth operations and show you how to involve the wider school community, building school pride and spirit through shared enthusiasm for esports.

Naturally, challenges will arise. We'll support you in addressing them head-on, offering practical solutions to common issues such as inclusivity and legal considerations. We'll also explore the vast world of esports careers, helping pupils envision potential future pathways in this growing industry.

Finally, we'll share ways to evaluate your programme's success and support its continuous development. After all, the strongest esports initiatives are those that evolve with the needs and aspirations of their students.

So, are you ready to level up your school? Strap in, pick up your (figurative) controller, and join us on this exciting esports journey!



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# WHAT IS ESPORTS?

In today's digital age, it is no secret that video games and esports have become a significant part of young people's lives. Esports and gaming are now among the most popular forms of entertainment for youth across the globe. While traditional education and career pathways remain important, it is essential to recognise the growing influence of esports and games in shaping the future for young people.

Although some may still view video games as mindless entertainment, the industry has evolved into a sophisticated and diverse ecosystem. Esports, in particular, has emerged as a rapidly expanding global entertainment medium, encompassing a wide range of specialised roles—from players, coaches, and analysts to shoutcasters, event organisers, producers, and content creators.



Communication



Teamwork



Problem Solving



Time Management



Leadership

More importantly, esports and video games present unique opportunities for young people to develop vital soft skills that are increasingly valued in today's job market. These include communication, collaboration, problem-solving, time management, and leadership. Many of these skills can be cultivated through regular gameplay and participation in organised esports activities.

As more young people immerse themselves in the digital space, esports is becoming a recognised and effective way to engage them and equip them with critical 21st-century competencies.

However, the increasing use of technology also raises concerns around cyber wellness. Young people must learn to use technology responsibly and safely. Educators have a crucial role to play in equipping students with the knowledge and awareness needed to practise good digital citizenship, understand internet safety, and recognise the impact of technology on mental health.

“Esports and gaming are no longer fringe hobbies—they are an integral part of modern youth culture. As educators, we must acknowledge the potential of these platforms and equip ourselves with the tools to use them effectively in preparing our students for the future. By providing opportunities for students to develop real-world, career-relevant skills while promoting safe and responsible technology use, we can help our young people thrive in an ever-evolving digital world.”



## Unveiling the Game: Understanding Esports Fundamentals

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Esports, short for electronic sports, refers to organised competitive video gaming. Skilled players compete individually or in teams across popular game titles. The world of esports encompasses a wide variety of genres—from the intricate world-building and resource management in strategy games like StarCraft II, to the high-speed action and tactical precision required in first-person shooters like Counter-Strike 2 (commonly called CS2), and the team coordination and hero mastery central to multiplayer online battle arenas (MOBAs) such as League of Legends (LoL).

### Key Components of Esports



#### Professional Gaming

Elite esports athletes train intensively and compete in major tournaments, often with substantial prize pools and large global audiences.



#### Amateur Scene

At the grassroots level, countless interschool and amateur tournaments (such as Campus Legends - [campuslegends.sg](https://campuslegends.sg) - in the local context) and leagues provide players of all skill levels with opportunities to compete, develop, and be recognised.



#### Streaming

Live Streaming platforms such as Twitch and YouTube Gaming enable fans to watch both professional and amateur matches, creating a vibrant online community.

## The Diverse Landscape of Esports: Exploring Different Genres

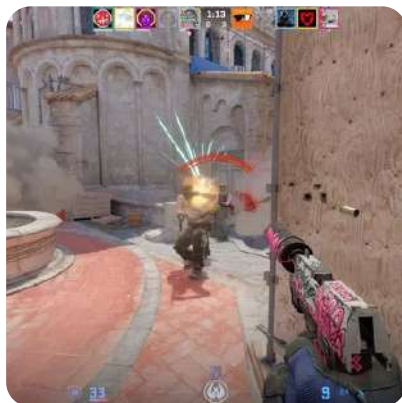
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Esports spans a wide range of game genres, each appealing to different interests and play styles. Here's a snapshot of some of the most prominent categories:



### **Multiplayer Online Battle Arenas (MOBAs):**

Team-based strategy games like League of Legends (LoL) and Dota 2 emphasise coordination, map control, and character synergy.



### **First-Person Shooters (FPS):**

Fast-paced and reaction-driven, games such as CS2 and Valorant require sharp reflexes and strategic decision-making.



### **Real-Time Strategy (RTS):**

Games like StarCraft II and Age of Empires challenge players to build, manage resources, and control armies in real time.



### **Fighting Games:**

Titles like Street Fighter and Super Smash Bros. series involve one-on-one combat with unique characters and complex move sets.



### **Sports Games:**

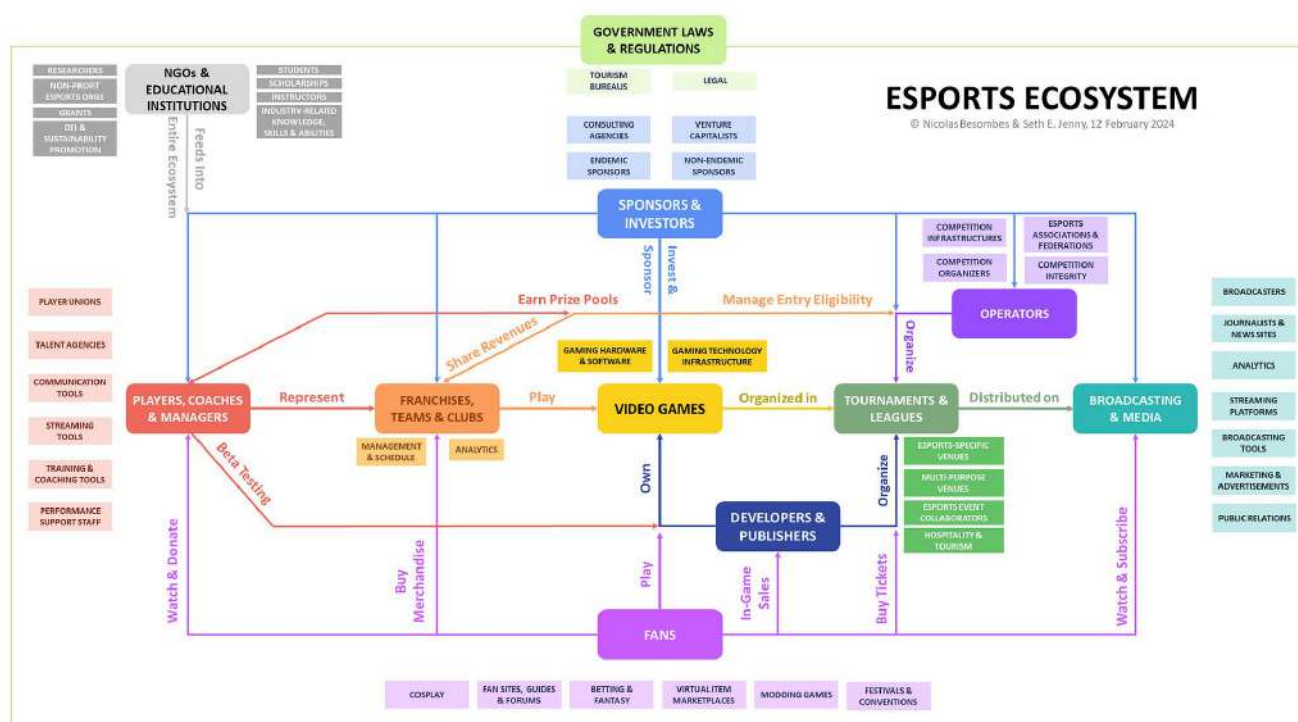
Digital versions of traditional sports, such as EA Sports FC and the NBA 2K series, allow players to compete in realistic simulations of football, basketball, and more.



## Delving Deeper: A Look at the Different Levels of Play

The esports ecosystem operates on a multi-tiered structure, accommodating players of varying experience and skill levels. At the pinnacle are professional players, often referred to as esports athletes. These individuals dedicate themselves full-time to training, honing their skills through extensive practice and strategic preparation. Competing in high-stakes tournaments with prize pools that can reach into the millions, they captivate global audiences with their tactical finesse and lightning-fast reflexes. Professional esports teams often operate within structured leagues and franchised systems, echoing the frameworks seen in traditional sports.

Yet, this professional level is only the visible tip of the esports iceberg. Beneath it lies a thriving and passionate amateur scene. Across the world, thousands of grassroots tournaments and online leagues provide platforms for players of all backgrounds to compete, improve, and earn recognition. These amateur circuits are not only vibrant communities but also essential training grounds for aspiring professionals, enabling them to refine their gameplay, gain competitive experience, and build networks within the industry.



Note: DEI = diversity, equity & inclusion; modding = fan-made modifications of video games; NGOs = non-governmental organizations.

[Click to view in Full Scale Resolution](#)

## Typical esports player's journey from grassroots to professional

The path from casual player to professional athlete is one of growth, perseverance, and continuous learning. Below is a breakdown of the journey many players follow as they progress through the esports landscape:

### 1. Grassroots Level

- **Casual Play:** Most players begin their journey by playing casually, learning the game mechanics, exploring various roles, and developing a passion for a particular title.
- **Local Tournaments:** Participation in local or online community tournaments allows players to test their skills, gain valuable experience, and build relationships with like-minded individuals.

Example: Campus Legends Singapore.

### 2. Intermediate Level

- **Regional Competitions:** At this stage, players start entering regional or national competitions, often joining amateur teams to compete at a higher level.

Example: Campus Legends Regionals.

- **Streaming and Content Creation:** Many rising players begin sharing their gameplay through livestreams on platforms such as Twitch, TikTok, or creating content on YouTube. This helps to build a personal brand and attract a following.

### 3. Semi-Professional Level

- **Consistent Performance:** Regular and strong performance in competitions garners attention from team scouts and recruiters.
- **Join Semi-Pro Teams:** Players may be recruited into semi-professional teams or training academies where they receive coaching, structured practice, and opportunities to grow.

### 4. Professional Level

- **Pro Contracts:** At the highest level, players sign contracts with professional esports organisations, often receiving salaries, sponsorships, and structured schedules.
- **Competing Internationally:** Professionals compete in prestigious tournaments, leagues, and championships, representing their teams on a global stage. Example: DOTA 2 - The Internationals and League of Legends - World Championship, Mobile Legends - MPL and Valorant Champions Tour - Champions Tour.
- **Sponsorships and Endorsements:** Successful pros often secure personal sponsorships and brand endorsements, further supporting their careers and increasing their visibility within the industry.

This journey is rarely linear—players may move between levels depending on opportunities, performance, and dedication. With the right support systems in place, schools and educators can play a pivotal role in helping students explore this pathway, whether as future professionals or as passionate lifelong gamers.

The rise of online streaming platforms such as TikTok, Twitch, and YouTube has further democratised the esports experience. Live streaming enables audiences to watch professional and amateur matches in real-time, cultivating a vibrant online community where fans can discuss strategies, cheer on their favourite teams, and discover emerging talent. These platforms serve not only as entertainment hubs but also as valuable educational resources, allowing viewers to learn from top players and refine their skills through observation and analysis.

## The Allure of Esports: Why Students are Hooked

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The meteoric rise<sup>1</sup> in esports' popularity is no coincidence.<sup>2</sup> Several key factors contribute to its appeal, particularly among young people, who find deep resonance with what esports offers.

### Thrilling Competition

At its heart, esports is about competition. It offers students a dynamic platform to test their abilities, outwit opponents, and strive for excellence. The adrenaline rush of a hard-fought win and the valuable lessons learned from defeat mirror those found in traditional sports. However, unlike conventional athletics, esports provides a level playing field—students are not constrained by physical attributes. Success depends instead on hand-eye coordination, strategic foresight, and rapid decision-making.

Much like mind sports such as chess, esports demands deep tactical thinking, pattern recognition, and anticipation of opponents' moves. Players must plan several steps, adapt to evolving scenarios, and make high-pressure decisions in real time. This blend of mental agility and reflexive execution makes esports a unique and inclusive arena for competition, where diverse strengths and cognitive skills are rewarded, and merit truly shines.

### Spectator Excitement

Much like football or basketball, esports boasts thrilling matches, passionate fans, and unforgettable moments. The accessibility of livestreamed tournaments means students can immerse themselves in the action from anywhere, whether at home or with peers. The drama, skill, and fast-paced nature of professional matches create an electrifying viewing experience that keeps fans coming back. This spectator aspect not only fuels enthusiasm but also deepens players' understanding of the game.

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<sup>1</sup>  
<https://www.mccy.gov.sg/about-us/news-and-resources/speeches/2023/dec/Unleashing-Innovation-and-Seizing-Opportunities-in-the-Esports-and-Games-Sector>

<sup>2</sup>  
<https://www.mccy.gov.sg/about-us/news-and-resources/speeches/2017/nov/developing-youth-talent-in-esports>

## Sense of Community

Esports thrives on connection. Online forums, Discord servers, and social media groups offer students spaces to share experiences, strategies, and support. These communities become safe spaces where students can express themselves and bond with others who share their interests.

For many, especially those who may not feel a strong sense of belonging in other school activities, esports provides a much-needed social anchor.



## Accessibility

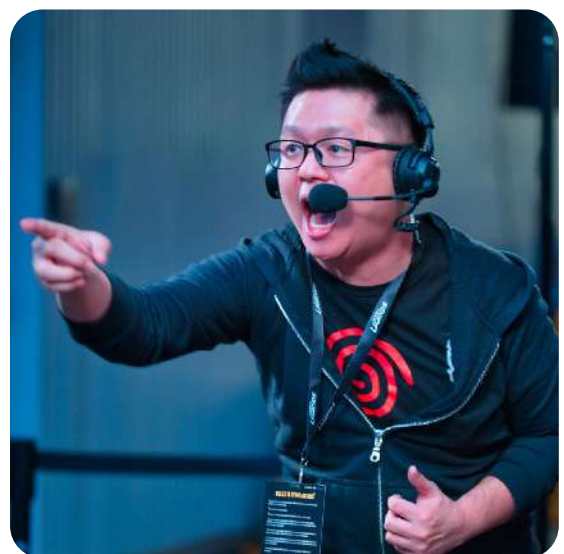
One of esports' greatest strengths is its accessibility. Unlike some traditional sports, which may require costly equipment or specific physical capabilities, esports only requires a basic computer or mobile device. Free-to-play games lower the barrier even further, making it possible for students from all backgrounds to participate.

This inclusivity is a cornerstone of esports' appeal and its growing presence in education.

## Career Opportunities

The esports industry is growing, and opportunities extend well beyond playing competitively. Game development studios, production houses, and esports organisations are constantly seeking talent in areas such as coaching, shoutcasting, broadcasting, marketing, event planning, analytics, and content creation.

For students passionate about games, esports offers a gateway into a wide array of meaningful, future-ready careers. By engaging with esports early, they can begin exploring these pathways and acquiring relevant skills.





## Beyond the Game: The Positive Impact of Esports on Students

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The benefits of esports extend far beyond the excitement of competition or the thrill of watching professional matches. Research has shown that participation in esports can have a profoundly positive impact on students, fostering the development of essential skills and encouraging personal growth.



### Cognitive Development

Esports can be a powerful tool for enhancing cognitive growth. Strategy games such as Mobile Legends: Bang Bang, Brawl Stars, and MOBAs (Multiplayer Online Battle Arenas) require players to think critically, plan, and adapt swiftly to evolving in-game situations. These games challenge students to analyse complex scenarios, make decisions under pressure, and solve problems creatively. The fast-paced nature of esports also sharpens focus and concentration, skills that translate directly into academic achievement and other areas of life.



### Improved Communication

Clear and effective communication is vital in team-based esports titles like League of Legends and Valorant. Players must convey strategies, coordinate with teammates, and provide real-time feedback under high-pressure conditions. Esports offers students an ideal platform to practise and strengthen both verbal and non-verbal communication skills. They learn to express themselves concisely, listen actively, and collaborate meaningfully—abilities that are equally valuable in the classroom, the workplace, and personal relationships.



### Enhanced Hand-Eye Coordination and Reaction Time

Games such as first-person shooters and fighting titles demand outstanding hand-eye coordination and rapid reflexes. Players must track movement, respond quickly to changes, and execute precise in-game actions. Esports provides an engaging environment in which students can develop these fine motor skills, which also prove beneficial in areas like traditional sports, musical performance, and even technical fields that require precision.





### Confidence Building

Succeeding in esports can significantly boost students' confidence. Whether it is mastering a complex game mechanic, defeating a tough opponent, or progressing in competitive rankings, students gain a strong sense of achievement. This can be especially impactful for those who may not excel in traditional sports or academic pursuits. Esports empowers them to showcase their talents, find their niche, and build a healthy sense of self-belief.



### Socialisation and Teamwork

Esports promotes a strong sense of community and belonging. Joining a school esports club or team connects students with peers who share similar interests. Working towards a common goal encourages collaboration, leadership, and the formation of supportive friendships. Esports clubs offer a structured yet inclusive environment where students can practise social skills, contribute to a team dynamic, and develop lasting connections.



### Collaboration and Communication

Effective teamwork lies at the core of many esports titles. Students quickly learn the importance of role clarity, mutual support, and strategic dialogue. Through regular practices and competitions, students refine their ability to communicate constructively, delegate tasks, offer feedback, and navigate conflict. Off-screen activities, such as strategy planning and social meetups, can further reinforce these bonds, creating a culture of camaraderie that enhances gameplay and overall cohesion.



### Resilience and Sportsmanship

The competitive nature of esports teaches students how to manage both triumph and defeat. Learning to bounce back from setbacks, control frustration, and maintain respect for opponents fosters emotional resilience. Encouraging students to embrace failure as a learning opportunity helps them develop a growth mindset. A strong culture of sportsmanship—emphasising fair play, humility in victory, and dignity in defeat—is key. Workshops and club discussions on these topics can help embed these values into students' everyday behaviour.

By recognising and nurturing the positive impact of esports, we can use it as a powerful tool to enrich students' educational experiences and equip them with the skills they need for life.

# POSITIVE IMPACT OF ESPORTS ON STUDENTS

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Esports is far more than simply playing video games. It offers a dynamic platform through which students can develop meaningful life skills while exploring their interests in technology, strategy, and teamwork. This section outlines the wide-ranging benefits of integrating esports into your school's co-curricular activities.

Esports reaches its full potential when played in a healthy, inclusive, and values-driven environment. By adopting a Trust & Safety Charter, the club formally commits to creating a positive culture—one that safeguards student well-being and maximises the transformative benefits of esports. You can find out more about this in our Checklist and Code of Conduct.

## Skill Development through Esports

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Esports nurtures a unique combination of cognitive, social, and emotional competencies that are highly transferable to academic success and future careers. Schools may consider using visual aids such as infographics or charts to highlight the connection between esports and these essential skills.

- **Cognitive Growth:** Strategic thinking, problem-solving, and fast-paced decision-making are at the heart of esports. Students are required to make complex decisions in real time, often under pressure. These scenarios build adaptability, critical analysis, and innovative thinking—key skills in today’s world.

Activities such as in-game scenario reviews or post-match analysis can reinforce these capabilities. For example, students might watch a recording of a match, identify key moments, evaluate decision-making, and propose alternative strategies. This not only deepens their understanding of the game but also trains them to think critically and respond to rapidly changing conditions.

- **Collaboration and Communication:** Team-based esports heavily depend on clear and effective communication. Just like in traditional team sports, success requires players to understand roles, offer support, and collaborate seamlessly. Through regular practice sessions and competitions, students develop the ability to delegate responsibilities, offer constructive feedback, resolve conflicts, and coordinate effectively with their teammates.

Encouraging team-building exercises outside of gameplay, such as strategic planning meetings or social outings, can strengthen relationships and foster deeper collaboration. These off-screen experiences enhance camaraderie, which ultimately translates into more cohesive teamwork during gameplay.

- **Resilience and Sportsmanship:** Esports teaches students to handle both success and setbacks with grace. In competitive settings, losing is inevitable—but it’s also a powerful opportunity to build resilience and perseverance. Students learn to regulate emotions, reflect on their mistakes, and adopt a growth mindset.

Establishing a culture of sportsmanship within the club is vital. Emphasise the importance of fair play, mutual respect, and integrity—both online and offline. Workshops or discussion sessions focused on these values can further embed them into your club culture. Recognising acts of good sportsmanship and respectful conduct reinforces the message that how you play is just as important as winning.

## Esports: An Inclusive Activity

Esports transcends traditional barriers, creating an inclusive space where students of all backgrounds and abilities can connect, collaborate, and thrive. Showcasing the diversity of the esports community can further reinforce this message.

- **Breaking Down Barriers:** Esports welcomes students of all physical abilities, fostering a level playing field where skill, strategy, and dedication take precedence. Unlike traditional sports, esports is accessible to a majority of individuals, creating an environment where all students have the opportunity to compete and succeed based purely on merit.

This inclusivity extends to neurodiversity, providing a supportive platform for students with a range of learning needs and social preferences. By fostering a welcoming and understanding environment, educators can empower all students to participate fully. Encourage a growth mindset within the club, where students are comfortable taking risks, learning from mistakes, and growing at their own pace, regardless of their prior experience or skill level.

- **Catering to Diverse Interests:** With a broad spectrum of game genres available, there truly is something for everyone in esports. From team-based multiplayer online battle arenas (MOBAs) and fast-paced first-person shooters (FPS) to strategic real-time strategy (RTS) titles and sports simulations, the esports landscape is vast and varied.

Encourage exploration by hosting introductory sessions, genre-specific workshops, or informal try-outs that allow students to experience different games in a supportive setting. This not only enhances inclusivity but also broadens students' perspectives, encouraging them to discover new interests and hidden talents. Consider running friendly competitions across different genres to allow students with varied preferences to engage meaningfully.





- **Building a Sense of Belonging:** Esports clubs play a vital role in creating a sense of community and belonging within schools. They provide a safe and supportive environment where students can connect with peers who share similar interests. Through regular meetings, social events, and ongoing online communication, students have many opportunities to build relationships, share their passion, and support one another.

This strong sense of community extends beyond gameplay, it fosters a peer network that can be especially valuable during adolescence. Celebrate both individual and team achievements, recognising not only in-game successes but also personal development and growth. Create a club culture that values encouragement, collaboration, and learning from one another.

- **Positive Online Interactions:** Esports can serve as a constructive platform for developing positive digital communication skills. Online forums, team chats, and gaming communities allow students to collaborate, exchange strategies, and celebrate achievements in respectful and supportive ways. Through structured club participation, students learn how to engage responsibly online, an essential skill in today's interconnected world.

By actively promoting inclusivity, esports creates a welcoming space for students from all walks of life. This diverse environment nurtures a strong sense of belonging, empowering students to find their niche, build confidence, and thrive within the wider gaming community.





# LAUNCHING YOUR ESPORTS CLUB

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Taking the first steps to establish your esports club can be both exciting and immensely rewarding. This section will guide you through the early stages, from gauging student interest to securing the essential resources required for a successful launch.

## Checklists

Feeling overwhelmed by everything that goes into starting and sustaining an esports club? Not to worry, the document below includes two useful checklists to help you stay organised and focused. Each one targets a key phase of your esports journey: launching the club and maintaining its long-term vitality.

Think of these checklists as your roadmap. The 'Launch Your Esports Club' checklist walks you through the critical foundational steps, such as obtaining school approval and sourcing equipment. The 'Maintaining Your Esports Club' checklist, meanwhile, outlines strategies for ensuring your club remains engaging, dynamic, and relevant over time.

By following these checklists, you'll be better prepared to navigate the exciting landscape of esports in education. Remember, they are designed as flexible tools—you're encouraged to adapt them to suit the unique context of your school and student community. So, grab a pen, tick off each task, and get ready to see your esports club thrive!

Click here to access the checklist: [Esports Club Checklist](#)

Click here to access the sample Code of Conduct: [Esports Club Code of Conduct](#)

## Day-to-Day CCA sessions:

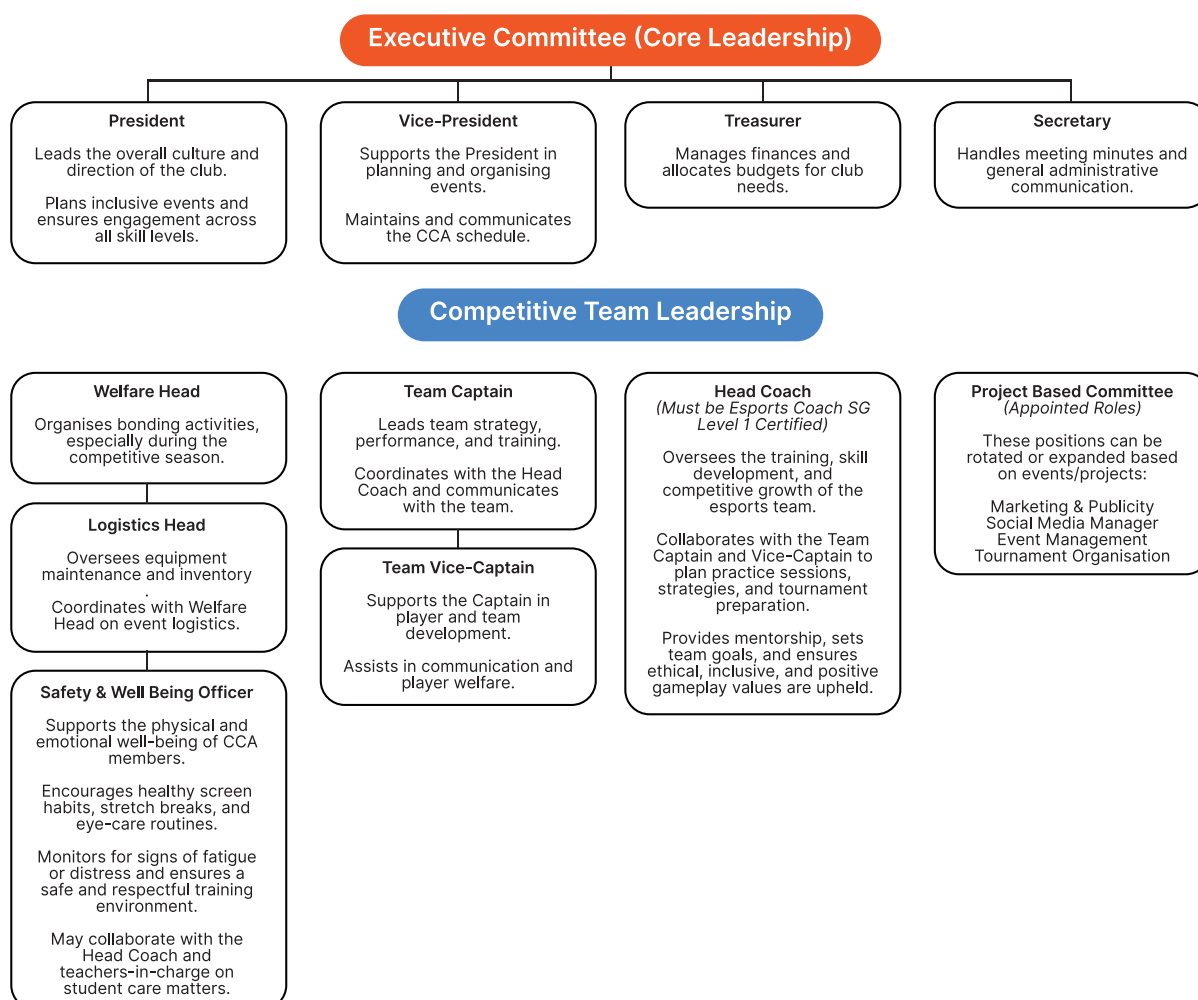
CCA sessions can include both competitive training to work toward tournaments and non-competitive activities centred around various cyber wellness and digital literacy events. All members are recommended to engage in non-competitive activities together to promote camaraderie between CCA members and for the CCA to develop as a bonded community.

### Some suggestions of non-competitive activities

- Host cyber wellness and digital literacy roadshows as cyber wellness ambassadors, promoting healthy gaming habits within the school.
- Produce multimodal content to raise awareness about esports, showcase the club's activities, and promote upcoming matches.
- Explore various non-competitive game titles, including cooperative games, to build teamwork and broaden students' gaming experiences.
- Organise or attend learning journeys, career talks, and ECG experiences with subject matter experts (SMEs), academies, or esports associations to deepen understanding of the industry and related career paths.

### Organisational Chart Sample

Click to view in Full Scale Resolution



## How an Esports CCA Could Interact with LEAPS 2.0

Pillar	Criteria	Interactions
Leadership	Participation in student leadership modules/ workshops, the National Youth Achievement Award (NYAA) and leadership positions in the school, CCA or student-initiated/student-led projects will be recognised under this pillar.	Like competitive teams in physical sports, competitive esports teams often have a <b>Captain and Vice-Captain</b> . Outside of the competitive team, there are also a variety of leadership roles to be filled within the CCA, such as the <b>President, Treasurer, Secretary</b> etc.
Achievement	Both representation and accomplishment at competitions, festivals, performances, exhibitions, conferences and symposiums measure achievement.	Competitive teams may apply to enter <b>Campus Legends, an annual Inter-School Esports Tournament organised by SCOGA</b> , for the chance to compete against other secondary-level teams from across the nation and bring home the title of champion.
Participation	Participation is measured by <b>sustained years of participation in a single CCA, exemplary conduct and active contribution</b> to the CCA.	Non-exemplary conduct within an esports CCA may include <b>unsportsmanlike behaviour</b> such as trash talking or hurling vulgarities when playing. Members undergoing competitive training are also required to <b>actively participate in non-competitive activities</b>
Service	Service is measured by the <b>number of hours spent planning, in service and doing post-project reflections</b> when participating in a VIA project.	Members of esports CCAs can engage in student-initiated service learning projects to <b>introduce esports as a means to build connections and stimulate the mind</b> . Students may try reaching out to groups such as the elderly or children with mobility challenges. These projects can also involve <b>promoting digital literacy and cybersafety</b>

## Possible Leadership Positions

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Executive Committee (Core Leadership)	
Position Name	Role
President	<ul style="list-style-type: none"> <li>- Leads the overall culture and direction of the club.</li> <li>- Plans inclusive events and ensures engagement across all skill levels.</li> </ul>
Vice-President	<ul style="list-style-type: none"> <li>- Supports the President in planning and organising events.</li> <li>- Maintains and communicates the CCA schedule.</li> </ul>
Treasurer	<ul style="list-style-type: none"> <li>- Manages finances and allocates budgets for club needs.</li> </ul>
Secretary	<ul style="list-style-type: none"> <li>- Handles meeting minutes and general administrative communication.</li> </ul>

Competitive Team Leadership	
Position Name	Role
Team Captain	<ul style="list-style-type: none"> <li>- Leads team strategy, performance, and training.</li> <li>- Coordinates with the Head Coach and communicates with the team.</li> </ul>
Team Vice-Captain	<ul style="list-style-type: none"> <li>- Supports the Captain in player and team development.</li> <li>- Assists in communication and player welfare.</li> </ul>
Head Coach <i>(must be Esports Coach SG Level 1 certified)</i>	<ul style="list-style-type: none"> <li>- Oversees the training, skill development, and competitive growth of the esports team.</li> <li>- Collaborates with the Team Captain and Vice-Captain to plan practice sessions, strategies, and tournament preparation.</li> <li>- Provides mentorship, sets team goals, and ensures ethical, inclusive, and positive gameplay values are upheld.</li> </ul>

Support Roles	
Position Name	Role
Welfare Head	<ul style="list-style-type: none"> <li>- Organises bonding activities, especially during the competitive season.</li> </ul>
Logistics Head	<ul style="list-style-type: none"> <li>- Oversees equipment maintenance and inventory.</li> <li>- Coordinates with Welfare Head on event logistics.</li> </ul>
Safety & Well-Being Officer Secretary	<ul style="list-style-type: none"> <li>- Supports the physical and emotional well-being of CCA members.</li> <li>- Encourages healthy screen habits, stretch breaks, and eye-care routines.</li> <li>- Monitors for signs of fatigue or distress and ensures a safe and respectful training environment.</li> <li>- May collaborate with the Head Coach and teachers-in-charge on student care matters.</li> </ul>
T&S (Trust & Safety) Champion	<ul style="list-style-type: none"> <li>- Promotes a culture of respectful and ethical behaviour within the esports club.</li> <li>- Monitors for and helps debrief incidents involving toxicity, harassment, or unsportsmanlike behaviour.</li> <li>- Leads discussions or awareness efforts on digital citizenship, reporting tools, and fair play.</li> <li>- Works closely with the Safety &amp; Well-being Officer to create a safe and inclusive space.</li> </ul>

### Project-Based Committee (Appointed Roles)

*These positions can be rotated or expanded based on events/projects:*

- **Marketing & Publicity**
- **Social Media Manager**
- **Event Management**
- **Tournament Organisation**



## Getting Started: From Idea to Action

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Turning your esports club idea into a reality requires thoughtful planning and strategic engagement.



### Gauge Interest

Begin by assessing student interest through surveys, informal polls, or simply observing gaming-related conversations during breaks. Are students frequently discussing popular esports titles? Are there already gaming communities within the school? Understanding this baseline will help you shape your approach and determine the potential size and scope of the club. Engage students directly by asking about their favourite games, preferred platforms, and enthusiasm for competitive gaming. This feedback offers invaluable insights into the gaming culture at your school and will guide your club development strategies.



### Analyse responses

Collate the information gathered through surveys, polls, and informal discussions. Identify the esports titles that are mentioned most frequently and begin exploring these as potential main titles for your club. If needed, hold further discussions or student focus groups to ensure that the chosen game(s) will resonate with your school's community and align with your goals.



### Recruit Your Team

Form a core group of enthusiastic students to champion the club's launch. Their passion and perspectives will be crucial in shaping the club's identity, recruiting members, and planning activities. Look for students with leadership qualities and a willingness to contribute to a student-led initiative. Involving them in decisions, assigning responsibilities, and recognising their efforts helps to foster a sense of ownership and creates a more sustainable, community-driven club culture.

For the competitive team, you may adopt a two-step selection process. First, teachers-in-charge can screen students to ensure that their academic performance and behaviour meet a satisfactory standard. Next, coaches can assess gaming skills through a combination of in-game rankings and trial scrimmage performances held during the club's initial period. These two criteria together will determine whether a student qualifies for the competitive team.



### Administrative Approval

Develop a well-crafted proposal that clearly outlines the club's objectives, benefits, and operational plan. Emphasise the educational and social-emotional advantages of esports, such as improved academic engagement, teamwork, and digital citizenship. A structured proposal detailing the club's mission, key activities, budget needs, and expected outcomes will significantly improve the chances of securing school approval.

Seek inspiration from schools with established esports programmes, or consult with professional esports organisations to learn best practices. By presenting a thorough and evidence-based proposal, you'll be better positioned to demonstrate the legitimacy of esports as a valuable co-curricular activity and gain the support you need to get started. foster a sense of ownership and creates a more sustainable, community-driven club culture.

## Essential Resources: Building a Foundation for Success

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Creating a supportive and engaging environment for your esports club begins with securing the right resources for gameplay and learning. Whether you're starting small or aiming for a fully outfitted esports lab, these essentials will help lay a strong foundation.

**Gaming Equipment:** Invest in high-performance computers, consoles, and peripherals such as keyboards, mice, and controllers. It is essential that these devices meet the technical requirements of popular esports titles. Research the specific system requirements for the games your club intends to focus on, considering factors such as processing power, graphics capabilities, RAM, and storage space.

To manage costs, schools can explore partnerships with technology companies, gaming hardware brands, or local businesses to obtain sponsorships or discounted rates. These collaborations can provide students with access to cutting-edge equipment and demonstrate strong community support. As an alternative, schools may also consider using platforms like Google Play on PC (currently in beta) as a cost-effective option. Schools may also consider approaching ecosystem partners or associations, such as SCOGA or SGEA, for access to training facilities as a cost-effective alternative.

**Reliable Internet Connectivity:** A stable, high-speed internet connection is vital for competitive gaming. Lag and disconnections can significantly disrupt gameplay, affect student morale, and hinder performance. Work closely with your school's IT department to evaluate the existing network infrastructure. Consider upgrades where needed or explore options for prioritising network traffic to the esports room.

In an ideal setup, the esports club should have access to a dedicated internet line to ensure consistent performance during both training and competition. This approach minimises interruptions from other school-related internet usage and provides a smoother gaming experience.

**Recommended internet specifications:**

- Download speed: At least 1 Gbps
- Upload speed: At least 1 Gbps
- Ping (latency): Below 20 ms

**Dedicated Esports Space:** Designate a specific, consistent area within the school for esports activities. This could be a spare classroom, library annexe, or repurposed computer lab. The environment should be welcoming and functional, equipped with:

- Comfortable, ergonomic seating
- Adjustable tables or desks
- Proper lighting to reduce eye strain
- Adequate ventilation and air circulation
- Surge protectors and sufficient power outlets

Providing an ergonomic setup not only enhances comfort but also helps prevent physical issues such as repetitive strain injuries (RSI), carpal tunnel syndrome, neck and back discomfort, and Gamer's Thumb.

Beyond functionality, the aesthetics of the space matter too. Esports-themed décor such as posters, banners, and student-designed artwork can transform the room into a vibrant hub of school pride and enthusiasm. A well-designed space fosters a sense of identity and community among members, making it a place students are excited to return to.



# CURRICULUM AND COACHING

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Integrating esports into your school's curriculum is about far more than simply playing games; it's about using gaming as a medium for meaningful, skills-based learning. This section outlines how to align esports with educational objectives and develop impactful coaching strategies that support student growth.

## Curriculum with other major competitions

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Our esports CCA calendar is structured around two major national tournaments that provide a natural rhythm for training, team development, and competitive preparation. It will be useful in planning for CCA training sessions, practice sessions, scrimmages, and friendly matches can be planned around these major competitions.

### Campus Legends (Secondary Schools – Mobile Legends)

- **Season 1**
  - Registration Opens: March
  - Closes: End of May
  - Tournament: Early June  
(School Holidays, Over 2 days)
- **Season 2**
  - Registration Opens: August
  - Closes: Late October
  - Tournament: November  
(Over 2 days)



Training can be structured to intensify from March to May and from August to October, with post-tournament reflection and social play in the off-season to keep the team engaged.

### Campus Legends (Tertiary – Mobile Legends, Valorant, Street Fighter 6)

- Registration: Opens in April, closes end of May
- Group Stages: Weekends in June
- Playoffs: Weekends in July
- Grand Finals: Early August

For tertiary students, training and scrimmages can be aligned with each stage, starting with team formation and practice in April, followed by weekly match prep through June and July.

By centring CCA planning around these tournament dates, you can design balanced seasons that include:

- Pre-season (team formation, skill assessment, role assignment)
- In-season (focused training, internal scrims, tournament play)
- Post-season (reflection, community events, bonding sessions)

By aligning CCA activities with these tournament windows, educators and student leaders can plan purposeful seasons that foster both competitive growth and community spirit.

This cycle creates a sustainable rhythm for the esports CCA while keeping students engaged year-round.



## Integrating Esports into Learning

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Esports presents a powerful opportunity to engage students in core subjects such as STEM (Science, Technology, Engineering and Mathematics), digital literacy, and critical thinking through immersive, hands-on experiences. Visual aids like diagrams, mock lesson plans, or even gameplay footage can help educators better understand how to leverage these connections in the classroom.

### STEM Integration

Esports can act as a gateway to STEM learning by introducing students to real-world applications of science and mathematics. Analysing game mechanics, calculating in-game damage, understanding projectile physics, or managing virtual economies are just a few ways esports can reinforce STEM principles.

#### Example activities might include:

- Using in-game physics to explore motion and trajectory
- Designing simple game features through coding exercises
- Analysing statistical data from matches to learn about probability and data representation

#### Example activities might include:

- Using in-game physics to explore motion and trajectory (e.g., calculating angles for projectile-based abilities in games like Rocket League).
- Designing simple game features through coding exercises (e.g., creating a basic game mechanic using Python or Scratch).
- Analysing statistical data from matches to learn about probability and data representation (e.g., interpreting win rates or performance metrics in League of Legends).

These activities connect gameplay to academic concepts, making STEM engaging and relevant.

**Digital Literacy and Online Safety:** Esports also provides a valuable platform for promoting responsible and ethical behaviour online. Students can be guided through topics such as digital citizenship, managing their digital footprint, understanding cyberbullying, and protecting their personal information.

#### Key concepts to explore:

- Online etiquette and respectful communication in team chats or public forums.
- Recognising and addressing cyberbullying, including how to report harmful behaviour.
- Identifying safe versus unsafe online interactions (e.g., avoiding suspicious links or friend requests).
- Understanding terms of service and privacy settings on gaming platforms to protect personal data.

These lessons empower students to navigate the digital world responsibly.

**Strategic Thinking and Problem-Solving:** Many esports titles present players with complex, dynamic scenarios that require real-time decision-making. This makes them ideal for developing skills in strategic planning, critical thinking, and adaptability.

**Encourage students to:**

- Review and analyse recorded gameplay to identify key decision points and their impact on outcomes.
- Discuss potential strategies and alternative outcomes to deepen game understanding.
- Engage in mock competitions to practice planning, teamwork, and in-the-moment problem-solving.

Through these activities, students can strengthen their reasoning and communication skills while gaining confidence in their ability to adapt under pressure.

## Understanding Digital Citizenship & Safe-Play in Esports

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Digital citizenship and safe-play principles are critical for fostering a responsible and ethical esports environment, particularly in a school setting where students are navigating the complexities of online interactions. Digital citizenship refers to the responsible use of technology, encompassing skills like respectful communication, ethical decision-making, and protecting personal data. Safe-play practices focus on ensuring physical and mental well-being while engaging in gaming, addressing issues like screen-time management and combating toxic behaviour.

In esports, these concepts are especially relevant due to the competitive, online nature of the activity. Students often interact in real-time with teammates and opponents, exposing them to risks such as cyberbullying, manipulative game mechanics (e.g., loot boxes), or unethical practices like match-fixing. Teachers must understand these challenges to guide students effectively. For example:

- **Mental and Physical Health:** Prolonged gaming can lead to burnout or physical strain (e.g., eye strain, repetitive strain injuries). Teaching students to recognise burnout signs and adopt habits like the 20-20-20 eye-break rule promotes sustainable gaming.
- **Online Interactions:** Toxic behaviour, such as harassment or hate speech, is common in competitive gaming. Equipping students with tools to address toxicity (e.g., mute/report functions) and bystander strategies fosters a positive community.
- **Data Privacy and Ethics:** Games often collect extensive data (e.g., playtime, chat logs) and use AI-driven mechanics (e.g., loot boxes, matchmaking). Students need to understand privacy settings and recognise manipulative design to make informed choices.
- **Integrity:** High-profile esports scandals, such as match-fixing, highlight the importance of ethical conduct. Teaching students to value fair play and critically evaluate manipulated media (e.g., deepfakes) builds integrity.

By embedding digital citizenship and safe-play education into esports programs, teachers can transform gaming into a platform for developing responsible digital citizens. The following module series provides structured activities to address these topics, supported by detailed resources for implementation.

## Digital Citizenship & Safe-Play Module Series

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This module series leverages esports to teach critical digital citizenship and safe-play skills, equipping students to navigate online gaming environments responsibly and ethically. Each module combines interactive activities with practical lessons to foster self-awareness, ethical decision-making, and community-building. Below is an overview of the four modules:

### 1. Digital Self-Care & Mental Fitness

**Objective:** Teach students to recognise burnout signs (e.g., irritability, fatigue) and adopt healthy gaming habits, such as the 20-20-20 eye-break rule (every 20 minutes, look 20 feet away for 20 seconds) and balancing gaming with other activities.

**Activity:** Students maintain a weekly reflection journal to log gaming hours, identify burnout indicators, and evaluate self-care strategies, promoting sustainable gaming habits.

### 2. Countering Harassment & Hate Speech

**Objective:** Equip students with tools to address toxic behaviour, such as aggressive language or inappropriate comments, and foster a positive gaming community.

**Activity:** Through role-play, students practice using mute, block, and report tools and employ active bystander scripts to de-escalate toxic situations, building confidence in managing online interactions.

### 3. Data Privacy & AI Ethics in Games

**Objective:** Raise awareness about data privacy, loot box risks, and AI-driven game mechanics (e.g., matchmaking or purchase prompts) to encourage informed decision-making.

**Activity:** A quiz tests students' understanding of privacy settings, loot box odds, and ethical AI use, prompting critical discussions about manipulative game design.

### 4. Integrity

**Objective:** Promote ethical behaviour by exploring issues like match-fixing and manipulated media (e.g., deepfake highlight reels) in esports.

**Activity:** A group debate, with roles such as Player or Tournament Organiser, encourages students to discuss the consequences of cheating and strategies for maintaining fairness, enhancing media literacy and ethical reasoning.

For detailed facilitation instructions and materials, refer to the Facilitator Guide and Classroom Toolkit. These resources provide step-by-step guidance and templates to support educators in delivering these modules effectively.

[Digital Citizenship and Safe-Play Facilitator Guide](#)

[Digital Citizenship and Safe-Play Toolkits](#)

By embedding these modules into the esports program, educators can use gaming as a platform to teach vital digital citizenship skills, preparing students to be ethical, responsible, and resilient digital citizens.

## Coaching Excellence: Guiding Students to Success

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Effective coaching is essential for nurturing student talent and cultivating a positive, growth-oriented environment within your esports club. This section outlines how to identify the right coaches, design effective training plans, and instil lasting values that support students both in and out of the game.

### Identifying Qualified Coaches

Look for passionate individuals with a solid background in gaming, strong communication skills, and a genuine interest in mentoring young people. While expertise in specific games is valuable, it is even more important that coaches are patient, encouraging, and committed to building a supportive team culture.

Additionally, coaches must be certified by a recognised approving authority in Singapore (SCOGA or SGEA).

If it proves difficult to engage professional or external coaches, consider the following alternatives:

- Alumni with esports experience who can return as role models.
- Senior students with leadership potential and game knowledge.
- Teachers-in-charge who are willing to step into a coaching role with support and resources.

The goal is to have someone who can guide students not just tactically, but also in character and conduct.

### Safe Play Checklist (For Every Coaching Session)

Use this checklist to reinforce healthy play habits and ensure a supportive environment for students:

#### Pre-Session

- Remind players of their total daily screen-time guideline (recommended under 3 hours for school-related activities).
- Encourage hydration and quick pre-game stretches.
- Verify that gaming setups (chairs, monitors, keyboards) are ergonomically sound to minimise physical strain.
- Check that devices and accounts are functioning properly to avoid tech stress.

#### Mid-Session

- Enforce a mandatory 5-minute break every 60 minutes.
- Log the break and check in on players' comfort and focus.
- Monitor in-game communication for signs of toxicity, frustration, or disengagement.
- Encourage positive, team-oriented communication and recognise good plays during the session.

## Mid-Session

- Enforce a mandatory 5-minute break every 60 minutes.
- Log the break and check in on players' comfort and focus.
- Monitor in-game communication for signs of toxicity, frustration, or disengagement.
- Encourage positive, team-oriented communication and recognise good plays during the session.

## Post-Session

- Provide feedback using the "3 positives, 1 improvement" model to highlight strengths and offer constructive guidance.
- Debrief any toxicity incidents (e.g. unsportsmanlike behaviour or inappropriate language) within 15 minutes of the session ending.
- Encourage players to reflect on their performance and set one personal goal for the next session.
- Remind students to rest their eyes and body, and mentally wind down.

This checklist supports not just safety and wellness, but also reflection, accountability, and character development.

## Structured Training Plans

Develop a well-rounded training plan that covers key components such as game mechanics, strategic thinking, teamwork, and performance analysis. A structured schedule should include:

- Individual skills training (e.g. aiming, movement, role-specific drills).
- Team scrimmages and match simulations.
- Tactical reviews using recorded gameplay for reflection and feedback.
- Strategy workshops to enhance team cohesion and game understanding.

Health and well-being must also be prioritised. Incorporate recommended stretching exercises before, during and after training sessions to reduce the risk of repetitive strain injuries (RSI), eye strain, and fatigue. Allow for sufficient breaks and rest periods during each session.

## Positive Coaching Techniques:

Foster a positive team culture through encouragement, constructive feedback, and motivational guidance. Coaches should aim to:

- Build players' confidence by recognising effort and progress.
- Address mistakes with empathy and solutions.
- Celebrate both individual and team achievements.
- Encourage a growth mindset that views challenges as learning opportunities.

Creating a safe, inclusive and motivating environment is just as important as performance outcomes.



## Values and Principles: Lessons Learned Through Esports

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Esports can be a powerful medium to teach essential values that go far beyond digital gameplay. The lessons students learn in your club can shape their academic paths, personal growth, and future careers.



### Dedication and Commitment

Success in esports requires discipline, focus, and perseverance. Students learn to put in the necessary time and effort to improve, set personal goals, and take pride in their progress. These habits contribute to resilience and a strong work ethic—skills that serve them well beyond the esports arena.



### Respect and Sportsmanship

Students are taught to treat teammates, opponents, and the game itself with respect. They learn to win with humility, lose with grace, and maintain integrity during competition. Embedding these values into club culture reinforces mutual respect and emotional maturity.



### Adaptability and Resilience

The ever-changing nature of esports—with frequent updates, new strategies, and shifting team dynamics—teaches students how to adapt quickly and respond constructively to change. They also build resilience by learning from defeat, embracing feedback, and bouncing back stronger.



### Healthy Competition and Teamwork

Esports encourages students to strive for excellence while recognising that success is often a team effort.

Students learn to:

- Communicate clearly.
- Trust their teammates.
- Understand roles within a team.
- Manage their emotions during high-pressure moments

This balance of competition and collaboration prepares them for group-based academic and professional settings.



### Leadership and Responsibility

Leadership opportunities abound in esports—from team captains coordinating strategy, to students managing communications or organising events. These roles nurture responsibility, decision-making, delegation, and the ability to lead by example.



### Emotion regulation and management

Esports helps students learn to remain calm under pressure. Managing in-game emotions, handling loss, and navigating disagreements within a team all build emotional intelligence. With the right guidance, players can turn tense moments into opportunities for growth and self-awareness.

By instilling these values, your esports club can nurture not only strong players but strong individuals—students who carry their learning into their studies, relationships, and future careers.

# HEALTH, MANAGEMENT AND COMMUNITY

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Running a successful esports club goes well beyond gameplay. It involves prioritising student well-being, practising effective club management, and engaging meaningfully with the wider school community.

## Fostering a Healthy Environment

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Promoting healthy habits and ensuring students maintain a balanced lifestyle is vital for the long-term sustainability and positive impact of any esports programme. This includes managing screen time, addressing mental well-being, and encouraging physical activity.



### Managing Screen Time

Screen time must be monitored and moderated to prevent fatigue, burnout, and health issues.

Coaches and educators should support students by:

- Reinforcing positive behaviours and self-regulation.
- Encouraging students to take regular breaks during extended gaming sessions.
- Emphasising that esports should be a part of, not a replacement for, a balanced lifestyle.

Reinforcing positive reinforcement techniques and constructive feedback also contributes to creating a motivating and supportive training environment where students flourish without overexerting themselves.



### Mental Health Well-being

Creating a safe space for open conversations around mental health is essential.

Address concerns such as gaming addiction, anxiety, and emotional burnout by:

- Educating students on the signs of unhealthy gaming habits (e.g., neglecting responsibilities, mood swings, social withdrawal).
- Promoting positive team culture where students build each other up rather than resorting to toxic behaviour such as blaming or trash talking.
- Providing access to pastoral care, school counsellors, or external mental health resources when needed.



### Promoting Physical Health=

Esports may be played on screens, but physical health remains a core priority. Long gaming sessions can lead to eye strain, poor posture, and repetitive strain injuries (RSIs).

Incorporate physical wellness into club routines by:

- Scheduling short stretch or movement breaks during sessions.
- Introducing light physical activities, such as stretches or basic cardio, to boost circulation and focus.
- Educating students on ergonomics, encouraging the use of appropriate seating and desk setups to reduce physical strain.

Simple habits—such as standing between rounds, doing wrist stretches, or walking during breaks—go a long way in preventing injury and maintaining energy levels.



### Promote Balanced Lifestyles

Remind students that esports is part of a broader journey. Promote a healthy, balanced lifestyle by encouraging them to:

- Engage in a variety of hobbies and interests beyond gaming.
- Maintain strong social relationships with friends and family.
- Prioritise academics and manage their time responsibly.
- Get adequate sleep and practise good digital hygiene (e.g., reducing screen time before bed).

By nurturing this balance, educators can help students develop not only as skilled players, but also as resilient, well-rounded individuals.



Some exercises recommended include:

Target muscle group	Name of exercise	Description
Wrist and Finger	Wrist Flexions and Extensions	<ul style="list-style-type: none"> <li>- Rest your forearm with palm on a table, with your wrist hanging off the edge.</li> <li>- Use your other hand to add gentle resistance as you lift and lower your</li> </ul>
	Finger Stretches and Extensions	<ul style="list-style-type: none"> <li>- Stretch your fingers apart as wide as possible.</li> <li>- Hold for a few seconds, then relax.</li> </ul>
Arm	Push Ups	<ul style="list-style-type: none"> <li>- Start in a plank position with your hands shoulder-width apart.</li> <li>- Lower your body until your elbows are at a 90 degree angle, then push</li> </ul>
	Tricep Dips	<ul style="list-style-type: none"> <li>- Use a chair or a bench.</li> <li>- Place your hands on the edge, fingers facing forward, and your legs extended out.</li> <li>- Lower your body by bending your elbows,</li> </ul>

Target muscle group	Name of exercise	Description
Core Exercises	Plank	<ul style="list-style-type: none"> <li>- Hold a plank position, keeping your body in a straight line.</li> <li>- Engage your core and hold for 30-60 seconds.</li> </ul>
	Leg Raises	<ul style="list-style-type: none"> <li>- Lie flat on your back with your legs extended straight and arms at your sides.</li> <li>- Engage your core and lift your legs towards the ceiling, keeping them straight.</li> <li>- Slowly lower your legs back down without</li> </ul>
Back Exercises	Superman Exercise	<ul style="list-style-type: none"> <li>- Lie face down on the floor with your arms extended forward.</li> <li>- Lift your arms, chest, and legs off the ground simultaneously.</li> <li>- Hold for a few seconds,</li> </ul>
	Bird-Dog	<ul style="list-style-type: none"> <li>- Start in a tabletop position (hands and knees on the floor).</li> <li>- Extend your right arm forward and left leg backward.</li> <li>- Hold for a few seconds, then return to the starting position.</li> </ul>

## Engaging the Community

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Fostering wider support and understanding is key to the long-term success of any esports programme. By involving parents, school staff, and the broader community, you help position esports as a meaningful and respected part of student life.

**Parent Information Sessions:** Host dedicated sessions for parents and guardians to introduce them to the world of esports.

These sessions should:

- Explain what esports entails and how it supports students' development.
- Address common concerns, such as screen time, academic balance, or gaming addiction.
- Highlight the educational, social, and career opportunities available through esports participation.

Many parents may hold misconceptions or lack familiarity with the esports landscape. Offering clear, factual information and showcasing student success stories can help shift mindsets and build parental support.



**Showcasing Student Talent:** Celebrate students' skills and efforts by organising school-based events such as:

- Esports exhibitions.
- Friendly tournaments.
- Live gameplay demonstrations during open houses or school fairs.

These events allow students to take pride in their progress and passion, while giving peers, educators, and parents a glimpse into the collaborative, strategic, and high-skill nature of esports. Showcasing talent not only motivates current members but may also inspire new students to join the club.



**Community Partnerships:** Forge meaningful collaborations with local and national organisations involved in gaming, education, and technology. These could include:

- Esports venues.
- Game developers and studios.
- Technology companies.
- Local community groups and social service agencies.

These partnerships may offer mentorship, internships, career talks, or sponsorships that benefit your students and expand the reach of your programme. They also provide opportunities for real-world learning experiences outside the classroom.



Consider integrating service-learning components by partnering with groups such as:

- At-risk youth organisations.
- Senior citizen communities.
- Cyber wellness or digital literacy programmes.

Student-led projects that use esports to teach, engage, or connect with others not only deepen learning but also demonstrate how gaming can be a powerful tool for positive community impact.



# **EMPOWERING INCLUSIVITY AND CULTIVATING POSITIVE VALUES**

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As you navigate the growing world of esports in education, it is vital to address concerns with foresight and intention. A successful programme not only hones students' skills but also ensures that every participant feels welcomed, supported, and valued. Promoting inclusivity and instilling positive values are essential for building a sustainable, meaningful esports culture in your school.



## Inclusivity and Diversity in Esports

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Creating a genuinely inclusive environment allows students from all backgrounds to engage, excel, and find community within your esports club.

**Cultivating an Inclusive Culture:** Begin by establishing and maintaining a club culture built on respect, empathy, and openness. Set clear behavioural expectations for both online and in-person interactions and enforce a zero-tolerance policy for bullying, harassment, or discrimination of any kind.

Encourage open dialogue among students and foster peer-to-peer support. Build emotional safety by modelling inclusive behaviours and giving students regular opportunities to reflect on how they treat others—within the game and beyond it. When students feel emotionally secure and respected, they are more likely to contribute meaningfully and grow in confidence.

**Encouraging Diverse Participation:** Make active efforts to include students who may not traditionally see themselves as “gamers”. This might include:

- Reaching out to underrepresented groups, such as girls or students with diverse learning needs.
- Highlighting the broad range of roles in esports (e.g., shoutcasting, coaching, team management, creative content).
- Offering beginner-friendly activities and mentorship to help new members build confidence.
- Diversity strengthens a club’s culture and reflects the varied talents that each student brings. The more inclusive your programme, the richer the experiences and learning outcomes for all involved.

**Offering a Variety of Games:** Provide a balanced roster of game titles across genres to ensure every student has a chance to find something they enjoy. Consider:

- MOBAs (e.g. Mobile Legends)
- FPS games (e.g. Valorant, CS2)
- RTS games (e.g. StarCraft II)
- Sports simulations (e.g. EA FC, NBA 2K)
- Cooperative or casual games to encourage low-pressure team play

While schools have the flexibility to offer multiple game titles within the club, it is strongly recommended to align selections with those featured in inter-school tournaments such as Campus Legends. These titles are commonly included in major competitive platforms like the SEA Games, Asian Games, and potentially the Olympics.

Rotate games during the term or hold genre-specific tournaments to expose students to new experiences and encourage them to step outside their comfort zones. This approach not only supports inclusivity but also cultivates a broader appreciation of the esports landscape.

## Cultivating Positive Values: Addressing Concerns with Confidence

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While esports offers many benefits, it is natural for educators and parents to have concerns—ranging from screen time and gaming addiction to academic performance. This section outlines proactive strategies to address these concerns constructively, ensuring that your esports programme remains both enriching and balanced. Where helpful, visual resources such as screen time guidelines or engagement charts can further reinforce these messages.

**Open Communication:** Establishing trust with parents and guardians is essential. Promote transparency by providing clear information about the club's goals, structure, expectations, and the benefits of participation.

- Host parent information sessions to explain how esports supports student development.
- Provide regular updates through newsletters, emails, or parent-teacher meetings.
- Invite parents to observe training sessions or school esports events, allowing them to witness the collaboration, discipline, and enthusiasm that esports fosters.

Open channels of communication allow concerns to be addressed early and collaboratively, building stronger support for your club within the school community.

**Monitor Academic Progress:** Esports should complement a student's academic life—not detract from it. Establish clear expectations that emphasise academics as a priority.

- Set academic benchmarks for club participation and competitive play.
- Track academic performance in partnership with form teachers or academic counsellors.
- Offer study sessions or “game-free” catch-up weeks during exam periods to model balanced time management.

Make it clear that commitment to studies enhances—not compromises—a student's success in the esports environment and beyond.

**Promote Sportsmanship:** True sportsmanship lies at the heart of all competitive activity, and esports is no exception. Use the club as a platform to build character and resilience through respectful and ethical play.

- Incorporate sportsmanship training into club routines—e.g., team reflection sessions, peer commendations, or sportsmanship awards.
- Run workshops on emotional regulation, fair play, and positive communication.
- Celebrate exemplary behaviour during both victory and defeat, reinforcing the values of humility, empathy, and integrity.

By placing sportsmanship on par with gameplay, you empower students to grow not only as players but as responsible and ethical individuals.

# LEGAL, ETHICAL AND INTEGRIOUS CONSIDERATIONS

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As you venture into the world of esports, it is essential to be mindful of the legal, ethical, and integrous considerations that accompany this evolving field. Ensuring a safe, responsible, and principled environment is key to building a sustainable and respected esports programme within your school.

## Quick Guides to Common Issues in Esports

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While building an esports CCA programme, educators may encounter several complex or unfamiliar issues tied to digital gaming culture. The following guides break down three major topics, age ratings, loot boxes/microtransactions, and esports betting, to help schools make informed, student-centred decisions and establish healthy boundaries for youth participation.

### Age Ratings and Game Selection

#### What are they?

Age ratings are guidelines that assess the suitability of video games for different age groups based on content such as violence, language, and mature themes. Popular rating systems include:

- ESRB (North America) – e.g., E (Everyone), T (Teen), M (Mature).
- PEGI (Europe) – e.g., 3, 7, 12, 16, 18.
- IMDA (Singapore) – uses local film classification, though not all games are formally rated.

For example, Mobile Legends: Bang Bang (MLBB) is commonly rated 12+ or T for Teen, while Valorant is usually 16+ due to realistic violence and in-game communication features.

#### Why it's a concern in schools

- Students may be exposed to age-inappropriate content without understanding the risks.
- Parents may be uncomfortable or unaware of what their children are playing.
- Schools need to align with internal digital policies and uphold community trust.

#### What educators can do

- Align with school policy when selecting games, and avoid titles with mature content for younger students.
- Maintain transparency with parents by including age ratings and game descriptions in CCA letters and consent forms.
- Educate Students: Teach students about the importance of age ratings and how they reflect content that may impact their well-being. Encourage them to make informed choices about the games they play.
- Create a reference list of approved games with their ratings and content flags for easy access.

## Loot Boxes & Microtransactions

### What are they?

Loot boxes are virtual containers granting randomised rewards, like skins, items, or upgrades. While some are earned through gameplay, many are sold for real money. This system resembles gambling, as players pay without knowing what reward they'll get.

Microtransactions refer broadly to any real-money purchases made in-game, including cosmetic items, currencies, battle passes, and more.

### Why it's a concern in schools

- **Mimics gambling mechanics:** Randomised rewards can create a compulsive "one more try" mentality.
- **Ethical and financial risk:** Students may overspend impulsively or pressure peers to spend.
- **Embedded in popular games:** Loot boxes and microtransactions are common in many esports titles, and young players may not recognise the risks.

### What educators can do

- **Transparency:** Ensure students and parents are aware of the presence of loot boxes or microtransactions in games. Explain the randomised nature of loot boxes and the potential for encouraging excessive spending.
- **Set Boundaries:** Establish club guidelines prohibiting the use of real money for in-game purchases during school-related esports activities. Encourage free-to-play options or earned in-game rewards to maintain fairness.
- **Financial Literacy:** Incorporate discussions on responsible spending into your esports education. Highlight the risks of compulsive purchasing and the importance of budgeting, using real-world examples of loot box controversies to illustrate potential harms.
- **Discourage microtransactions** during CCA time and opt for titles with minimal or non-predatory monetisation systems.

### Example

A student spends \$100 chasing a rare loot box skin without realising how much they've spent. Another student uses their parents' credit card, believing the purchases are harmless because they're "just cosmetic."

## Betting and Gambling in Esports

### What is it?

Esports betting refers to placing wagers on the outcomes of professional matches, tournaments, or even in-game events. This can involve real money or in-game virtual items ("skin betting"). Students are exposed to these practices through influencers, YouTube ads, and offshore gambling sites that are easily accessible despite being illegal for minors.

### Why it's a concern in schools

- **Illegal for minors:** Gambling is prohibited for those under 21 in Singapore.
- **High accessibility:** Students can encounter gambling promotions online or through esports content creators.
- **Risk of addiction and manipulation:** Exposure to betting can encourage impulsive behaviour, financial loss, and a distorted view of competition.

### What educators can do

- **Zero-Tolerance Policy:** Prohibit any form of betting or gambling-related activities within your esports programme. Communicate that such activities are illegal for minors and incompatible with the values of fair play.
- **Education on Risks:** Educate students about the legal and ethical implications of esports betting, including the potential for addiction, financial loss, and match-fixing. Use case studies, such as high-profile esports betting scandals, to underscore the consequences.
- **Collaboration with Experts:** Partner with organisations like the Singapore Cybersports & Online Gaming Association (SCOGA) to provide resources and workshops on gambling prevention. Ensure students know how to recognise and avoid gambling-related content online.
- **Monitor and guide students** who may be exposed to gambling-related language or content through streaming platforms or Discord servers.

### Example

A student stumbles upon a streamer advertising a betting site where viewers can use game skins to gamble. Curious, the student signs up, begins wagering, and soon finds themselves repeatedly trying to win back losses, without realising they're engaging in gambling.



## Legal and Ethical Practices: Navigating the Digital Landscape

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Operating within the digital realm requires a thorough understanding of legal and ethical guidelines to protect students and promote responsible digital behaviour.



### Online Safety and Security

Implement robust online safety measures to shield students from cyberbullying, harassment, and exposure to inappropriate content. Provide students with guidance on online etiquette, responsible use of social media, and how to identify and report harmful behaviour or content. Work in partnership with the school's IT department to enforce appropriate content filtering, monitoring systems, and user guidelines that help ensure a secure digital environment for all participants.



### Data Privacy and Protection

Familiarise yourself with relevant data privacy regulations such as the Personal Data Protection Act (PDPA), Family Educational Rights and Privacy Act (FERPA), and the Children's Online Privacy Protection Act (COPPA). Ensure that any data collected from students is handled securely and with consent. Seek parental or guardian approval for any data collection activities and guarantee that personal data is stored, shared, and used responsibly and in compliance with applicable laws. Empower students by educating them about digital privacy and their rights as online users.



### Ethical Gameplay and Sportsmanship

Establish a clear code of conduct that underscores the importance of fair play, respect for opponents, and ethical behaviour in both victory and defeat. Set clear expectations for in-game communication and behaviour, ensuring students understand the consequences of cheating, hacking, toxic language, or any form of unsportsmanlike conduct. Foster a culture where integrity, humility, and respect are as important as winning.

## Cultivating Integrity through Esports

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Creating a principled and fair environment begins with early education and preventive action. Integrity must be a foundational value of your esports club, guiding behaviour both on and off the screen.



### Upholding Integrity in Competitions

Educate students about the legal and ethical implications of misconduct in esports, such as match-fixing, bribery, or manipulation of game outcomes. Use real-world case studies—such as professional match-fixing scandals—to demonstrate the seriousness and long-term consequences of such actions. Stress the importance of honest competition and reinforce that success earned through effort and teamwork is what truly matters.



### Preventative Measures

Introduce a zero-tolerance policy for unethical behaviour, with clearly defined consequences for infractions. Establish a transparent process for reporting and addressing violations. Collaborate with organisations such as the Singapore Cybersports & Online Gaming Association (SCOGA) and the Singapore Esports Association (SGEA) to stay updated on industry standards, legal developments, and recommended best practices for safeguarding integrity.



### Education Initiatives

Host seminars, workshops, and assemblies focusing on integrity, fair play, and ethical conduct in esports. Invite guest speakers such as professional esports athletes, legal experts, and esports industry personnel to share experiences, insights, and practical advice on maintaining high standards of conduct at all levels of play.

By embedding legal, ethical, and integrous values into your club's foundation, you are not only protecting your students—you are also nurturing responsible digital citizens and future leaders of the esports community.

# MEASURING SUCCESS, CONTINUAL IMPROVEMENT AND CAREER CONSIDERATIONS

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Assessing the impact of your esports club and adopting a mindset of continual growth are essential to sustaining a thriving and meaningful programme. By evaluating progress and embracing feedback, you create a club that evolves with its members and remains relevant in a rapidly changing landscape.

## Evaluating Impact: Measuring What Matters

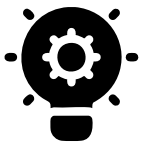
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Understanding the value of your esports club requires thoughtful measurement. Going beyond match results allows you to demonstrate broader educational and developmental outcomes.



### Track Student Engagement

Monitor student participation levels, attendance at club meetings and events, and general enthusiasm. High levels of engagement are a strong indicator of the club's success, reflecting student motivation, interest, and the sense of community the club fosters. Keep attendance records and conduct regular check-ins to gauge student morale and involvement.



### Assess Skill Development

Look beyond the scoreboard. Evaluate improvements in strategic thinking, communication, collaboration, and other soft skills. Track gameplay data, observe team dynamics, and offer regular performance reviews to assess individual and group progress. This may include reviewing gameplay recordings, running peer evaluations, or conducting reflective exercises where students assess their development.



### Gather Feedback

Regularly seek feedback from students, teachers, and parents to guide improvements. Use surveys, suggestion boxes, or informal conversations to learn what is working well and what could be improved. Ask about areas such as training schedules, game selection, team culture, and coaching methods. When students feel heard, they are more likely to remain engaged and invested.

## Continuous Improvement: Embracing Growth and Innovation

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Esports is a fast-paced and ever-evolving field, and your club should reflect that dynamism. By fostering a culture of continuous learning and innovation, you ensure that your programme remains relevant, engaging, and effective.



### Stay Updated

Encourage club members—and yourself—to keep up to date with industry trends, new game releases, technological advancements, and emerging career pathways in esports. Subscribing to esports publications, following reputable news sources, and attending relevant industry events can provide valuable insights and inspiration.



### Encourage Experimentation

Do not be afraid to explore new ideas and step beyond your comfort zone. Trial new games, experiment with alternative tournament formats, or develop innovative community engagement initiatives. Embrace emerging technologies such as virtual or augmented reality to expand students' exposure and engagement. Consider collaborating with other school clubs—such as media, art, or computing societies—to create interdisciplinary events that broaden learning and participation.



### Celebrate Successes

Make time to acknowledge and celebrate both large and small achievements. These could include tournament wins, improvements in individual gameplay, successful outreach events, or exemplary displays of teamwork and sportsmanship. Recognising progress and effort contributes to a positive club culture, motivates continued participation, and reinforces the value of perseverance, collaboration, and personal growth.

## Career Exploration in Esports: Unveiling New Horizons

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Esports is a rapidly expanding industry offering a wide array of career paths that go far beyond professional gameplay. For students passionate about games and digital culture, this vibrant sector presents exciting opportunities to develop valuable skills and forge rewarding futures.



### Showcasing Career Pathways

Introduce students to the breadth of career options within the esports ecosystem. These include roles in game development, marketing, event management, broadcasting, journalism, coaching, content creation, and data analytics. Consider hosting career fairs or panel discussions, and inviting guest speakers from various sectors to share their professional journeys and provide insights into the skills and qualifications needed for success.



### Guest Speakers and Industry Events

Bring the industry to life by connecting students with professionals in esports. Invite them to deliver talks, lead Q&A sessions, or facilitate workshops that offer authentic insights into the working world of esports. Where possible, organise field trips to live tournaments, gaming studios, or production facilities. These experiences offer students a rare glimpse behind the scenes and help them envision how their interests might translate into viable career options.



### Networking and Internship Opportunities

Forge partnerships with esports organisations and businesses to facilitate real-world exposure for students. This could include internships, shadowing opportunities, or project-based collaborations. By connecting students to industry professionals, you provide them with meaningful mentorship, practical experience, and a clearer understanding of the expectations and demands of various esports-related roles.



## Afterword

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### Why Esports as a CCA?

Esports is more than just competitive gaming—it is a platform for education, engagement, and empowerment. As a Co-Curricular Activity (CCA), esports speaks the language of today's youth. It captures their attention, fuels their passion, and presents an authentic opportunity to develop essential life skills through structured, values-driven play. By offering esports in schools, we embrace a medium that students are already invested in—and we transform it into a purposeful, guided learning experience.

### Benefits for Youths

Through esports, students learn to lead, collaborate, reflect, and grow. They practise discipline, manage emotions under pressure, communicate effectively, and take ownership of their actions in both victory and defeat. Esports encourages resilience, adaptability, and digital fluency—skills that prepare students not only for competitions, but for classrooms, careers, and communities.

### Benefits for Nation Building

Esports unites students from diverse backgrounds under a shared banner of teamwork and excellence. When we nurture these communities with care and structure, we foster social cohesion, mutual respect, and a sense of collective identity. A well-supported esports ecosystem can bring pride to our schools, create pathways to future industries, and strengthen Singapore's reputation as a digitally forward and inclusive society.

### Let Us Work Together

We hope this framework serves as a starting point for schools to build meaningful, responsible, and inclusive esports CCAs. Let us work together—as educators, partners, and mentors—to create environments where students can thrive, not just as players, but as people. The future of esports in education is not just about preparing champions in games—it is about preparing champions in life.

*Dennis Ooi*

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Singapore Cybersports and Online Gaming Association



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