

Education Reform



A major policy initiative of the Governor; and a foundational component of his community & economic strategy: the IMAGINE Guam Project.



Why do we need reform?



*PART 1:
Guam:
Then &
Now*



1980: \$12,082



1990: \$30,755



2000: \$39,317



2010: \$39,052



Why do we need reform?



PART 1:
*What
can that
buy?*



Grandma's list:

\$160

2004: \$528.63

2010: \$694.93



Rent - ? Power - \$300
Car - \$400 Water - \$50
Cell phone - \$80

Why do we need reform?



PART 1:
*What
can that
buy?*

1980: \$12,082 = \$1006-

1990: \$30,755 = \$2562-

2000: \$39,317 = \$3276-

2010: \$39,052 = \$3254

- \$1239 *mortgage*
- \$695 *gas*
- \$400 *car*
- \$350 *power & water*
- \$320 *gas & phone*

-\$100



Why do we need reform?



PART 1:
*Below
the poverty
level*

1990: 32,421 / 133K =

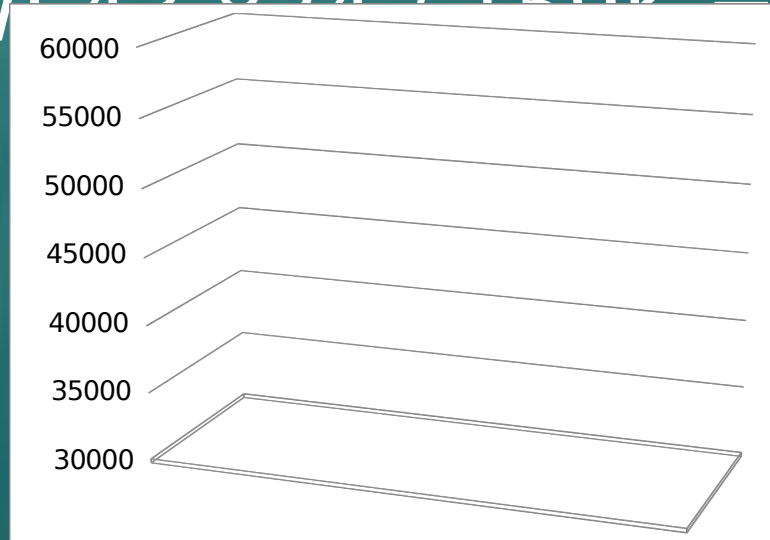
24%

2000: 34,792 / 155K =

22%

NOW: 42,924 / 150K =

28%



Why do we need reform?

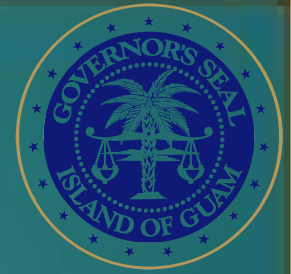


PART 1:

<i>Jobs & Unemployment</i>	1980:	44.5K	42.8K	4.9%
	1990:	66.1K	64.1K	3.8%
	2000:	70.8K	59.9K	15.3%
	2011:	74.9K	64.9K	13.3%



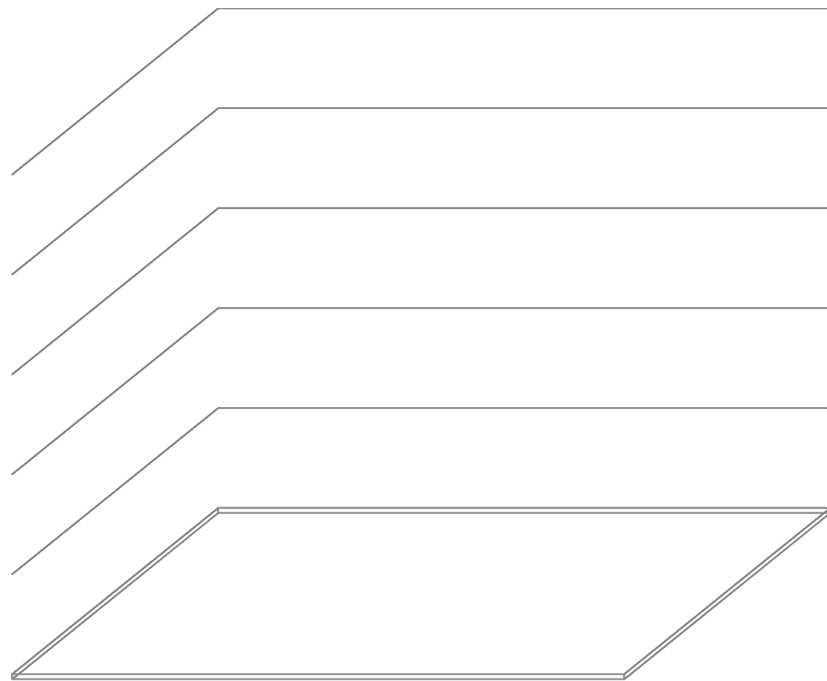
Why do we need reform?



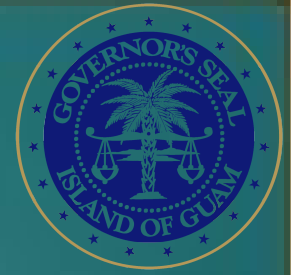
PART 1: Economic Growth?



Number of Establishments Since 19



Why do we need reform?



PART 1: Economic Growth?

A large white rectangular area containing a series of horizontal lines for writing, with a diagonal line on the left side, suggesting a list or a structured response area.



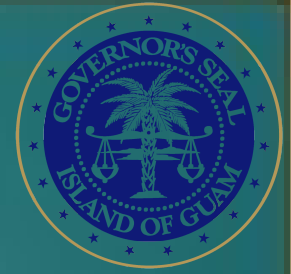
Why do we need reform?



PART 1: Economic Growth?

A large white rectangular area with a double-line border, containing five horizontal lines and a large empty trapezoidal shape at the bottom, intended for notes or a diagram.

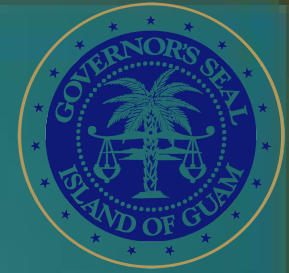
Education Reform



So where did all
the money go?



Why do we need reform?



PART 1: *Food stamps?*

W/certain conditions:
Generally for people
within 100% of natl.
poverty level =

**\$2422/mo. per family of
4 or \$29,064 gross
annual**

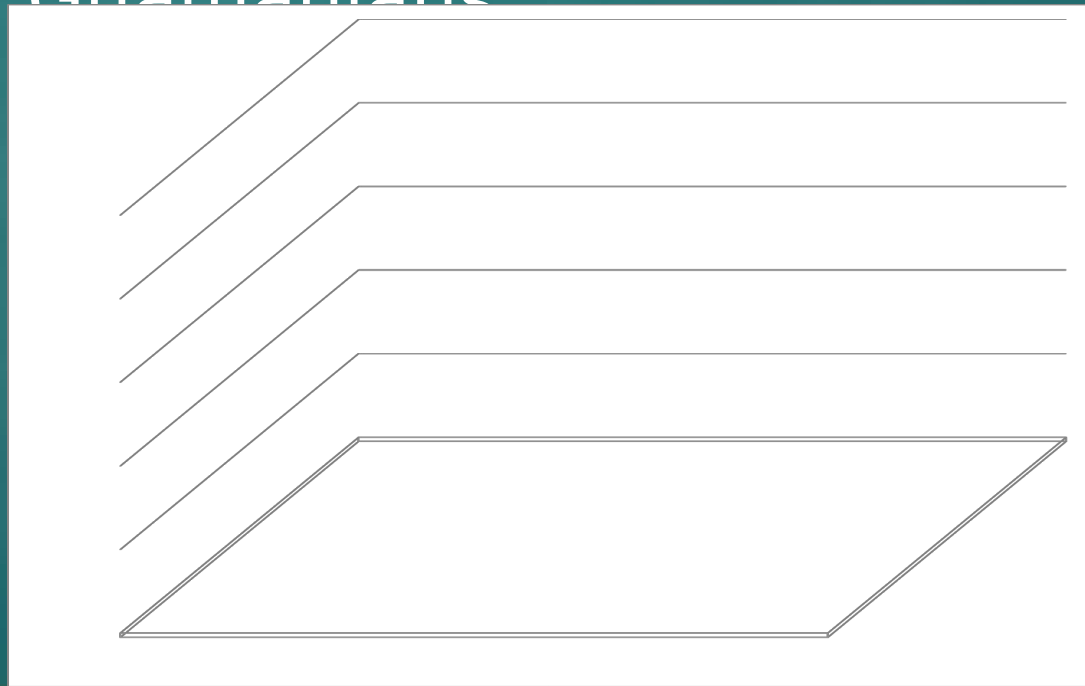


Why do we need reform?



PART 1: ***Food stamps?***

2000: Families on food stamps: 7,303 or 21,900 Guamanians



Why do we need reform?



PART 1: Poverty is getting worse:

Food stamps?

A large white rectangular area with a double-line border, containing several horizontal lines and a diagonal line, suggesting a space for notes or a diagram.

Why do we need reform?



*PART 1:
Reversing
perverse
incentives*

\$40,000

+ 8,400

\$48,400/2 = \$24,200

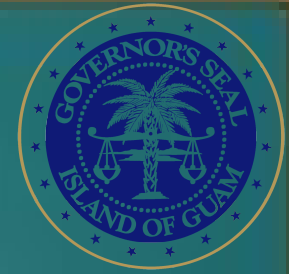
\$24,200/2080

hrs = \$11.63

per hour



Why do we need reform?

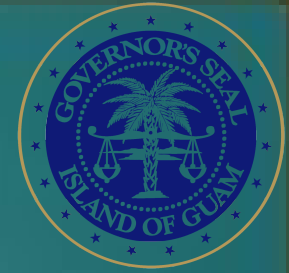


PART 1: What kinds of jobs are these?
***Reversing
perverse
incentives***

- Sales rep (wholesale) - \$12.04
- Ofc. & admin support - \$12.80
- Billing clerks - \$12.34
- Acctng. Clerk - \$12.67
- Cargo & freight agent - \$18.72
- Admin. Asst. - \$14.43
- Carpenter - \$12.89
- Painters - \$14.12
- Automotive body repair - \$12.51
- Financial planners - \$12.51



Why do we need reform?



PART 1: Reversing perverse incentives

Are these jobs available?

Office clerk: Accepting applications until June 8

Job Description: Must have experience in basic clerical skills such as typing, filing, customer service, Word, Excel, Power Point and Quick Books. Must be a team player for a growing company. Will train right individual if needed.



Why do we need reform?



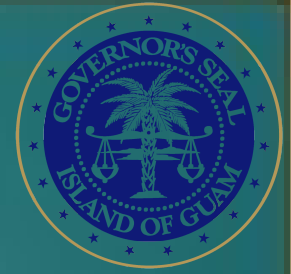
PART 1: Are these jobs available?
***Reversing
perverse
incentives***

CONSTRUCTION:

- 4,580 General bldg. contractors
- 280 Heavy construction
- 880 Special trade contractors



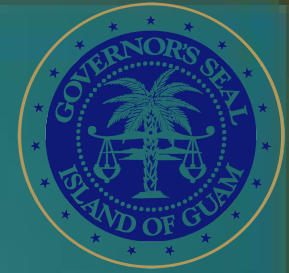
Education Reform



If these jobs exist,
then why aren't
our people being
hired?

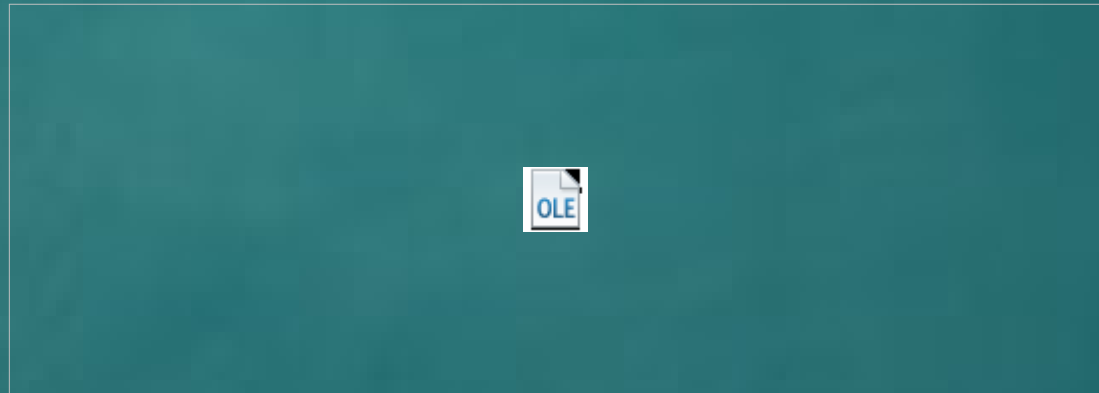


Why do we need reform?



PART 1:
Skill levels
are lacking

Today's 18-22 year olds:
What are they doing now?

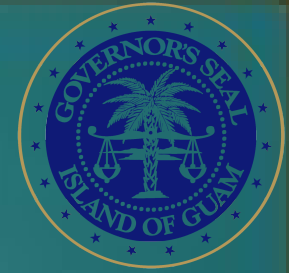


Math: 136 v. 6,676

Reading: 953 v. 5,859



Why do we need reform?



PART 1: ***Skill levels*** ***are lacking***

Today's 18-22 year olds:
What are they doing now?

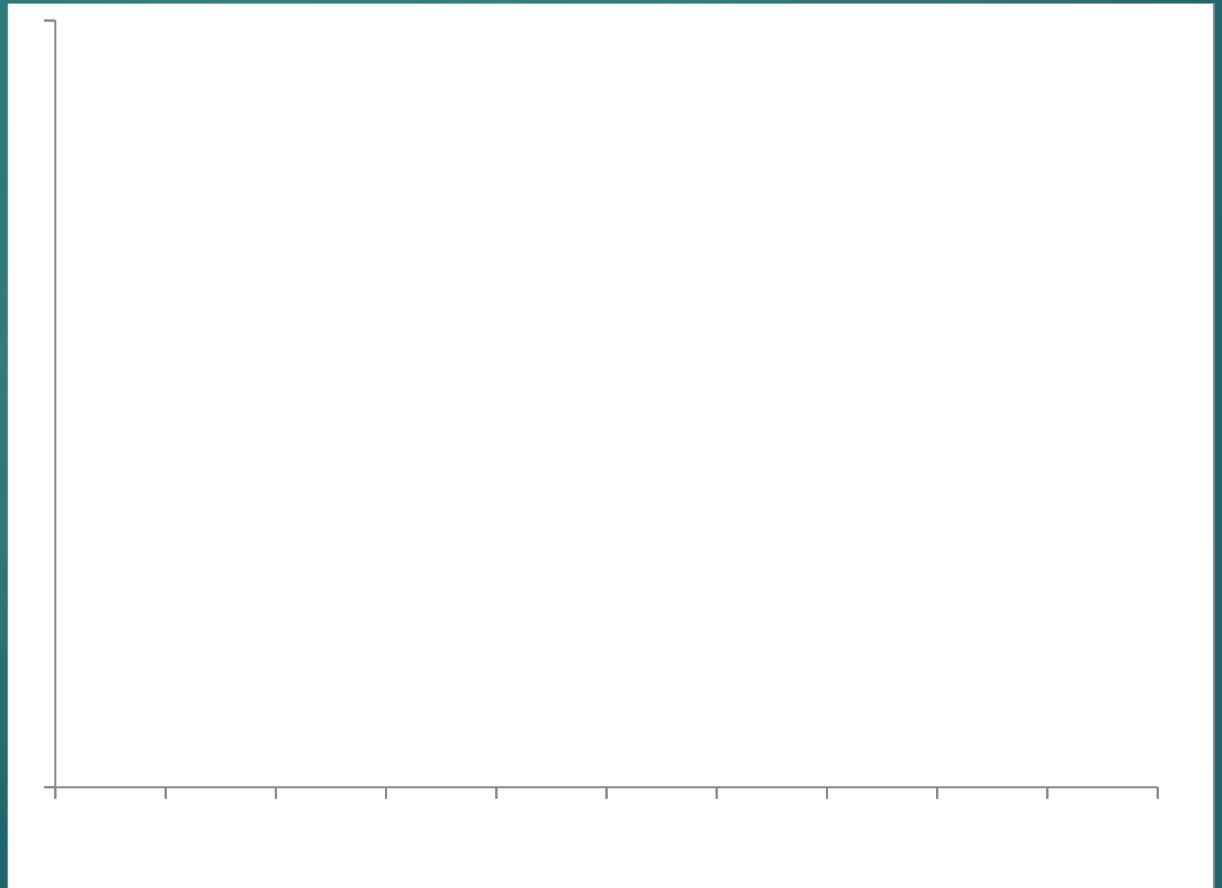
- Military: 1,062 or 15.5%
- UOG/GCC: 2,624 or 38.5%
- Dev. English: 1,660 or 63%
- Dev. Math: 2,872 or 109%
- Employed: 1,850 or 14.7%
- On Welfare: 3,223 or 25.6%



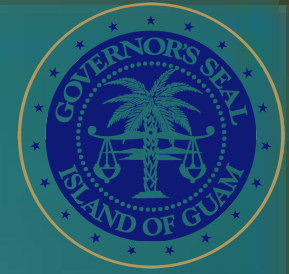
Why do we need reform?



PART 1:
Are
they
competitive?



Education Reform



Growing sales & receipts

Jobs & \$\$\$ for
Guamanians

By & large, we haven't
been prepared to take on
the challenge of building &
sustaining the Guam
economy



Broken Link



*PART 1:
Education
Workforce
Economy*

INPUTS:

Teachers in HS: 24

Minutes in HS: 172,800

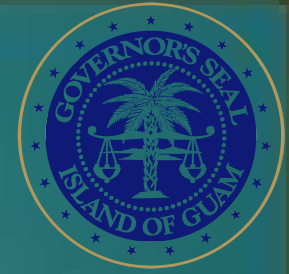
Prepared?: 95%

OUTPUTS:

Prepared for college or
career: 2%



Broken Link



*PART 1:
Education
Workforce
Economy*

Input v. Output

Teaching = Input

Learning = Output

Teaching  Learning

Learning = Achievement

Achievement = ~~Poverty~~

~~Poverty~~ = Shift to

LEARNING



At the of poverty



Education is the instrument to change poverty, so it must be aligned to the workforce. The poverty has become systemic so the solution must be an overhaul of the system linked closest to poverty:
PUBLIC EDUCATION



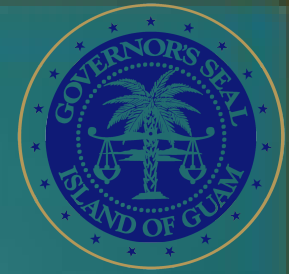
Why an overhaul?



1. *Students aren't learning*
2. *They need home support*
3. *Learning: Teacher*
4. *How?*
 1. *No accountability*
 2. *No solid curriculum*
 3. *No common vision*



The Problems, Solutions, & the



Plan

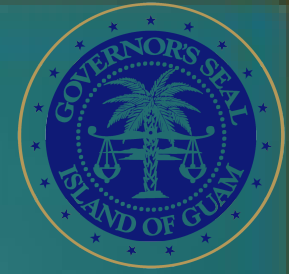
*PART 2:
Vision, Curriculum,
& Comm.*

Preparing ALL students for
life:

1. Even those with disabilities
2. Even migrants
3. Even the poor



The Problems, Solutions, & the



*PART 2:
Leadership &
Accountability*

Plan

Chief Instructional Leader

Deputy of F&A: Chief
Operating Officer





The Problems, Solutions, & the

PART 2:

*Leadership
&
Accountability*

Deputy of C&J:

- Move principals & schools
- Four regional associates

Plan

Deputy of ES & CL:

- Auxiliary academic services





The Problems, Solutions, & the Plan

PART 2:

Principals:

*Leadership
&
Accountability*

- New evaluation
- MS: 3 asst.; HS: 4 asst.
- At least 400 students: 1
- School operations officer



Instructional leadership:
- 95% of time



The Problems, Solutions, & the

PART 2:

*Higher,
uniform
standards*

Implement & align
Common Core standards:
Community's needs

Plan



High school



Middle school



Elementary school





The Problems, Solutions, & the

PART 2:

*Higher,
uniform
standards*

Implement & align
Common Core & learning
standards-based assessment

Plan

- District-wide benchmarks
- Formative assessments
- Remediation & intervention





The Problems, Solutions, & the Plan

PART 2:

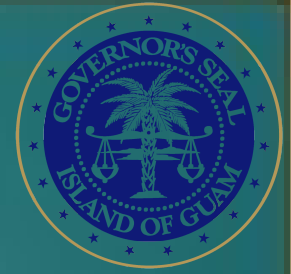
In the interim:

*Higher,
uniform
standards*

- Full PD on adopted curriculum
- Use Power Standards
- Transitional assessment
- Accountability



Education Reform



Subtitle

jhkjkhkj





The Problems, Solutions, & the

Plan

PART 2:
*Higher,
uniform
standards*

DI & STA are not the
adopted curriculum:

- Wean off the contractors
- Use as intervention tools
- Follow adopted curriculum
- Accountability





The Problems, Solutions, & the

PART 2:

*Higher,
uniform
standards*

Chamorro Language:

- How much?
- Cost per taxpayer
- Cost of Asian languages:

Plan

Chamorro:

1990: 34,598



2000: 30,708

Tagalog:

2000: 30,588



1990: 23,686

Other Asian:

2000: 9,624



1990: 8,832





The Problems, Solutions, & the

PART 2:

*Higher,
uniform
standards*

Chamorro Language
Program:

Plan

- 3 immersion schools?
- After-school immersion?
- More instructional time?
- Where is the data?





The Problems, Solutions, & the

PART 2:

Learning resources:

*Higher,
uniform
standards*

Plan

- Align software to curriculum
- A device for every child
- 10 Elements of High Quality...
- PD & other learning resources





The Problems, Solutions, & the

PART 2:

Communicate:

*Higher,
uniform
standards*

- School visits
- Parent Portal
- Engage stakeholders in every effort
- Language barriers
- Ethics & defensive training
- Fairness in application of rules
- Whistleblower protection

Plan





The Problems, Solutions, & the

Teaching reforms

- Align w/ SOE
- Fifth-year induction
- Mentorship & Dept. Chairs
- Full & planned PD
- Seniority & assignment
- Best go to K-3
- Continuous PD by principal
- Change certification requirements

Plan



The Problems, Solutions, & the



Teaching reforms

- Uniform benchmark data
- Peer observations
- Collaboration, comm., & eBambramic cameras
- Center for Education Best Practices





The Problems, Solutions, & the Plan

PART 2: Teaching reforms

Unnecessary tasks:

- Paperwork reduction
- Programs & mandates
- Laptop for every teacher





The Problems, Solutions, & the

PART 2:

Fire the bad teachers:

*Teaching
reforms*

- Old-fashioned leadership
- Peer observations
- Accountability to curriculum
- Interventions & supports
- Removal from the classroom

Plan





The Problems, Solutions, & the

PART 2: Accountability:

*Teaching
reforms*

- Benchmarks w/ supports
- New teacher evaluation
- Data publication

Plan





The Problems, Solutions, & the

PART 2:

Absentee Rates:

*Teaching
reforms*

- Old-fashioned leadership
- Leave sharing
- Substitute teachers
- Data publication

Plan





The Problems, Solutions, & the

PART 3:

Change the methods:

*Community
reforms*

Plan

- Develop a team
- Canvass the village
- Have events
- Bring learning into the village
- Involve the un-involved
- Write nice notes home
- Recognize parents
- The Chuck-E-Cheese model





The Problems, Solutions, & the Plan

PART 3: Interventions:

*Community
reforms*

- Early intervention
- PINS
- VOE
- PIRC
- Social workers, system of change language
- PH: Get messages to parents
- Full PD





The Problems, Solutions, & the

PART 3:

Education needs to be

*Community
reforms*

- valued:
- PR & promotion of excellence
 - Aggressive campaign

Plan

For parents who try hard:

- PIRC
- Customer service improvement
- Orientation on social services





The Problems, Solutions, & the

PART 3: Transportation & supports:

*Community
reforms*

- Consolidate mass transit
- CPS
- I Famagu'on-ta
- GPD
- Public Health
- GHURA
- DYA

Plan





The Problems, Solutions, & the Plan

PART 4:

Fun & engaging.

*Learning
reforms*

- Blue-ribbon schools
- Breaking Ranks
- The real counselors





The Problems, Solutions, & the Plan

*PART 4:
Learning
reforms*

Diversity & individuality:

- Pre-service training
- Empathy training
- Authority to provide all interventions necessary





The Problems, Solutions, & the

PART 4: *Learning reforms*

Resolved to succeed:

- Elementary: “I’m going to college!”

Plan

- Middle: Reinforce

- High: Guidance

- FAFSA & scholarship education





The Problems, Solutions, & the

*PART 4:
Learning
reforms*

Entitlement to Gov Guam

jobs:

- Set the example

Plan

- Stringent, fair & common evals.
- Probation period: each promotion



The Problems, Solutions, & the



PART 2:

Culture of entitlement:

Learning reforms

- PR: assistance, cost of tiki's example
- Value of a dollar
- Inspirational role models
- Big Brothers & Big Sisters
- Affirmation of effort



Education Reform



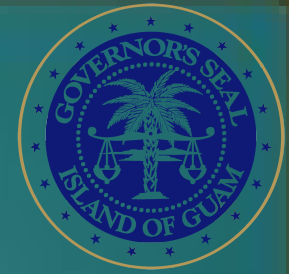
*Part 3:
The
Reform*

Four Elements to Solutions:

1. Instructional leadership
2. Operational stability
3. Time
4. Professional development



Education Reform



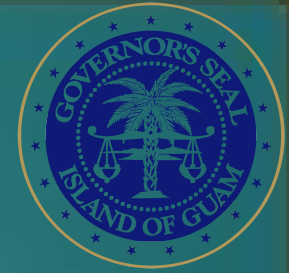
Part 3: The Reform

Barriers to these elements:

1. Unstable leadership,
adversity
2. Funding
3. Expired contract
4. PTEP
5. Non-strategic policy
6. CSC
7. Transportation



Education Reform

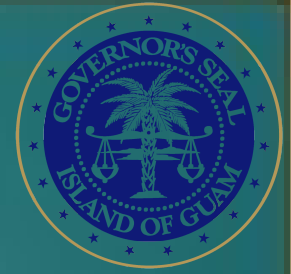


Part 3:
The
Reform

Replace all curricular policies so the entire school system changes from a system of inputs to a system of outputs (achievement)



Education Reform

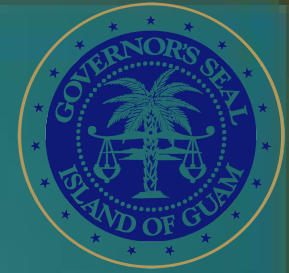


*Part 3:
The
Reform*

Replace the school
calendar with one
that fosters student
growth



Education Reform

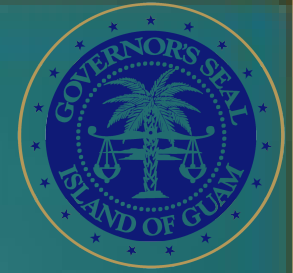


*Part 3:
The
Reform*

Allow teachers and principals to institute learning environments (site-based instructional management)



Education Reform



*Part 3:
The
Reform*

Adopt & implement
the Common Core



Education Reform



*Part 3:
The
Reform*

Implement the
assessment tools and
benchmarks



Education Reform

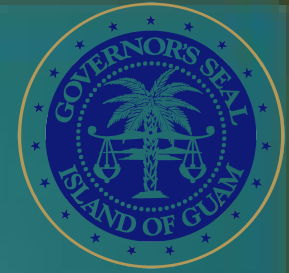


*Part 3:
The
Reform*

Replace the teacher
evaluation model



Education Reform

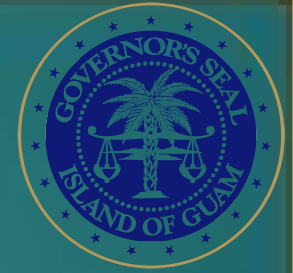


Part 3: The Reform

Implement a new teacher contract that does not stifle the curriculum, learning, or the time principals need with teachers



Education Reform



*Part 3:
The
Reform*

Provide full
professional
development,
learning tools, and
competitive teacher
pay



Education Reform



Change Guam!

