

EDUCATION MASTER PLAN 2027

STUDENT SUCCESS

MASTER GOAL:

- Educate the whole child –mind, body and heart (develop academic and career readiness, character, health, wellness, and the arts)

FUNDAMENTAL QUESTION: How do we encourage and support young people to be successful in Palauan society and in the world?



STUDENT-CENTERED LEARNING

PRIMARY GOAL:

- Ensure student readiness to enter post-secondary education, training, and the world of work

STRATEGIC GOALS -

- ❖ Strengthen and enhance classroom instruction with a focus on enrichment and skill reinforcement
 1. Implement differentiated instructional strategies that engage students in their learning
 2. Establish after school programs with dedicated staffing
 3. Develop additional ways to strengthen and expand the transition plan from 8th through 9th grades
 4. Provide skill-intensive intervention programs to better prepare students for grade promotion and school level transitions (Elementary-Secondary-Post-secondary)
- ❖ Provide alternative education options to better meet the needs of students
 1. Identify at-risk and drop out students clearly
 2. Establish a learning center for alternative studies
 3. Undertake early identification and intervention for at-risk youth
 4. Initiate early college readiness identification and remediation
 5. Establish a vocational/technical center
- ❖ Give every child the opportunity to attend public kindergarten
 1. Provide developmentally appropriate, public kindergarten
 2. Strengthen the transition process between Head Start and the public school system
- ❖ Strengthen Special Education Program to better accommodate students with special needs
 1. Strengthen Child Study Teams (CST) process to facilitate intervention and referral as appropriate
 2. Expand training to coordinate services between Special Education and General Education
 3. Strengthen inclusion of special needs students within the classroom
 4. Provide occupational and life-skill training for SPED students transitioning through the program

FUNDAMENTAL QUESTION:

- ✓ How do schools promote a Palauan identity and address growing diversity in student enrollment, i.e. working families, returning Palauans, multi-ethnic students, socio-economic status, ethnicities, etc.?
- ✓ How might we encourage and support young people to gain global experience and create a professional network, especially with other Pacific Islanders?

EDUCATIONAL & INSTRUCTIONAL LEADERSHIP

PRIMARY GOAL:

- Empower principals and teachers to strengthen student learning in their schools and classrooms

STRATEGIC GOALS –

- ❖ Strengthen the effectiveness and the professionalism of teachers
 1. Establish a classroom-focused training initiative to include:
 - a. Individualized, coaching support for teachers
 - b. Short, intensive entry level workshop for new teachers
 - c. On-going targeted training in content and in instructional practice
 2. Maximize effective class preparation and use of instructional time by minimizing structural/organizational mandates
 3. Implement a teacher specific evaluation system
- ❖ Strengthen the leadership and professionalism of principals
 1. Implement a program initiative to provide principals with:
 - a. a short, intensive entry level workshop for new principals
 - b. On-going targeted training
 - c. Support and mentorship
 - d. a principal certificate upon completion of coursework and reflective internship
 2. Implement a principal specific evaluation system
- ❖ Create a robust teacher recruitment and retention program
 1. Develop a recruitment campaign with media outreach
 2. Strengthen the Teachers Academy to create a substitute teacher pool
 3. Provide incentives to attract degreed and experienced teachers
- ❖ Develop a path to hire trained and qualified teachers and principals
 1. Ensure that all teachers have a minimum of an Associate's Degree in five years (2022)
 - a. Hire only teachers who have at least an Associate Degree starting with the 2017-18 school year
 - b. Establish Associate Cohorts in partnership with Palau Community College to assist current teachers in attaining their degree within 5 years
 2. Ensure that 50% of all teachers have a Bachelor Degree in ten years (2026)
 - a. Strengthen Bachelor Cohort program opportunities
 - b. Establish a 4-year Bachelors in Education program (2+2)
 3. Hire contract teachers to enable MOE teachers to attend school fulltime for content mastery.
 4. Implement teacher and principal licensure and certification systems

FUNDAMENTAL QUESTION:

- ✓ How do we build a cadre of educated and certified teachers and principals to meet the changing needs in our school system?

CURRICULUM ENHANCEMENT

PRIMARY GOAL:

- Ensure that students are college ready and career ready (academic and vocational/technical) through an effective and challenging curriculum

STRATEGIC GOALS -

- ❖ Align the curriculum with the learning needs of students
 1. Establish a scheduled cycle for reviewing, revising, and aligning the curriculum (K) 1-12
 2. Fully implement the career guidance and college readiness efforts (K)1-12
 3. Provide curricular flexibility to better meet the needs students
 4. Create a developmentally appropriate kindergarten curriculum

- ❖ Ensure the local relevance of resources, materials, and curriculum content
 1. Implement a curriculum review committee to ensure relevancy
 2. Strengthen Palauan language and culture in instruction and practice across subjects
 3. Develop an instructional language protocol that will meet the needs of diverse learners
 4. Develop locally produced curricular materials and activities
 5. Train teachers in the use of local resources including community individuals and agencies

- ❖ Strengthen the effectiveness and use of instructional time
 1. Provide teacher training in classroom management and other teaching strategies
 2. Provide training in the integration of technology tools to enhance learning
 3. Align curriculum learning targets with available instructional days and time
 4. Consider increasing learning times for Language and Math

- ❖ Review and revise the Assessment System to be effective and informative
 1. Identify the actual purpose(s) for assessment and design assessments accordingly
 2. Review the make-up and validity of assessments and their questions
 3. Involve teachers and principals in providing feedback on the effectiveness of assessments identifying student learning proficiencies
 4. Ensure that individual student and group assessment results are given to the relevant stakeholders in a timely manner

FUNDAMENTAL QUESTION:

- ✓ How can the assessment system be strengthened to increase its effectiveness to impact learning through informing instruction?

MOE RESOURCE SUPPORT

PRIMARY GOAL:

- Provide a strong and effective system of supports that promote a positive learning environment for students and the smooth operation of schools

STRATEGIC GOALS –

- ❖ Strengthen the Student Data and Education Management Information Systems to facilitate school and Ministry effectiveness
 1. Clearly define the needed statistics to best inform decisions for school support and classroom direction
 2. Establish an integrated system of information that provides information to the Ministry and between schools
 3. Established an integrated school-based information system
- ❖ Establish technology as an integrated teaching and learning tool to better meet instructional needs
 1. Adopt a Technology Use Policy for staff and students
 2. Ensure that each school has strong internet capability and access to the world-wide web
 3. Ensure that each school has the technical (hard ware and software) tools for learning with established standards for each classroom/school
 4. Establish a distance delivery system for teacher and student instruction (e.g. webinars, digital courses)
 5. Provide instructional technology training
 6. Provide technicians to maintain and promote technology equipment and systems
- ❖ Promote teaching as a desirable profession and recruit accordingly
 1. Undertake a media campaign to highlight school and teacher successes
 2. Institute “Teacher Appreciation Week”, or similar recognition, to raise the profile of teachers within the community
 3. Highlight the successes and strengths of students and teachers to reinforce the importance and satisfaction of being an educator
- ❖ Establish a coordinated and focused system for training and follow-up to support school instruction
 1. Provide on-going training to MOE Central Office staff to directly support school instruction
 2. Establish an effective follow-up support mechanism for each training workshop
 3. Establish an effective and efficient system for selecting technical assistance, training, conferences and grants in alignment with identified goals, needs and on-going initiatives
- ❖ Strengthen MOE Support Services to the Schools
 1. Fully implement the counseling and career guidance program
 2. Provide teacher aides to selected classrooms to address size and other considerations as needed

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3. Provide professional development for school-based support staff
4. Improve support services efficiency and cost effectiveness by adopting and implementing best practices and standards-based operations
5. Update personnel procedures, policies and licensure relevant to education

FUNDAMENTAL QUESTION:

- ✓ Should there be variations within the structure to accommodate the different needs of large and small schools and communities?

PARTNERSHIP SUPPORTS

PRIMARY GOAL:

- Work with family, community, employers, NGOs, government ministries, development partners and the public to support students in schools and in their community.

STRATEGIC GOALS –

- ❖ Establish interagency programs to support students in schools
 1. Develop comprehensive service supports with MOH
 2. Develop a MOE/MOJ partnership for educating incarcerated youth
 3. Work with PCC to facilitate degree attainment and to earn credits through continuing education options for teachers
 4. Work with Ministry of Finance to streamline and expedite the hiring process for teachers
 5. Work with OEK to pass legislation for the betterment of education
 6. Work with employers to expand and enrich student internship opportunities
- ❖ Strengthen the partnership with family and community to support their children and to be engaged in their education
 1. Implement an annual Parent Opinion Survey
 2. Implement individualized Parent Teacher Conferences twice a year
 3. Establish a parent portal for information and resources on the MOE website
 4. Broaden communications to parents via social media
 5. Ensure that parents receive their child's assessment/testing results and report cards in a timely manner.

FUNDAMENTAL QUESTION:

- ✓ How do family, community, and school, work together to maintain, preserve, and promote the “Palauan” culture and identity within a diverse society?