

Cook Islands Ministry of Education



Ray Charles Marsters, Palmerston Lucky School

Annual Report **1 July 2012 – 30 June 2013**



PARLIAMENT OF THE COOK ISLANDS

PARLIAMENT PAPER NO.

Speaker of Parliament
Parliament of the Cook Islands
Nikao
Rarotonga
COOK ISLANDS

Honourable Speaker

I have the honour to present the Annual Report of the Ministry of Education for the year ended 30th June 2013.

Hon Teina Bishop
Minister of Education

October 18th 2013

Hon Teina Bishop
Minister of Education
Avarua
RAROTONGA

Honourable Sir

Pursuant to Section 33 of the Public Expenditure Review Committee and Audit Act 1995-96, I have the honour to submit my Annual Report on the operations of the Ministry of Education for the year ended 30th June 2013.

Following its delivery and presentation the report will be placed on the Ministry of Education's website (www.education.gov.ck).

Yours Sincerely

Sharyn Paio
Secretary of Education

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The Year in Review – Secretary’s Report

Kia Orana,

I am honoured to present my Annual Report to Parliament for the year ended 30th June 2013.

Sharyn Paio
Secretary of Education

Part 1 - About the Cook Islands Ministry of Education

VISION STATEMENT:

In 2012-13 the Ministry of Education's vision was:

The Ministry of Education values the unique nature of the Cook Islands. We contribute to the effective governance of our country and are recognized as leaders in education in the region.

The Ministry of Education provides a dynamic and professional environment which promotes and supports life long learning through the provision of quality services.

Ministry of Education, 2008

This Ministry vision works to support the Education Sector vision to *“Build the skills, knowledge, attitudes and values of Cook Islanders to put their capabilities to best use in all areas of their lives”*

Ministry of Education, 2009

OUR MANDATE:

The Ministry of Education mandate is derived from:

- Education Act 2012
- Public Service Act 2009
- Te Kaveinga Nui 2011-2015
- Education Master Plan (2008-2023)
- Annual Business Plan and Budget
- Cabinet Directives
- Education For All Goals/Pacific Education Development Framework (2009-2015)

RESPONSIBILITIES OF THE MINISTRY OF EDUCATION:

The legislative function of the Ministry of Education is to provide for an education system in the Cook Islands, with an emphasis on:

- a) providing education for all age groups, and
- b) the use and preservation of the Cook Islands Maori language, and
- c) Cook Islands language, culture, perspectives and aspirations, and
- d) Equitable access to education of high quality, and
- e) A high level of community involvement in determining educational outcomes, and

- f) Ensuring that everyone involved in the education system is treated with dignity, respect and understanding, in a way that is consistent with –
- The fundamental human rights and freedoms in Articles 64 and 65 of the Constitution of the Cook Islands, and
 - The Convention on the Rights of the Child, and
 - The Convention on the Elimination of All Forms of Discrimination Against Women, and
 - The Convention on the Rights of Persons with Disability.

Government of the Cook Islands: Education Act 2012



DIVISIONAL RESPONSIBILITIES:

The main purpose of the Divisions is the achievement of the overall objectives as reflected in the Education Master Plan. The functional responsibilities of the divisions of the Ministry of Education in meeting these responsibilities are outlined below.



Learning and Teaching

Curriculum Development and Advisory Service
Pedagogical Support and Development
Resource Production
Monitoring National Assessment
Student Support Services – Careers, Guidance and Alternative Pathways
Community and Life skills education

Planning and Development

Planning
Monitoring, Evaluation and Reporting
School and Provider Review
National Focus Area Development
Research and Policy Development
Internal Quality Management Systems

Information Technology and Communication

Media Programmes
Official Information Act
Technology Infrastructure development and support
Help Desk
Website
Te Kura Uira

Human Resources Management

Human Resources Management including
Recruitment
Performance Development
Training

Finance

Budgets and Financial Management
Asset Management
Schools' Maintenance
Health and Safety/Disaster Risk Management
Payroll



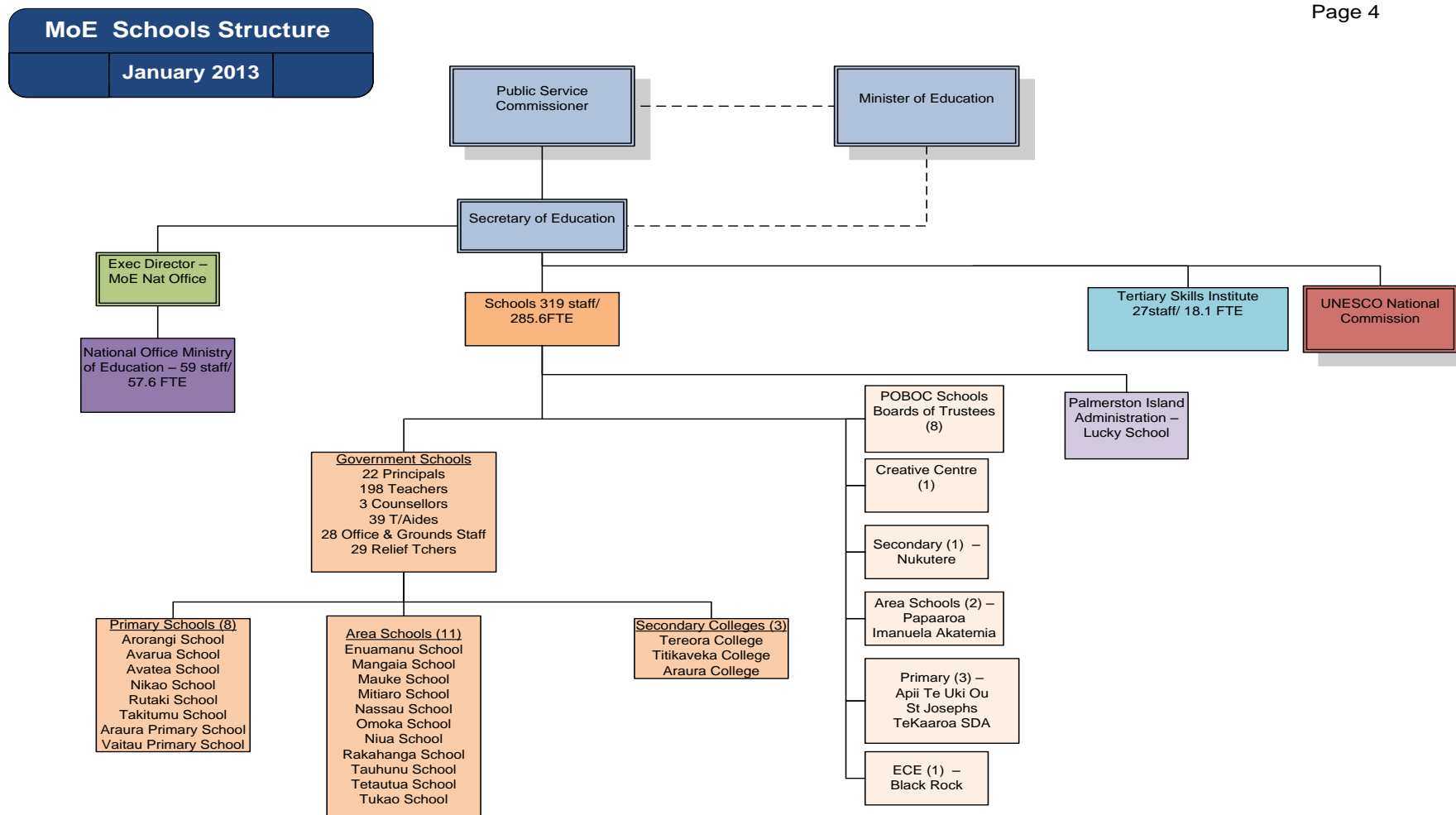
ORGANISATIONAL STRUCTURE OF THE COOK ISLANDS
MINISTRY of EDUCATION
as of 1st July 2012

Secretary of Education



Director - Learning & Teaching				Director – Planning and Development	Director Human Resources Management	Director Information Technology & Communication	Director – Finance
Manager Curriculum & Pedagogy	Manager Learner Support	Manager Continuing Education	Manager Language & Culture				
L & T Advisors: - ECE - Hlth/PE - Literacy - Numeracy - Ent/Fin.Lit - Science/ESD - Soc. Science - Inf. Tec	Careers (1) Guid/Careers – Tertiary (1) L & T Inc.Ed (1) NZQA/OIAG (1) Te Kakaia (1)*	Programme Develop. Co-ordinator (1) Commun/Voc/NF Education (1) Adult Literacy (1) Schols (2)	Lang/Dict/Research (1) Resource Dev. (1) L & T – Maori (1)	Review Officers (3) Policy & Planning (2) M & E (1)	Recruitment, contracts & remuneration (1) Training & Develop, PDS (2) School Liaison (1) Receptionist (1) Secretariat (1)	Tech. Support (2) Systems Admin (2) Media (1) IT Interns**	Financial Acctant (1) Accts Tecs (2) Proc. DRM & H/S (1) Maintenance (3) Cleaners (2)
Administration Support							

These structures only represent the staff based at the Ministry administrative offices. They do not represent the additional staffing and structures of schools and other providers which are individual to the context of the school/provider.



Part 2 – Achievement of Goals

Objectives and Outputs

The Ministry of Education's strategic results are the outcomes and targets of the Education Master Plan (2008-2023). This strategy is addressed through shorter term 5 year Statements of Intent. The Statement of Intent for the period of this report was the 2010-2015 statement of Intent.

The following four outputs reflect the focus areas of the Education Master Plan:

Output 1 Taku Ipukarea Kia Rangatira

Focus: *involving a strength in Maori language, culture, perspectives, aspiration and working to provide a firm foundation for engagement with the wider world.*

Result areas in this focus area included:

- improved Maori literacy
- educational research, particularly in identifying the best approaches to learning and teaching for the Cook Islands
- strengthening the position of the Cook Islands as a regional leader in the Pacific
- Being a Centre of Excellence

Achievements

- Grade 4 Maori results tracking 11% above 2015 national target requirements at 69% nationally with Rarotonga at 89%, the Southern group at 41% and the Northern group at 29%. Note: in the sister islands, cohort size affects the reliability of the measure.



- 70% pass rate overall in NCEA Level 1 Maori (Cook Islands).
- Eight secondary schools participated in 2012 Maori Speech Competitions and ongoing speech competitions were held at the primary level.
- Ten secondary school text books written in Cook Islands Maori.
- Twenty books published in Pukapukan.
- Funds budgeted to promote Maori Immersion Programs up to the end of Grade 3.

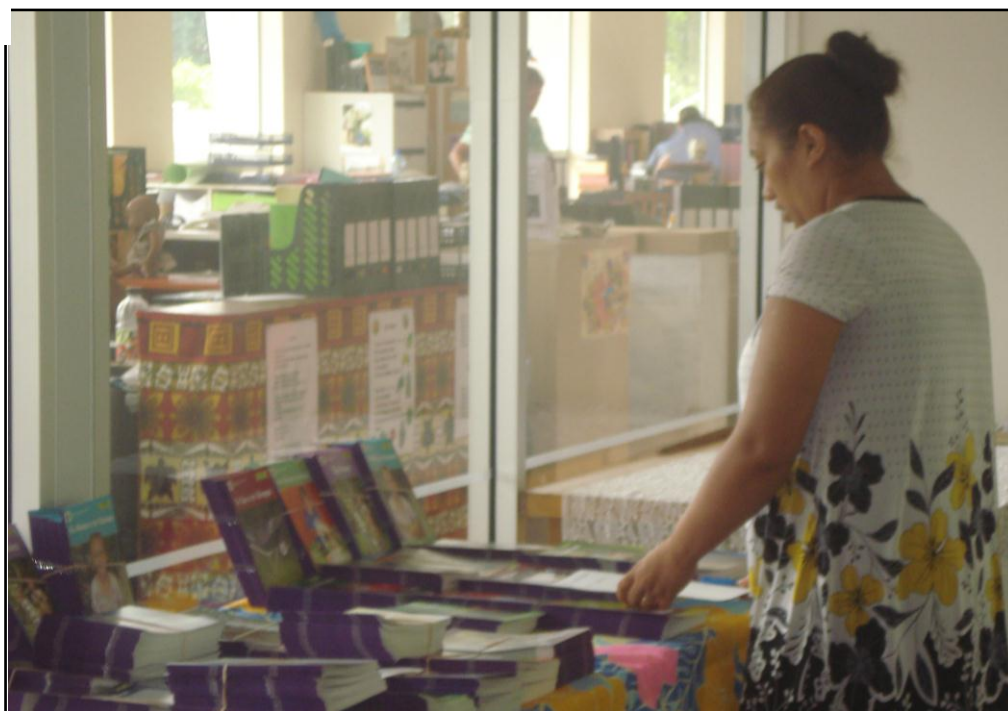
- Southern group teachers' professional development training in Pedagogy (integration, differentiated learning, assessment), Information Technology, Research and Language.
- A range of media documentaries, publications, talkbacks and promotions completed
- Ongoing development of Traditional Knowledge standards for NCEA.
- Four international presentations by MoE staff.
- World Heritage Training Workshop held at the National Auditorium (a UNESCO/Ministry of Culture project).
- Four programme funding submissions approved by UNESCO.

Challenges

- Staff capacity to prepare sufficient appropriate written resource material in Cook Islands Maori for distribution to schools.
- Encouraging primary schools to teach in Cook Islands Maori up to at least the end of Grade 3.
- Funding: the Ministry request for matching support for the UNESCO programs was declined.
- The capacity of the Language Commission to meet MoE needs.

Mitigation

- Continue to promote the importance of strength in indigenous language – mother tongue.
- Initiate the provision of an additional pecuniary allowance for resource development in those schools teaching in Maori up to the end of Grade 3.
- Seek to identify and train more potential teachers of Maori.
- Completion of the on-line Maori Dictionary in Rarotongan.
- Advocate for greater support of UNESCO programs.



Checking out the new dialect readers.

Output 2 Learning and Teaching

Focus: to provide equitable access to quality learning and the experience of success through a range of programmes that meet individual needs and celebrate individual talents.

Result areas in this focus area included:

- enhancing all aspects of Early Childhood Education
- improved literacy results
- improved numeracy results
- increasing student retention, subject scope and pathways at senior secondary level
- working towards long term targets for NCEA and University Entrance results
- increased emphasis upon Tertiary Education
- developing strategies for meeting the needs of students in isolated communities

Achievements

- Early Childhood Education: Increased public awareness following a media campaign and partnerships with Te Kakaia programme.
- 90% of Early Childhood teachers have received their ECE Certificate or Diploma qualifications.
- Pay parity for ECE teachers has been achieved with the revised salary banding to take effect July 1st 2013.
- Te Kakaia programme – late in 2012 the management of the program was transferred from an expatriate manager to a Cook Islander. She continues to be active in schools in Rarotonga, Aitutaki, Mangaia and Atiu, increasing stakeholder interest and “buy in” to developing parental skills and strategies for supporting their child’s education.
- Grade 4 Maori Literacy results – considerable improvement with an overall achievement rate of 69% -- up 11% from 2011 – 2012 with significant gains in Rarotonga.
- Grade 4 English literacy results showed an overall achievement rate of 69%, a slight drop (4%) from last year and fractionally below the literacy targets for 2010 – 2015. Rarotonga showed continued growth and exceeded the literacy targets.
- Grade 3 Numeracy results remain slightly above the 2015 target with a 3% improvement over 2011.
- NCEA Level 1 Literacy results tracking above 2015 target at 95% pass rate in 2012.
- NCEA Level 1 Numeracy results show an improvement of 6% over 2011 – 2012 with a national achievement of 91%. Numeracy achievement is now only 2% below the 2010 – 2015 targets.
- NCEA Levels 1 to 3 participation has grown steadily over the last five years with record participation at Levels 1 – 3 and University Entrance.



- NCEA Level 1 to 3 achievement is improving significantly with 2012 results markedly higher than 2011 and exceeding targets by over 15%.
- The NCEA Certificate may be endorsed with “Merit” or “Excellence”. In 2012, a record 21 students received Merit or Excellence endorsements – up from 15 in 2011 and 9 in 2010.
- Tertiary Education: following changes in the legislation, a Tertiary Education committee has been formed, a Chairperson appointed, and a Director of the Cook Islands Tertiary Training Institute (CITTI) recruited.
- Production of a Prospectus of Tertiary programmes offered.
- Participation in the USP Regional Scholarship Roundtable meeting.
- Provision of a range of vocational programmes in Rarotonga, Mangaia, Atiu and Aitutaki including: Cookery, IT, Hospitality, Tourism, Automotive Engineering, Carpentry and Art.
- Improving male student retention from year 11 - 12.



- Continuation of the Pilot Implementation of Te Kura Uira. During 2012 the programme operated with a tutor based at the Ministry and school programs supported by Mentor Teachers in Nassau, (Form 4 Maths) Rakahanga (Form 3 & 4 English) and Mitiaro (Level One Unit Standard Science). Early results show the need for strong teacher support, flexibility and creativity; and that while the primary focus is educational access, online learning can be also be used to support remedial education and staff professional development.
- Ongoing support for Pa Enuia Scholarship students through ongoing monitoring and pastoral care and continued support and monitoring of all scholarship students, both in-country and overseas.
- Participation in an Inter-Ministerial “Youth Forum” to explore youth issues and the need for support programmes. A survey was distributed to 1700 Cook Island young people and garnered wealth of data specific to the needs of youth living in the Cook Islands.
- Establishment of a “Youthline”, a free phone and text resource for students “in crisis”. Quarterly reports are received from Youthline providing useful data on the issues; however, lack of funding inhibits the ability of the Ministry to provide the necessary counselling and support.
- Initially there was extensive publication of Youthline availability with posters and in the media; however, lack of funding has terminated the information dissemination programme.
- The annual Careers Expo was sponsored by eight local businesses. There were 22 local exhibitors, and nine New Zealand exhibitors, and the event was attended by 1,267 students from 17 schools from Rarotonga and the Southern group and a group of 30 visiting students from Sir Edmund Hilary Collegiate in New Zealand. Feedback from exhibitors and students was very positive.
- Five students placed in the Information Technology Internship Programme at the MoE.

Challenges

- Continue the positive growth in Grade 3 numeracy results, particularly in Northern Group although small cohort does distort statistics.
- Further lift numeracy results at secondary level to meet 2010 – 2015 targets.
- Continuing male student retention beyond first year of qualification.
- Financial restrictions to providing secondary/tertiary alignment training – particularly in Pa Enea.
- An increasing need for counselling and support for young people.
- Staffing Te Kura Uira with appropriate staff.
- Slow broadband connections to Pa Enea in particular limit the ability to fully utilize the range of online learning options for Te Kura Uira.

Mitigation

- Enrolment of primary school teachers in Auckland University Maths programme to improve their content knowledge.
- Review of Lead Teachers in Numeracy and Literacy.
- Youth Forum – inter-agency communication and strategising.
- Te Kura Uira – implementation of Telecom's O3B system should make high speed broadband available on Rarotonga, and following a shakedown period, the infrastructure and resources of the old system will be diverted to the Northern group resulting in significantly increased bandwidth and the potential expansion of the programme.
- Appointment of a Principal of Te Kura Uira, and additional teachers/tutors, and mentor teachers.



Teachers participating in the Auckland University Maths Programme

Output 3 Learning and the Community

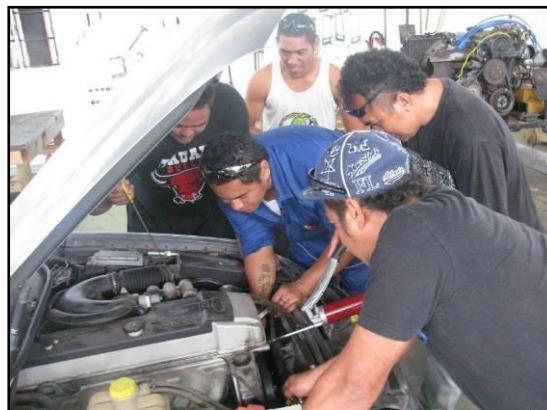
Focus: *to achieve a high level of community involvement in determining quality educational outcomes.*

Result areas in this focus area included:

- Programmes to involve parents in all aspects of their child's education
- Inclusive Education programmes
- Community Learning initiatives

Achievements

- Increased participation by parents in decision making – all but one school have School Committees although most committees are struggling to completely fulfil their functions.
- Training of and support for School Committee members.
- A Tertiary Education Committee has been established and industry advisory boards will be implemented by CITTI in the next fiscal year.
- Implementation of new Inclusive Education Policy. Diagnostic assessments reinforced the need to develop for children with disabilities and schools are increasingly engaged in implementing the Policy.
- Two hundred and eight students are receiving support in accordance with the Inclusive Education Policy and students are supported by Individual Education Plans (IEPs).
- Regionally, the MoE is a member of the Pasifika Education Community.
- Community Learning Initiatives: A range of courses was delivered with automotive, electrical, carpentry, food and beverage, culinary arts, etc., offered in Rarotonga and food safety, food preparation for market, automotive and carpentry offered in the Pa Enua.
- Te Kakaia – community participation, interest and recognition of parental role in supporting education was supported through a Toolbox Training Programme. Eighteen parents completed the 6 week training and are certificated to run programmes in their own communities.



Challenges

- Maintaining parent and community interest and participation in school matters beyond primary school level.
- Financial – training teacher aides in Pa Enua – cost to bring them to Rarotonga and enrol them in relevant study courses.

Mitigation

- Publicity, media campaigns, support to school principals on strategies to address lack of parental support.
- Prioritising budget.

Output 4 Infrastructure and Support

Focus: to provide appropriate legislation, research, guidelines and standards which support delivery and enhance opportunities for learning.

Result areas in this focus area included:

- Effective well qualified and resourced teachers, administrators and support staff
- Adequate budget resources for education
- High quality buildings, grounds and facilities
- High quality management systems

Achievements

- All schools fully staffed on 1st day of school; however, due to a reduced personnel budget, schools were required to work with existing staffing levels except that enactment of the new legislation required the provision of two additional teacher aides at ECE and in the Special Needs area.
- In 2013, 91% of teachers hold a Teaching Certificate, and 35% of teachers have a university degree.
- In 2012 seven teachers graduated from the Fast Track Programme, five at Primary and two at Secondary. In 2013 there are eight trainees in the programme, six at Secondary, one at primary and one at ECE.
- Nationally, 89% of teachers have completed Professional Development Plans: Rarotonga 86%, Southern group 96%, and the Northern group 93%.



- Professional Development (PD) and training for staff includes: 12 shared teaching experiences; 26 staff attended overseas PD activities; workshops were conducted on Rarotonga and the outer islands in ICT, NCEA, ELA, ECE, finance and management, teacher/principal training, and youth issues.
- Funded 141 university courses (USP and U of A).
- Four principals graduated from the First

Time principals' course and a new cohort of three principals was accepted into the programme for 2013.

- The Business Plan and Budget Development was completed in May 2013 with submission to Parliament for approval in July 2013.
- All financial reports were submitted to MFEM by required deadlines.
- Schools received regular and timely updates of their financial situations.
- The resignation of the former Financial Accountant resulted in some schools not having their 2011 accounts audited by the MoE; however, a number of schools had their accounts audited privately. The appointment of a new Financial Accountant will increase the services the MoE can offer in this regard in the future.
- The following work was completed in accordance with the 2012 – 2013 Budget Book 3 Work Plan: Tereora College (paint and wiring); Avarua School (upgrade and tiling of ECE classroom floors); Nikao School (window repairs); Avatea School (stormwater drainage and drinking water area); Aorangi School (extended veranda and roofing for the ECE classroom); Rutaki School (extensive tiling and ECE storage); HTTC (window security and roof replacement); and Tauhunu School (ceiling).

- ECE classrooms upgraded at Avarua, Arorangi, Rutaki, Vaitu, Tauhunu, and Araura schools.
- Further improvements to the performing arts room and security at Tereora College.
- Upgrading of the Araura College technology classroom.
- The MoE supports NES Green Government initiatives with the banning of disposable plastic plates, cups and cutlery; internal sorting of rubbish and recyclables; and initiating the use of solar energy.
- 2012/2013 reports record all schools as compliant with the Disaster Risk Management Plans for Educational buildings.
- Fifteen Schools were reviewed and 5 supplementary reviews were carried out with Executive Summaries available on the MoE website.
- Annual Statistics report was completed and is available on the MoE webpage.
- London City and Guilds and NZQA accreditation has been maintained although some areas of concern need to be addressed.

Challenges

- Numerous critical budget items declined by parliament during the last budget cycle creating issues across the entire scope of the MoE functions.
- MFEM delays and lack of understanding of our financial systems which have been approved by Audit.
- Staffing – the ability to attract suitable recruits to the Fast Track Teacher Training Programme; loss of quality staff to New Zealand and Australia; retention of ex-patriate teachers; and late resignations.
- Financial – cost of professional development, especially for Pa Enua teachers; maintenance of school buildings; recruitment of additional local teacher trainees.
- General standard of school buildings.

Mitigation

- Seek adequate fiscal support from Parliament to fund the legislated MoE functions, including the additional functions mandated in the Education Act of 2012.
- Introduce new recruitment initiatives.
- Seek financial support from NZ Aid Programme for new school buildings.
- Closer links with CIIC to meet requirements of WOF for school buildings.



Part 3 – Supporting Work of the Ministry

Staff Research Papers

Korero: The Research Journal for Cook Islands Educators No. 1, 2012

© Ministry of Education 2012

Editors: Matthew Easterbrook; Tracy Ellery; Brendon Fiebig

Articles included:

Title: School Readiness: Coming, ready or not.

Researcher: Janine Fiebig, Apii Te Uki Ou

Title: Changing student's understanding of Literacy: effects on their achievement in Science.

Researcher: Russell Grieve, Nukutere College

Title: Changing student's knowledge and use of Science terminology: effects on student achievement.

Researcher: Teiti Nubono, Nukutere College

Title: Reading Comprehension: a study of deliberate teaching.

Researcher: Jo Weir, Apii Te Uki Ou

Research Report: “But What is Quality?” Perspectives on Desired Quality Outcomes for Cook Islands School Learners. Paris, France. May 2013.

Researcher/Author: Gail Townsend

Research Report: Summary of Speech Language Therapy Assessment/Intervention Service: Cook Islands. May 2013

Author: Bridget McArthur, Speech Language Therapist, Auckland, New Zealand

MoE Representative Ngaria Stephenson

Research Report: Inclusive Education: Special Needs Update: Part One

May 1st 2013

Researcher/Author: Ngaria Stephenson Inclusive Education Advisor

NB Copies of research papers can be found on the Ministry website (www.education.gov.ck) by following the link to “Documents”.

INTERNATIONAL & REGIONAL CONFERENCE REPRESENTATION

Staff: Ngaria Stephenson

Presentation: The Importance of Assistive Technology for People with Disabilities in the Pacific

Student Involvement: Cook Island students entered in the e-Learning Global Competition

Conference: International e-Learning Competition for Children with Disabilities

Incheon, Korea. September 2012.

Staff: Anna Roumanu , Ngarangi Teio

Presentation: Vocational Training and Education in the Cook Islands

Conference: South Pacific Young Leaders in Vocational Education Training program

Okinawa International Centre, Okinawa, Japan. 4th – 21st November 2012.

Staff: Ngaria Stephenson

Presentation: Special Needs in the Cook Islands

Conference: 2013 Biennial Conference of the South Pacific Educators in Vision Impairment –

Rarangihia te whariki: Kia tuuhono kaha ai.

Auckland, New Zealand. 13th – 18th January 2013.

Staff: Ina Tamarua

Presentation: Training on the Hoof

Conference: Pasifika Early Childhood Education Conference

Auckland, New Zealand. 31st January – 2nd February 2013.

Staff: Anna Roumanu

Presentation: Educational Achievements in the Pacific

Conference: 13th Regional Meeting of National EFA Coordinators

Bangkok, Thailand 26th – 27th February 2013.

Staff: Gail Townsend (CEO: Planning, Policy and Review)

Presentation: When the Mangoes Have Gone. Education Sector Planning: Considerations of Climate Change Impacts and Sustainable Development

Conference: IIEP Strategic Debate

Paris, France. March 2013.

Staff: Ngaria Stephenson

Presentation: Development of a Special Needs Register for the Cook Islands

Conference: Special Needs Leadership Conference

Tauranga, New Zealand. March 2013.

Staff: Ngaria Stephenson

Training: Cook Islands 101: Youth Forum Feedback and Stressors Endemic to Cook Island

Youth – training session for Youth Line staff.

Organization: Youth Line New Zealand

Tauranga, New Zealand. March 2013.

Staff: Ina Tamarua

Presentation: Report on the Pasifika Early Childhood Education Conference

Conference: Pacific Regional Council on Early Childhood Care and Education

Nadi, Fiji. 11th – 15th March 2013.

Staff: Ano Tisam, Strickland Upu, Matthew Easterbrook

Presentation: A CI perspective on the needs and identification of options for interconnecting with Local Research and Educational Centres in the ACP Pacific Region

Conference: National Educational Research Network

Tanoa Hotel, Apia, Samoa 18th -- 19th April 2013.

NB Copies of presentations by MoE staff at regional and international conferences can be found on the Ministry website (www.education.gov.ck) by following the link to “Documents”.

Ministry of Education Reports

Education Reviews:

Avarua School
Papaaroa School
Nukutere School
Takitumu School
Tauhunu School
Tukao School
Rakahana School
Pukapuka Nuia School
Mauke School
Tereora College
Araura College
Araura Primary
Vaitau School
Tekaaroa School
Mitiaro School
Creative Center

School Compliance and Teacher Support Reviews

Tauhunu School (Four week visit)
Arorangi School
Titikaveka School
Nikao School (2 visits – end of contract review)
Eight Teacher Supplementary Reviews

National Focus Area Reviews:

Early Childhood Education (ECE)
Student Tracking Systems used in schools
School Monitoring and Review Processes

Public Service Commission Half Year and Annual Reports

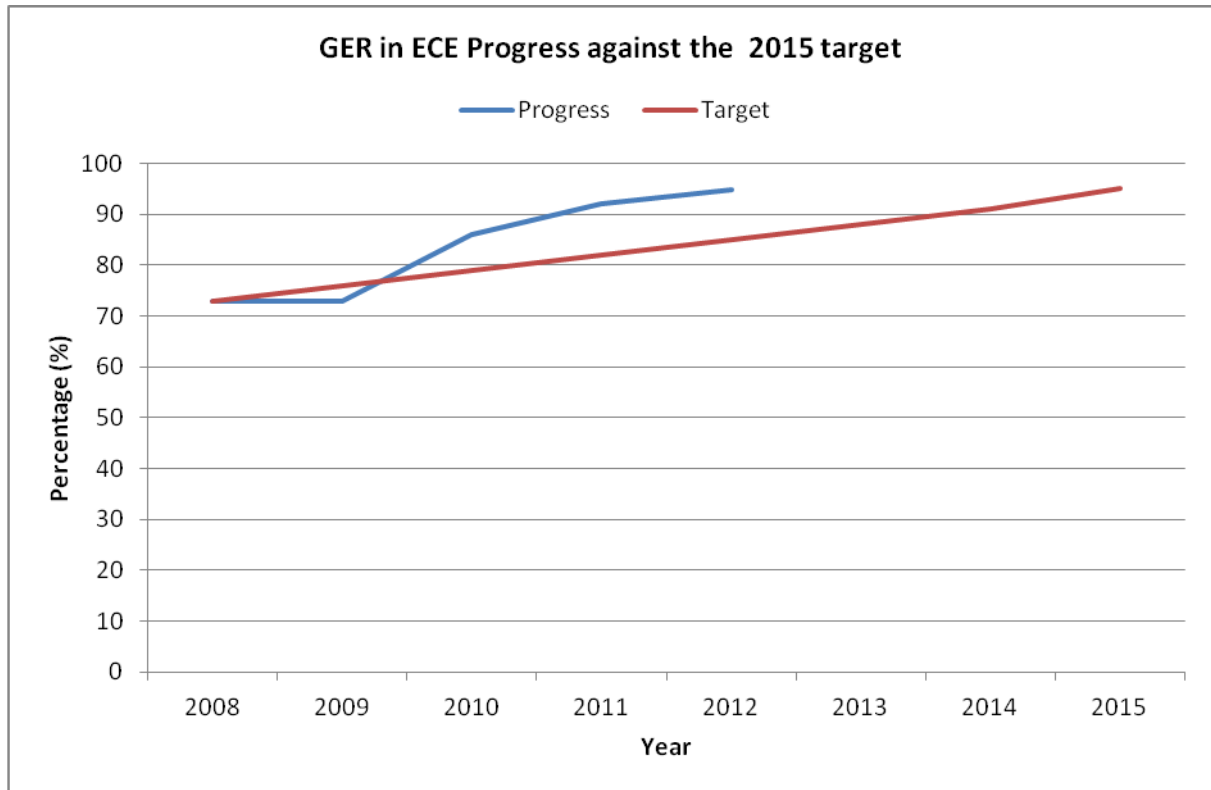
Staff Training and Professional Development

The Ministry of Education invests considerable resources and effort into staff training. The majority of training is with Principals and teachers. Some training involves whole school programmes or areas being targeted by the Ministry e.g. Numeracy. Other training is in response to individual employee's Performance Development Plans which are developed annually in response to priority areas for schools and individuals. Members of staff participated in 27 different overseas staff trainings, 50 different in-country training sessions, and were enrolled in a total of 110 university courses at USP and U of A

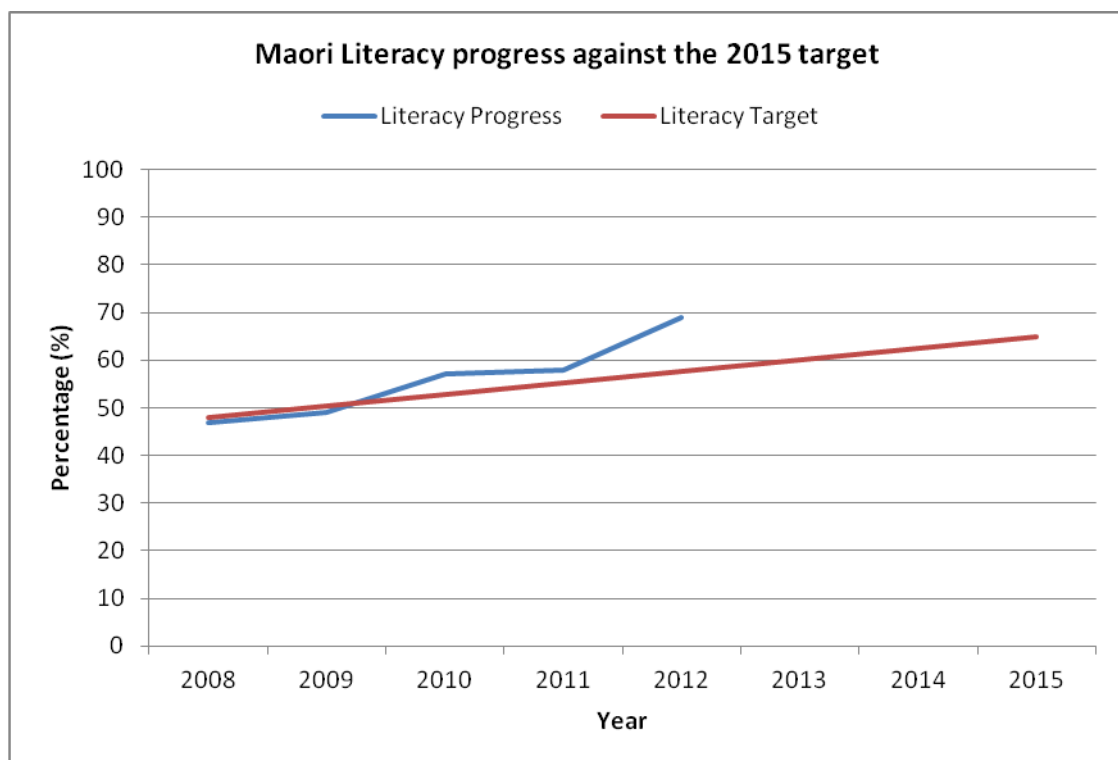
The training register is included as an appendix to this document.

Part 4- National Monitoring of Education Targets

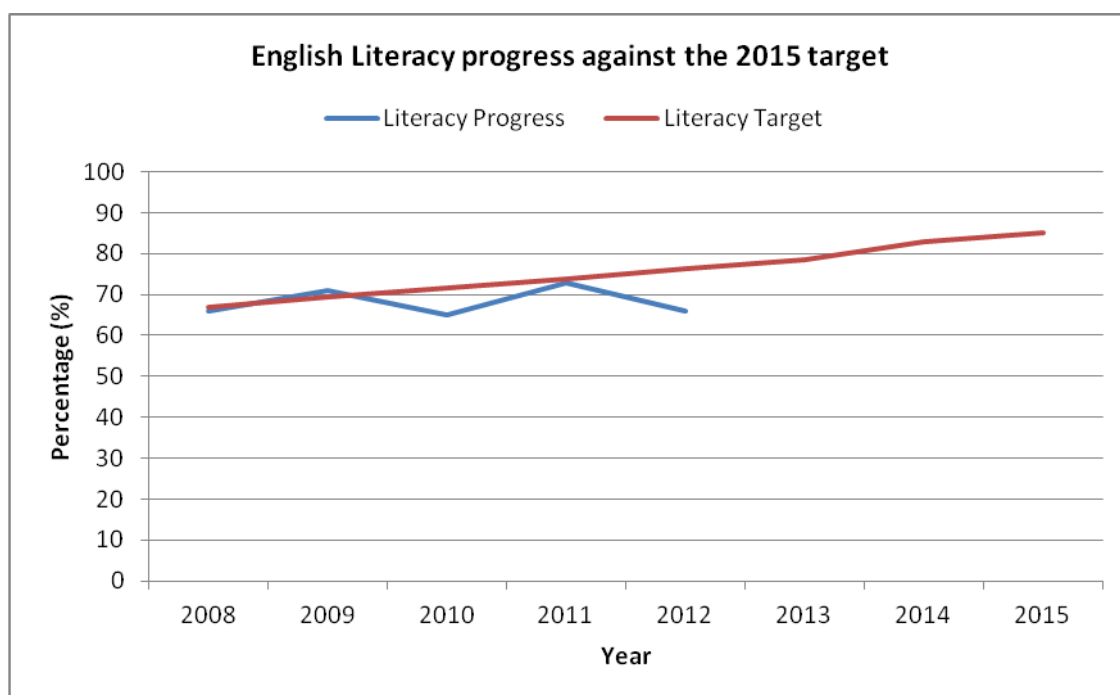
Gross Enrolment Rate for Early Childhood Education (ECE) Years 2008 to 2013



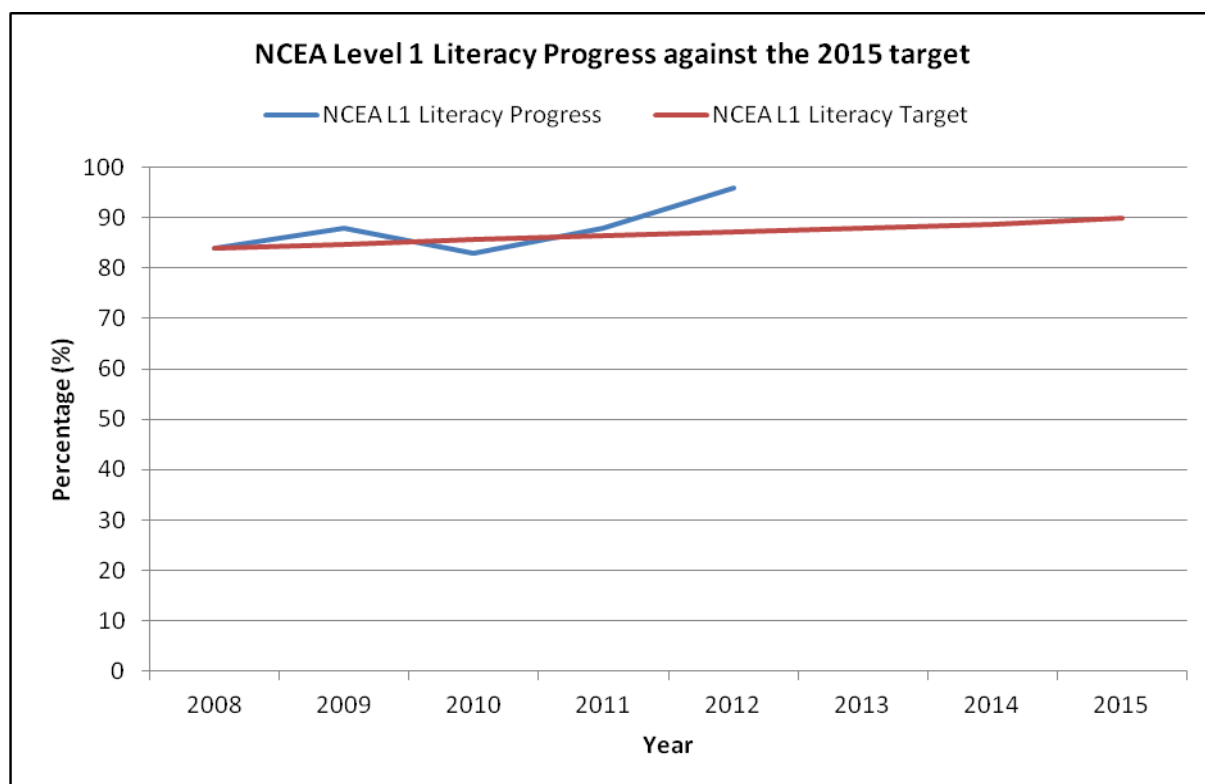
Primary School Literacy in Maori (Year 4)



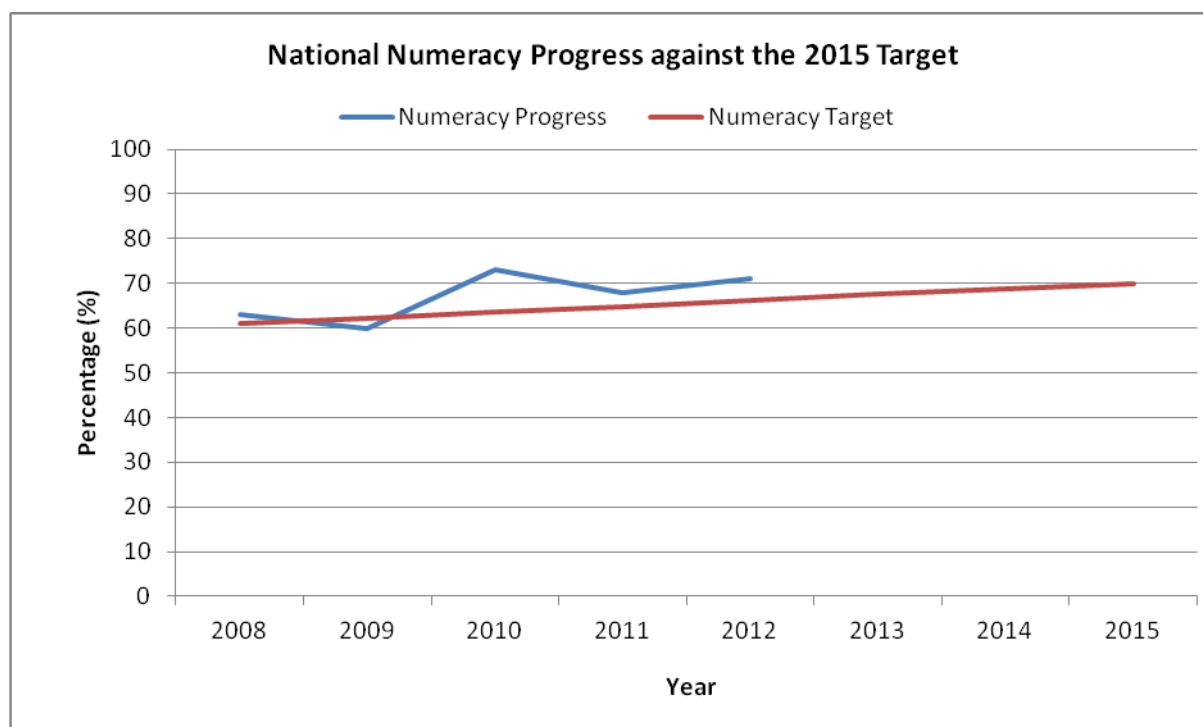
Primary School Literacy in English (Year 4)



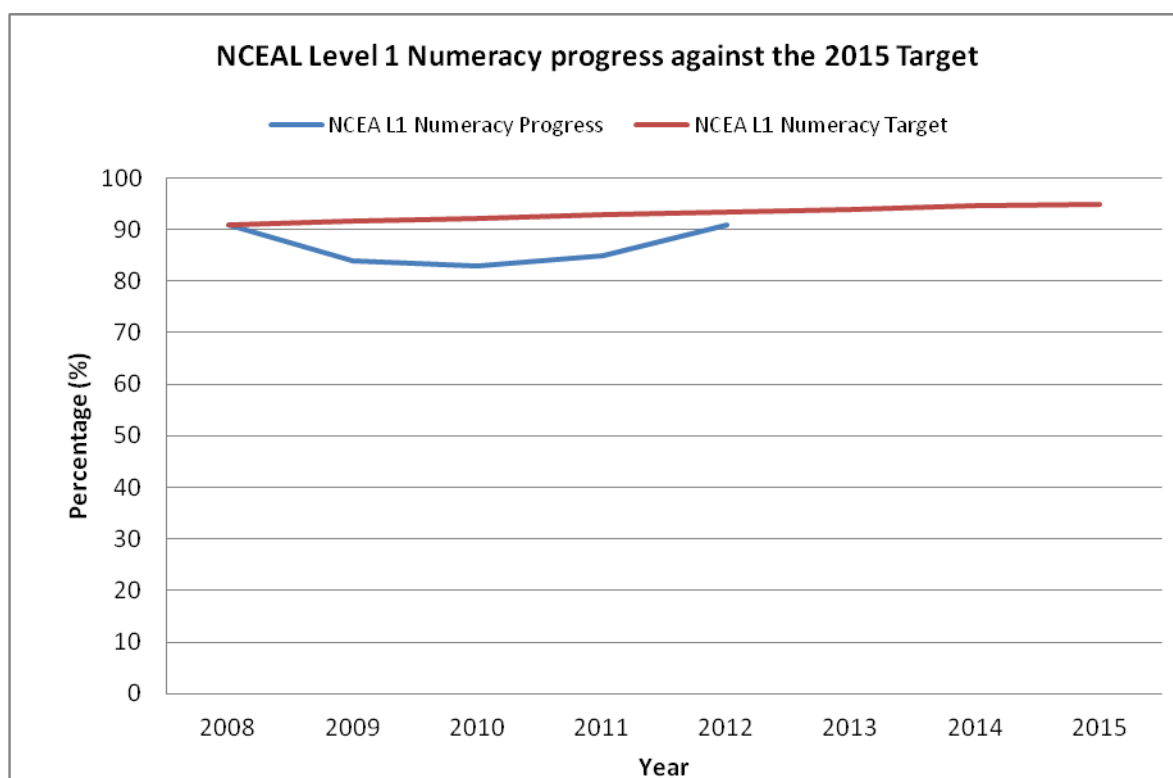
Secondary School Literacy (Year 11)



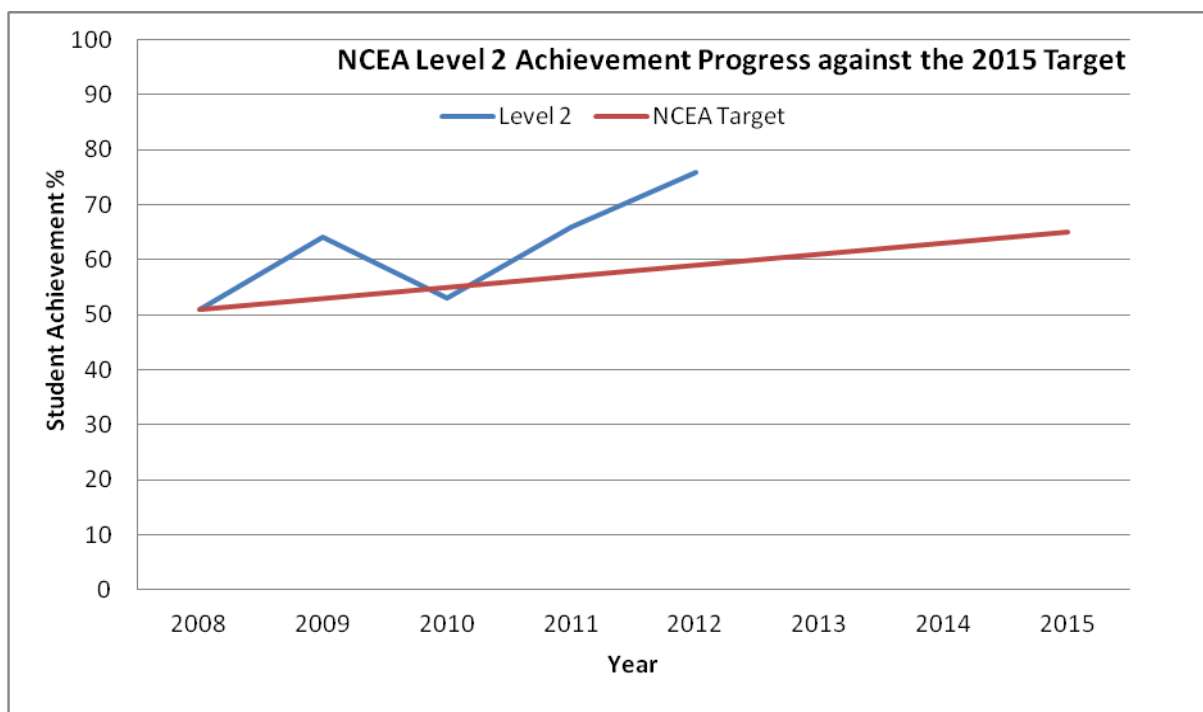
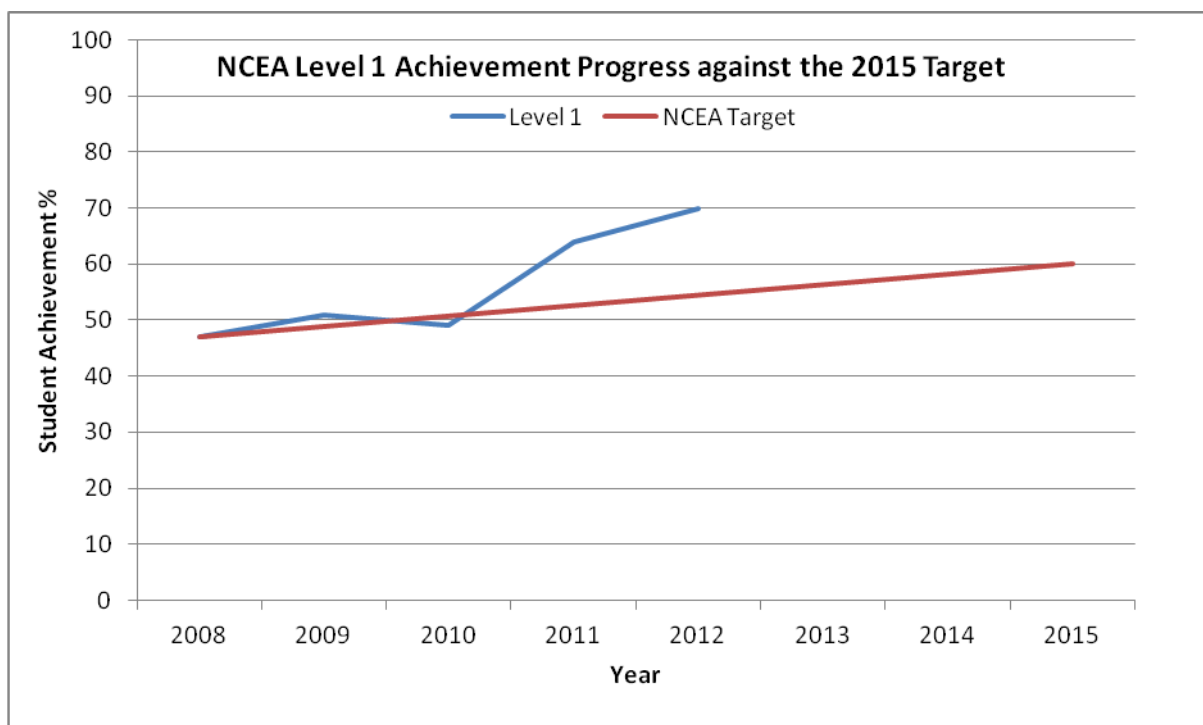
Primary School Numeracy (Year 3)



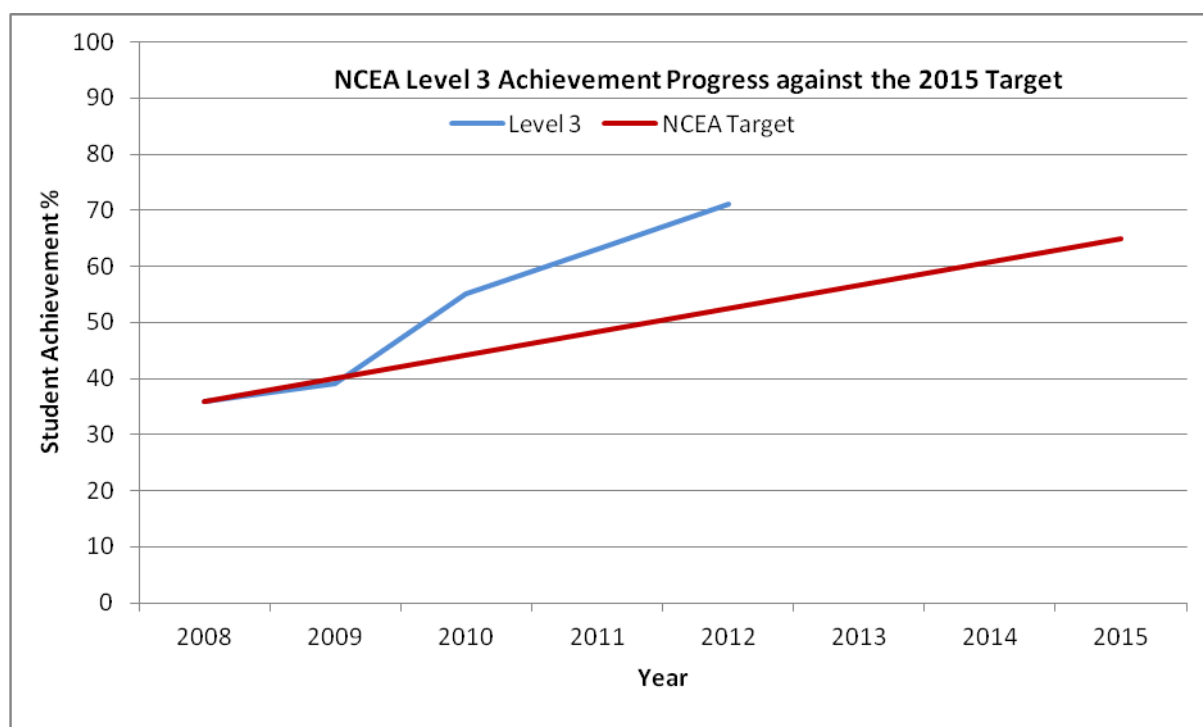
Secondary School Numeracy (Year 11)



Secondary School Qualifications (Years 11, 12 and 13)



Secondary School Qualifications (Years 11, 12 and 13) continued



Appendix: Staff Training Registers

2012-2013 MOE OVERSEAS TRAINING AND DEVELOPMENT REGISTER

Date	Name	No.	W/shop, Training, Conference	Details	Destination
Training Dates			Training/Course Title		
August 6-8	Andrea Panther,	2	School Visit program	To observe setting up of School Faculties in	Auckland, New Zealand
	Tania Morgan			Business, Agriculture & Sports/Recreation	
August 30-6 Sept	Ian George	1	AUT: writers masters/doctoral w/s	Postgraduate preparation at AUT	Auckland, New Zealand
September 3-7	Tracey Ellery	1	SPEC training & Music Therapy	Inclusive Education	Auckland, New Zealand
Sept 17 - Oct 12	Vaine Teokoitu	2	Literacy Lessons & Programs	Observe programs in Tai Tokerau area	North Auckland, NZ
	Maara Scheel		NZ Reading Association Conf	Observer at the conference	Hawkes Bay, NZ
29-Oct	Violet Tisam	1	QA & Marketing for Export	Train the trainer	Auckland, New Zealand
Oct 30-Nov 22	Ngarangi Teio	2	JICA -	Training Program for Young Leaders for SP	JAPAN
	Anna Roumanu			Countries - Vocational Training Educ course	
Nov-12	Johanna Gifford	1	CETA	L3 Economics Conference	Auckland, New Zealand
November	Tekura Turitoa	1	ICT	Case Studies on Ict	Auckland, New Zealand
				Windows 8	
	Matthew Easterbrook	1	Technology Integration in	Links to Education Master Plan	Auckland, New Zealand
	Strickland Upu	1	NZ Schools	Links to Business Plan 2012-13	
Nov 28-30	Ina Tamarua	1	ECE Council Meeting	Pacific regional Council Meeting	Fiji
Jan 16 - 25	Ronnie Sakai	1	Auldhouse Training		Auckland, NZ

Date	Name	No.	W/shop, Training, Conference	Details	Destination
Training Dates			Training/Course Title		
Jan 30 - 1 Feb	Ina Tamarua	1	ECE	First Pasifika ECE Conference	Auckland, NZ
Feb 4 - 15	June Hosea	1	Career Work attachment	Careers NZ, Sir Edmund Hillary	Auckland, NZ
			Workshop	Anne Rundle	
Feb 13-15	Ani Piri	1	First Time Principal	Mentors for First Time Principal Conference	Auckland, NZ
Feb 25 - March	Anna Roumanu	1	EFA Meeting	Unesco	Bangkok, Thailand
Mar 11-13	Ina Herrmann	1	Pacific Literacy Forum	Literacy Strategies initiatives in NZ	Auckland, NZ
	Elizabeth Kapi	1			
	Ina Tamarua	1	Pacific Regional Council for	PRCECCE	Nadi, Fiji
			Early Childhood Care &		
			Education Meeting		
April 22-26	Brian Tairea	1	HATA Conference	Teachers Refresher Course Committee	Hastings, NZ
	Ora Paio	1	Hawkes Bay Harvest		
	Jane Taurarii	1	PILNA workshop	Results & assessment	Suva, Fiji
May 29-31	Robert Matheson	2		Interface EXPO & Panasonic	Auckland, NZ
	Johanna Simiona				
May 17-18	Tekura Turitoa	2	Website Development	2013 ICoN Website Development Project	Honiara, Solomons
	Gail Townsend		Training Workshop		
	Total	29			

2012-2013 IN-COUNTRY MOE TRAINING & DEVELOPMENT REGISTER

Date	S/T , Workshop, USP	No.	Name/Designation	From	To
Training Dates	Training/Course Title				
July 10-12, 2012	Training - NCEA Science L2	16	Ora Paio, Brian Tairea, Des Duthie	OI	Rarotonga
			Janice Stanborough, DY, Gaylyn		
			Lockington, Nooroa Teipo, Josephine		
			Ivirangi, Russel Grieve, Sarah Taylor		
			Sue Ngatokorua, Matthew Easterbrook		
			Jane Taurarii, Ina Herrmann, Teariki Jacob		
			Teaea Parima		
July 24-26	Desktop Publishing	24	Atingata Messine, Vaine Tangaroa,	Rarotonga	Rarotonga
			Moeroa Papatua, Annie		
			Kauvarevai, Tracey Okotai, Moehano Takai,		
			Elizabeth Kapi, Maara Ngatoko,		
			Tapita Aiturai, Elizabeth Takaia,		
			Matakeu Tauta, Kairangi Thomson		
			Teiaa Potoru, Margaret Teiti, Sr Celine		
			Dick Ratawake, Nooroa Ingaua, Terangi		
			Elika, Vaipae Nooroa, Tui Ngametua,		
			Mariana Mataio, Rima Tairea, Piriangaao		
			Tauakume, Rosa Bob		
July 31 - Aug	Principal's Finance W/shop	22	Teremoana Herman, Nga Charlie, Stephanie Puri	OI	Rarotonga
			Nooroa Ingaua, Kristina Crouch, Mata Hetland		
			Jonathan Nand, Engia Pate, Sr Celine, Gene Bartlett		
			Gaylyn Lockington, Ingrid Stewart, Eikura Turia		
			Sue Ngatokorua, Josephine Ivirangi, Tira Tararo,		
			Boyd Ellison, George Rasmussen, Tekemau Ribaiti,		

			Helen Mckenzie, Louisa Tukaroa, Tony Tou		
			Nooroa Teipo		
August 7-9	Cook Islands Maori	12	Moekapiti Tangatakino, Moeroa Vaasa	OI	Rarotonga
			Benedicta Matapo, Tupuna Tuariki,		
			Tapu Paitai, Poo Tai, Ripou Hosking		
			Vae Papatua, Uria George, Jane		
			Taurarii, Henrica Marona, Ina Herrmann		
August 9th	Fire Wardens Training	14	Terangi Charlie, Daniel Munro, Michael	Rarotonga	Rarotonga
			Papatua, Teiaa Potoru, Robert Savage		
			Ina Tamaka, Greg Taikakara, Tapurau		
			Short, Thomas Samuela, Jeremiah		
			Teokotai, Billy Foster, Joeli Ligavatu		
			Iokimi Naruvou, Terepai Mateara		
August 13-17	NCEA Level 2 Geography	1	Pito Solomona	Araura College	Tereora
August 13-15	Training	1	Rere Mataiti (attachment by Alan Syme)	Araura College	Aitutaki
August 13th	Successful Recruitment (MLA)	1	Mii Tangitamaiti		Rarotonga
August 14th	Mentoring, Coaching (MLA)	1	John Teao		Rarotonga
August 15th	Customer Service (MLA)	1	Te Marae Tangaina, Rosa Bob		Rarotonga
August 15-16	Red Cross Training	12	Matthew Easterbrook, Brendon Fiebig		Rarotonga
			Ngaria Stephenson, Malisa Marsters,		
			Henrica Marona, Tau Estall, Kathy George		
			Temarae Tangaina, Daniel Munro, Mariake		
			Pirake, Anaseine Pokino, Tupopongi		
			Marsters		
August 20-24	Shared Teaching (Nikao)	1	Tui Ngametua to Avatea	Nikao School	Avatea
August 27-31	Shared Teaching (Nikao)	1	Roimata Tafale to Titikaveka Preschool	Nikao School	Titikaveka ECE
September	Shared Teaching (Nikao)	1	Ina Tamaka-Une to St Joseph	Nikao School	St Josephs
	Shared Teaching (Nikao)	1	Vaipae Nooroa to Avatea	Nikao School	Avatea

	Shared Teaching (Nikao)	1	Piri Puna to Te Uki Ou	Nikao School	Te Uki Ou
	IT Training - Moekopu	5	Mitiaro teachers - Pukeiti, Tama, Tararo,	Mitiaro	
	skype & word doc		Murare, Porima		
	IT Training - Tekura	21	Nancy Torotoro, Topa Julian, Judy Ruatoe,	Mangaia	
	create powerpoint		Marky Tangimataiti, Matapo Tangatakino		
	Google for research online		Lucky Julian, Naomi Mareto, Tetangi Matapo		
			Moekapiti Tangatakino, Gill Vaiimene, Nanny Atetu		
			Peter Ngatokorua, Takau Daniel, Marilyn Nooroa		
			Annie Rutatoe, Noomaunga Kareroa, Barbara Harry		
			Tupopongi Paia, Rau Mauriati, Tukunaau Lazaro		
			Sue Ngatokorua		
	IT Training - Tau	8	Akatu Tupuna, Vaineturou Oti, Taunga Tararo	Mauke	
			Apiti Teao, Dorothy Moetaua, Teata Ateriano		
			Bene Matapo, Josephine Ivirangi		
	IT Training with Telecom	6	Daniel, Ronnie, Tau, Tekura, Moekopu, Temata	Rarotonga	
	Windows Server 2008				
	IT training - Daniel	5	Atiu - Nooroa, Syaka, Tutai Makakea,	Atiu	
			Tupuna Kea, Angela Maaka		
	Teachers as Facilitators - Matt	3	Mauke - Benedicta, Ngametua, Dorothy		
	whiteboard software Idroo	1	Mauke Principal - Josephine		
	ICT Benchmarking - Brendon	5	Tira, Maora, Teremoana, Ngametua, Ngatokorua		
	Multilevel planning, teaching	2	Maora, Teremoana		
	& assessment				
October	Internet access,modem,	2	Niua School - Toakarawa Kabuta, Linda Mataora	Pukapuka	
	and installation				
	Internet Browsing - Moekopu	33	K Robati, M Teariki, O nootai, T Paratainga	Rarotonga	
			U Savage, R Savage, V Savage, V Tomokino		
			H Rauraa, O Arai, T Dyer, P Wuatai, M Kureta		
			V Murray, T Eliu, A Hosea, M Ngatoko, J Kora		
			M Tauta, T Turitoa, A Matapo, J Papai, M Takai		

			T Mangere, I Tamaka, T Williams, T Elik		
			R Tafale, V Nooroa, P Puna, N Bryson, M Pepe		
			K Puruto		
	Skype - Temata	38	A Iona, M Teariki, O Nootai, T Paratainga,	Rarotonga	
			A Unuka, V Savage, U Savage, M Mataio		
			V Teokoitu, M Scheel, Narovu, Ratawake,		
			T Mitchell, J Teokotai, J Kora, T Turitoa,		
			L Mateariki, M Tauta, M Vavia, M Ngatoko		
			T Mangere, A Matapo, M Rasmussen		
			V Tomokino, R Savage, H Rauraa, V Murray		
			M Kureta, A Hosea, T Eliu, P Wuatai, P Maeva		
			N Bryson, I Tamaka, t Elik, V Nooroa,		
			T William, R Tafale		
	Maori Language	10	Mapu Taia, Inangaro Papatua, Mauri Toa	Rarotonga	
			Vae Papatua, Uria George, Ripou Hosking		
			Poo Tai + Advisors		
	L1 Horticulture	1	Maara Tairi (Enuamanu School)	Rarotonga	
Oct 23 - Nov 22	Introduction to Computers	16	V Teokoitu, M Richard, N Tamangaro, T Taime	MOE	
	- Dan Munro		T Tou, V Tomokino, M Scheel, N Bryson, V Puruto		
			M Pepe, R Tairea, P Tauakume, M Mataio,		
			D Paniani, T Dyer, D Ratawake		
	Microsoft Outlook	33	T Taime, M Vavia, J Kora, M Tauta, T Turitoa	MOE	
	- Dan Munro		M Rasmussen, M Taripo, L Mateariki, J Papai,		
			M Ngatoko, O Nootai, K Robati, T Tou, V Tomokino		
			H Rauraa, U Aberahama, T Elik, P Puna, I Temata		
			T Williams, R Tafale, T Maeva, R Tairea, J Pareanga		
			P Tauakume, O Arai, L Tutaka, D Ratawake,		
			A Hosea, T Eliu, V Murray, M Kureta, P Wuatai		
November	IT Training - Matthew				

	Teachers as Facilitators	9	Nooroo, Syaka, Kea, Moeara, Janet, Terangi	Atiu	
			Mata, Maaka, Ross		
	whiteboard software Idroo	2	Nooroo Teipo, Syaka Tairi		
	IT Training - Matt & Brendon	5	Vaitau School	Aitutaki	
		5	Tekaaroa SDA School		
		17	Araura College		
		8	Araura Primary		
January 24-25	Reading Comprehension	22	Nooroo Ingaua, Rebecca Aitchison-Gill, Tekura Turepu	MOE	
	Tracey Ellery & Chris Story		Mata Aumata, Tevai Matapo, Tatari Mitchell,		
			Rima Tairea, Piri Tauakume, Jeremiah Teokotai		
			Piri Puna, Pou Wuatai, Tetua Eliu, Te AraPoti Maeva		
			Sr Margaret O'Dwyer, Marianna Mataio, Vaine		
			Teokoitu, Kristina Crouch, Sr Patty Huffman		
			Nga Charlie, Thomas Samuela, Unarii Tafale		
			Margaret Ioaba		
February	Conversational Maori				
	Henrica Marona	10	Michelle W, Matthew E, Racheal E, Robert M,	MOE	
			Anaseini P, Tracey E, Sharyn P, Josh B, Ngaria S		
			Cara H,		
Feb 11-12	Maths Workshop L3	3	Katalina Ma, Bryn Parry, Tania Morgan	MOE	
	Alison Fagan				
	L1	5	Teaea Parima, Tuhe Piho, Peleti Peleti, Sue		
			Ngatokorua, Terangi Mokorooa		
	Y9-10	8	Mona Ngaau, Joel Pokura, Ake Unuka, Dale		
			Wells, Peleti Peleti, Teiti Nubono,		
			Sue Ngatokorua, Terangi Mokorooa		
Feb 14-15	Reading Comprehension	22	Michelle Paerau, Purenga Tuaiti, Gene Bartlett	Aitutaki	
	Tracey Ellery & Chris Story		Tuaine Rota, Moeroa Maro, Maria Turi, Tari		
			Varu, Meremere Tuakeu, Elizabeth Rikiau Pa		
			Tapairu Kata, Shelley Tavai, Barbara Toka		

			Teokotai Rota, Eteta Pitomaki, Teipu Turi, Louisa		
			Charlie, Junior Tamati, Leah George Karen		
			McShane, Vaevae Nanai, Naomi Henry, Ingrid		
			Stewart		
April 22-23	ST Joseph First Aid Training	9	Sr Celine Simon, Dorothy Paniani, Dick Ratawake		
			Lucy Tutaka, Nooroa Brown, Kinua Ewels		
			Matangaro George, Odilia Arai, Iokimi Narovu		
April 22-23	Takitumu School	7	Engia Pate, Tarota C-Foster, Piri Tauakume,		
	Matt, Strickland & Tracey		Marianna Mataio, Jeremiah Pareanga, Te Arapoti		
	Inquiry Learning		Maeva, Tekura Ngamata		
April 24 & 26	Arorangi School	6	Luisa Fatiaki, Matakeu Akanoa, Nooroa Tamangaro		
	Matt, Strickland & Tracey		Vaine Teokoitu, Urama Toroma, Teina Tearii		
	Inquiry Learning				
April 29,30	Nukutere College First Aid	7	George Rasmussen, Billy Foster, Tapu Paitai,		
1-May	Training		Marlene Wulf, Valarina Tokoara-Aue, Delaney		
			Yaqona, Teitirua Nubono		
May 2-3	Titikaveka College First Aid	7	Mata Hetland, Vaopaaki Tearetoa, Dale Wells		
			Tapurau Short, Sharda Wati, Kelepi Teulilo		
			Ripou Hosking		
May 6-9	L3 Science Workshop				
June 4 - 6	Understanding & expanding	27	Ngametua Enuu, Janet Paretoa, Jeremiah Teokotai	Rarotonga	
	Maths Thinking		Mariana Mataio, Tarota Foster, Tuikairoro William		
			Vaipae Nooroa, Metera Kureta, Ttua Eliu, Peleti		
			Peleti, Vaine Murray, Dick Ratawake, Okilia Arai		
			Kinua Ewels, Lucy Tutaka, Sister Celine, Nga		
			Charlie, Ua Aberahama, Tamarangi Paratainga		
			Unarii Tafale, Ngaruaine Tangimataiti, Robert		
			Savage, Nooroa Ingaua, Margaret Teiti, Vaine		
			Teokoitu, Luisa Tongatama, Kathy George		

June 4-28	Preparation for Pukapuka	1	Amelia Borofsky	Rarotonga	
	Tertiary Institute				
June 5-7	Principals Conference	27	Mona Herrmann, George Rasmussen, Sr Celine	Rarotonga	
			Bali Haque, Nga Charlie, Elizabeth Kapi, Teina		
			Tearii, Nooroa Ingaua, Greg Taikakara, Mata		
			Hetland, Kathy Nooroa, Tevai Matapo, Engia Pate		
			Bob Kimiangatau, Ingrid Stewart, Naomi Henry		
			Tarona Daniela, Gene Bartlett, Tiratoru Tararo		
			Nooroa Teipo, Josephine Ivirangi, Sue Ngatokorua		
			Tyronne Weerasinghe, Tere Ave, Retire Puapii,		
			Barry Ross, Tekemau Ribabaiti		
	Bring IT on (Atiu)	29		Atiu	
	Total	535			

MOE USP ENROLMENTS

Semester 2, 2012

<i>Name</i>	<i>Sum</i>	<i>Course</i>
Tarota Carfax-Foster	\$520.00	PED204
Niki Delaney	\$250.00	UEP001
Dorothy Moetaua	\$416.00	ED103

Summer 2013

<i>Name</i>	<i>Sum</i>	<i>Course</i>
Marise Henry	\$470.00	UU114
Billy Foster	\$460.00	UU100
Maara Scheel	\$470.00	UU114
Maarametua Ngatoko	\$460.00	UU114
Vaine Tangaroa	\$470.00	UU114
Olenga Nootai	\$ 460.00	UU114
Uamaki Aberahama	\$460.00	UU100
Ngatokorua Charlie	\$460.00	UU100
Tatari Mitchell	\$436.00	UU114
Tracey Okotai	\$436.00	UU114
Maria Aiturai	\$436.00	UU114
Tarota Carfax Foster	\$460.00	UU100
Moehano Takai	\$486.00	UU114
Sareni Pekepo	\$486.00	UU114
	\$460.00	UU100
Maora Murare	\$486.00	UU114
	\$442.00	UU100

Semester 1, 2013

<i>Name</i>	<i>Sum</i>	<i>Course</i>
Chris Story	\$571.00	LL305
Olenga Nootai	\$571.00	ED255
Rouru Motu	\$291.00	EP 003
Ngatupuna Manuela	\$436.00	UU100
Tuoru Tangatataia	\$436.00	UU114
Tupuna Vaireka	\$436.00	UU114
Tatari Mitchell	\$436.00	ED255
Te Arapoti Maeva	\$571.00	ED255
Uamaki Aberahama	\$571.00	ED255
Robert Savage	\$571.00	ED255
Vaevae Tomokino	\$571.00	ED255
Moeroa Papatua	\$446.00	UU114
Messine Atingata	\$446.00	UU114

Tracey Okotai	\$545.00	ED255
Elizabeth Kapi	\$545.00	ED255
Maria Aiturai	\$545.00	ED255
Annie Kauvarevai	\$571.00	ED255
Elizabeth Rikiau	\$571.00	ED255
Moeroa Poaru	\$571.00	ED255
Teokotai Rota	\$571.00	ED255
Ngatokorua Charlie	\$545.00	ED300
Ngatokorua Charlie	\$571.00	ED354
Michelle Paerau	\$291.00	EUP003
Anna L Matapo	\$581.00	ED205
Barbara Toka	\$446.00	UU114
Miringatangi Samuela	\$446.00	UU114
Pa Tapairu Kata	\$571.00	ED255
Tarota Carfax Foster	\$545.00	ED300
Purenga Tuaiti	\$291.00	UEP001
Tarita Dyer	\$446.00	UU114
Claire Nelio	\$571.00	ED255
Martha Nora Kitai	\$571.00	ED255
Rere Mataiti	\$571.00	ED255
May Tamati	\$446.00	UU114
Ngereteina Teiti	\$571.00	ED255
Moeroa Vaasa	\$571.00	ED255
Ana Jessie	\$571.00	ED255
Unarii Tafale	\$301.00	UEP001
Tuainekore Rota	\$671.00	ED359
Eteta Pitomaki	\$291.00	UEP003
Ina Une	\$571.00	ED255
Terangi Erika	\$581.00	ED255
Marise Henry	\$581.00	ED305
Teiaa Potoru	\$581.00	ED255
Eve Reea	\$581.00	ED255
Tukumate Riki	\$571.00	ED359
Ana Makara	\$581.00	ED255
Elizabeth Nelio	\$581.00	ED255
Ateongo Lucy Tutaka	\$581.00	ED215
Billy Foster	\$571.00	ED300
Karen MacShane	\$446.00	ED255
Ngatokorua Ngatuakana	\$301.00	LLP14
Teremoana Pukeiti	\$301.00	LLP14
Nicki Delaney	\$301.00	UEP002
Anna Roumanu	\$581.00	ED359
Teitirua Nubono	\$615.00	MA221
Teitirua Nubono	\$581.00	ED255

Mata Aumata	\$471.00	ED153
Jane Taurarii pp	\$370.00	ED455
Tiratoru Tararo pp	\$370.00	ED455
Engia Pate pp	\$370.00	ED455
Nooroa Teipo pp	\$370.00	ED455
Moeara Teipo pp	\$370.00	ED455
Josephine Ivirangi pp	\$370.00	ED455
Anna Rauru pp	\$370.00	ED455
Tereapii Upokokey pp	\$370.00	ED455
Nooroa Ingaua pp	\$370.00	ED455
Syaka Tairi pp	\$370.00	ED455
Ian George pp	\$ 1,560.00	PhD Te Ara Poutama
Elizabeth Potoru-Rahiti	\$321.00	AFF01
Marama Denny	\$461.00	ED153
Tarota Carfax Foster	\$28.00	ED205
Marise Henry	\$57.00	ED205
Joy Papai	\$446.00	UU114
Theresa Noovao	\$545.00	ED321
Theresa Noovao	\$571.00	ED206
Theresa Noovao	\$460.00	UU100
Matakeu Richard	\$581.00	ED300
Temarangi Paratainga (pp)	\$370.00	ED455
Corina Ngatamariki (pp)	\$370.00	ED455
Maora Murare	\$546.00	ED215
Gaylyn Lockington (pp)	\$370.00	ED455
Topa Julian (pp)	\$370.00	ED455
Lucky Julian (pp)	\$370.00	ED455
Teputuræ Turi	\$571.00	ED255
Piriangaoa Tauakume	\$471.00	ED153
June Judy Ruatoe	\$301.00	UEP003
Iokimi Narovu	\$545.00	ED216
Iokimi Narovu	\$571.00	ED215
Kairangi Thomson	\$370.00	ED455
Vaine Murray	\$446.00	ED153