

EDUCATION



COOK ISLANDS MINISTRY OF EDUCATION

March 2014

TEACHER PAY INCREMENTS

At the completion of the school year, all teachers submit their PDS information and Principals' recommendation on performance. These are reviewed by relevant staff within the Ministry for verification. In addition, the evidence provided by teachers recommended for an "excellence" performance rating is appraised before the recommendation is approved.

In recent years, due to financial constraints, the Ministry has only been able to recognize this excellence rating with a bonus payment. This has meant that even though the new job sizing of the teacher position is at a higher band, there is no opportunity for teachers to advance within this band. We want to be able to recognize our high performing teachers, principals and support staff. It has been an ongoing concern that we have not been able to do this by salary increments – especially as we want to encourage all staff to lift their performance levels to excellence standards.

The Ministry has been working hard to ensure the status of the teaching profession is recognized.

In line with continued Ministry efforts to improve teacher remuneration, and in recognition of excellence, it has been approved for staff on local salaries who achieved Excellence for the 2013 year to be awarded a 1 step pay increment effective from the start of the 2014 year. This comes at a budgetary cost which the Ministry will absorb across programs while continuing to fight for appropriate Government funding.

Excellence ratings must be

- recommended by principals
- verified by the Ministry
- supported with the required portfolio evidence.



PERFORMANCE STATISTICS

5.7%

Teaching Staff with a verified EXCELLENCE

93.1%

Teaching Staff with a verified COMPETENT

CONTACT

For any questions regarding pay or performance management, please contact Tere Utanga, Director of Human Resources tutanga@education.gov.ck



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AIMING FOR EXCELLENCE: 2013 Teacher Awards and Fast Track Graduates



Parent Numeracy Meeting St Joseph School

PARENTS COUNT

Several schools on Rarotonga have hosted Parent Numeracy Meetings in an effort to help parents understand the Numeracy Framework and Strategy Stages. In all, Titikaveka College, Takitumu School and St. Joseph School have hosted approximately one hundred parents. Papaaroa and Nikao Maori are looking forward to hosting their Parent Numeracy Meetings in weeks 8 and 9 of this term.

Many parents have expressed a desire to be able to help their children with mathematics, but are struggling to do so because mathematics instruction in the Numeracy Framework is different from what they experienced as students. During the Parent Numeracy Meetings, Numeracy Advisors Strickland Upu and Kathryn Cheval provide a fun and interactive overview of the Numeracy Framework and Strategy Stages. Next, parents get to engage in the kinds of activities their children do in mathematics class. Parents walk away with some specific maths activities to do with their children. Parent Numeracy Meetings work to strengthen the partnership between schools and parents by ensuring that parents understand the Numeracy Framework and Strategy Stages.

The goal is for all schools on Rarotonga to host at least one Parent Numeracy Meeting before the end of Term 2. Kudos to Titikaveka College, Takitumu School, St. Joseph's School, Papaaroa, and Nikao Maori for leading the way.

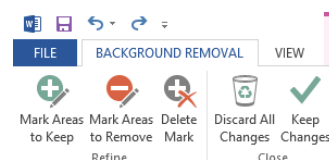
Principals who would like to schedule Parent Numeracy Meetings should contact Strickland Upu (supu@education.gov.ck) or Kathryn Cheval (kcheval@education.gov.ck)

TECH TIPS: REMOVE IMAGE BACKGROUND (Word 2013)

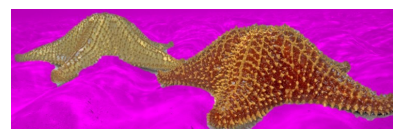
Go to **Insert - Image or Clip Art**.



Click the image until the **Format** menu shows up. Then choose **Remove Background**.



The program will try to intuitively remove areas around the main image. You can



customize this by selecting either **Mark Areas to Keep** or **Mark Areas to Remove** then drawing lines with your mouse to indicate the approximate area you're interested in keeping or removing.



Use **Delete Mark** to get rid of any drawn indicator lines you decide against or **Discard All Changes** to start over. **Keep Changes** to return to your document and see the results.

PRIMARY KRYPTO: TEST YOUR STUDENTS.....TEST YOURSELF!

How to Play:

Combine numbers using the arithmetic operations (+ , -) to reach a target number.

Each number must be used and can only be used once.

For older students combine up to 5 numbers using all four operations (+ , - , x , ÷)

Example for younger students:

Numbers: **3, 4, 7** Target: **6**

Possible Solution: $7 + 3 = 10$
 $10 - 4 = 6$

Other Puzzles for younger students (using only + and -):

2, 8, 3 Target: **9** **2, 8, 3** Target: **7**

4, 1, 6 Target: **3** **4, 1, 6** Target: **9**

Example for older students:

Numbers: **1, 2, 6, 4, 8** Target: **3**

Possible Solution:
 $1 \times 4 = 4$
 $4 + 8 = 12$
 $12 - 6 = 6$
 $6 \div 2 = 3$

Other Puzzles for older students
3, 7, 5, 4, 9 Target: **3**
2, 1, 6, 5, 3 Target: **5**
8, 4, 2, 6 Target: **12**

"Only the brave should teach. Only those who love the young should teach. Teaching is a vocation. It is as sacred as priesthood; as innate as desire, as inescapable as the genius which compels a great artist. If he has not the concern for humanity, the love of living creatures, the vision of the priest and the artist: he must not teach." Pearl S. Buck

Len Science

Maui Joseph has recently been appointed as the Pacific Science for Health Literacy Administrator for the Cook Islands. Maui is very interested in the issues of NCD risk within Pacific communities and she seized the opportunity to join the Team in Rarotonga.



Her role is to provide efficient administration services and to facilitate communication between the Cook Islands, Tonga and New Zealand. Based in the Learning and Teaching Department at the Ministry of Education, Maui will be working very closely with the principals and teachers of the three schools, Tereora, Nukutere and Titikaveka Colleges and with the Ministry of Health.

Gravida **g**
NATIONAL CENTRE FOR
GROWTH AND DEVELOPMENT

The Lord Winston TALKFEST



Pacific Science for Health Literacy
Partnership Programme

Titikaveka students have something to say

TITIKAVEKA TALKS IT UP

Year 7 to 12 students of Titikaveka College participated recently in the TALKFEST event. Connecting by **Skype** and **Live Chat**, the students were able to participate live with the University of Auckland.

There were student panels from different schools in New Zealand who discussed with Lord Winston the topics of Puberty and Reproductive Technology. Discussions could be made through live chat open to anyone registered to the event and students were encouraged to ask and debate current issues.

TALKFEST recognizes the benefit of communication between students and scientists within our society. The program supports teacher and learner development and provides students with an opportunity to interact with people active in the field.

This type of event further iterates the potential to include Cook Islands students in international learning opportunities. Distance is no longer a barrier.

TE KAKAIA: Apiianga Kiriniki

I teia mataiti kua akanoo akaouia e kia raveia atu rai te aapianga o te pirianga metua e te tamariki ki roto i te au kiriniki o Rarotonga nei. E rua ngauru ma itu

kiriniki takapini ake ia Rarotonga. E varu au neti maroiroi tei akatuanga aere ia i roto i teia au kiriniki nei.



Kua rauka mai e toru tumu manako tei irinaki te au neti e kia apii'ia ki roto i te au kiriniki no te mea te kite ra ratou i tetai au tu ka inangaroia kia marama te au metua vaine e te au papa katoa.

- To tatou au tu (parent species)
- Tupuanga tamariki (ages and stages)
- Akonoanga tau (caring for you)

Cook Islands Traditional Knowledge Unit Standards

NZQA have approved three **new** Cook Islands Maori Unit Standards.

Level 1		
28040	Investigate and present findings on Cook Islands' traditional knowledge and practice within the family	8 Credits
Level 2		
28041	Investigate and present detailed findings on Cook Islands' traditional knowledge and practice within the village	8 Credits
Level 3		
28042	Investigate and present comprehensive findings on Cook Islands' traditional knowledge and practice within the island	8 Credits

The introduction of the standards to the schools is in progress and support will be provided by the Maori Advisor. If your school is looking to use any or all of these standards today or in the near future, you need to send an Application to extend your **Consent to Assess** to: Ewen MacDonald, Team Leader, School Quality Assurance & Liaison, Qualifications Division, NZQA Ewen.MacDonald@nzqa.govt.nz and cc jtaurarii@education.gov.ck

LIFE SKILLS

Life-skills programmes implemented in secondary schools are donor-funded activities. These programmes are facilitated and delivered by Craft and Trade Specialists or Taunga from the community.

Niua School Pukapuka, under the management of Acting Principal, Tekemau Ribabaiti, has been running successful life-skills programmes such as oratory/composing, net-making/mending, cooking/baking, textiles/sewing, crafts, and automotive/outboard repair for the past two years.

"Life Skills: all non-academic foundational skills that students can learn or acquire in order to survive and thrive in their community and environment ..."

The programmes have created opportunities for students to develop life-skills that are useful not only for themselves, but also for their families and the community at large.

Enuamanu School, under the management of Principal Syaka Talagi-Tairi, and with the support, drive and enthusiasm of the English and Art teacher Tungane Ivitu, and the community, have launched into traditional knowledge, craft and skills of tapa-making, carving and inaki-making by tapping into community experts or Taunga.

If you are interested to learn more about Life-skills Programmes, please contact: Teresa Tararo Email: ttararo@education.gov.ck

TEACHERS AS RESEARCHERS

What is Action Research?
Here is an example from one teacher.

Issue/Problem: The teacher had difficulty getting students engaged in classroom discussions.

Research Question and Plan: Would using a specific "talk structure" and providing students with sentence starters encourage more students to participate in discussions? The teacher introduced a structure in which students were asked to silently consider questions for a few moments and then discuss the question with a partner. He also frequently gave students a sentence starter for their discussion.

Data Collection: The teacher made observational notes of the students' participation and also surveyed and interviewed students about participating in discussions.

Results: When he reviewed his data, he found that nearly all of his students were now willing to share their ideas in classroom discussions.

You can still join this year's cohort of Teachers as Researchers. This initiative can be especially helpful for teachers who are currently, or soon to be enrolled in **ED 359** Educational Research at USP. If you are interested in researching your practice, please contact Kathryn Cheval (kcheval@education.gov.ck) or Tracey Ellery (tellery@education.gov.ck).