

Capacity Development Plan project update No. 8, 25 May 2012

Dear Education Stakeholder

Education Sector Capacity Needs Analysis and Capacity Development Plan progress update No. 8, 25 May 2012

21-25 May 2012: The DWU-VSO team spent the week in Madang writing the *Draft Capacity Needs Analysis Report*. The task was a challenging one as the wealth of data collected needed to be reduced to a non-bulky reader-friendly document. With concise and succinct writing, the team drew out the strengths and capacity gaps and issues from the data.

The Capacity Needs analysis covered: Coordination, Communication and Legal Services Division; Curriculum Development and Assessment Division; Finance and Administration Division; Flexible, Open and Distance Education; General Education Services Division; Human Resource and Organizational Division; Office of Higher Education; Office of Library and Archives; Papua New Guinea Teachers Association; Policy, Planning and Research Division; Procurement Division; Standards and Guidance Division; Teacher Education Division; Teachers Colleges; Teaching Service Commission; Technical and Vocational Education Training Division; System Level Capacity Analysis; System Organisational Structure Assessment; Development Partners; Non-Government agencies; Church Education Agencies; Anglican Church Education Agency; Catholic Church Education Agency; Evangelical Alliance Education Agency; Lutheran Church Education Agency; Seventh Day Adventist Church Education Agency; United Church Education Agency; Provincial Education Divisions; East New Britain Province ; Madang Province ; National Capital District; Simbu Province and Western Province.

A national newspaper advertisement was also published inviting colleagues from other provinces to contribute ideas and opinions. This generated a number of emails and calls which was very useful. A copy of this advert is attached for you to circulate to colleagues. We will continue to listen to ideas throughout the study period.

Plans are also complete for an additional provincial assessment for the Autonomous Region of Bougainville to support a wider capacity analysis of the public sector in advance of the referendum. The team notes that DoE and TSC are far advanced in their arrangements to handover powers and responsibilities to ARB which is excellent progress. This ARB assessment will be conducted 4-8th June.

The *Key deliverable 2 Draft Capacity Needs Analysis Report* was submitted to the Secretary for Education and both Deputy Secretaries on Friday 25 May 2012. After their acceptance and discussions with senior officers at the Department, the draft will be released for comments and suggestions. We thank all the people (over 650) who have contributed to the study so far.

The study team will be in Port Moresby all next week and look forward to meeting colleagues and stakeholders and listening to their views on the draft analysis.

Summary of previous activities

12-16 March: the DWU-VSO team met in Madang and reviewed relevant documents and designed the framework for the study incorporating UNDP capacity analysis methodology.

14 March: the Capacity Development Technical Working Group met at the Gateway Hotel and determined that the DWU-VSO team would write one Capacity Development Plan integrating recommendations from the Ernst and Young Institutional Assessment report.

19-23 March: familiarization discussions took place with senior DOE and AusAID officers including a presentation to the Top Management Team (TMT). The *Key deliverable 1 Inception Report* was submitted to the Secretary on Friday 23 March 2012.

27 March 2012, TMT accepted the Inception Report which was Key Deliverable No. 1.

26-30 March, R. Jones and C. Nongkas took advantage of the opportunity in Madang to meet with Catholic Education Principals, Regional Standards and Guidance Directors, and all Momase Provincial and District Education Advisers (DEAs). Also the team thanks PPR officers for collecting data from Islands' PEAs and DEAs in Kokopo.

3 April: the team leader gave a brief update to the Top Management Team

2-6 April: the DWU-VSO team conducted individual interviews with senior NDoE managers and national stakeholders such as the Secretary, Deputy Secretaries, First Assistant Secretaries, Assistant Secretaries, national church education officers, Teaching Service Commission, Library and Archives, and partners in education AusAID, EU, JICA, United Nations, and World Bank.

16-27 April 2012: Two weeks of the data gathering at the national level in Port Moresby from staff, managers and superintendents of various divisions and organizations. Themes of capacity needs emerging from the data are: grooming leaders, housing, finance, coordination, communication, professional development, some restructuring, electronic management of data, and on-going ICT training for all staff.

30 April to 4 May 2012: Gathering data in the Madang Province. In addition to interviews and focus groups in the Madang town, team members travelled to rural areas and gathered data from the Usino-Bundi District and Bogia District. Themes emerging from the data at the provincial level were similar to those at the national level. However themes emerging at the district level were very different and included: non-receipt of education subsidies, inefficient procedures for accessing school funds, inadequate planning for UBE, inadequate supplies of curriculum materials for student numbers, lack of clarity over charging project fees, borrowing positions from one school to another, professional development for members of Boards of Management, staff instability/high turnover, gender inequality, low levels of female student retention, and inadequacy of visits by agency advisers.

7-11 May 2012: The study team gathered data in the National Capital District and the Simbu Province. Particular strengths of education in NCD were high numbers of women teachers, women in leadership roles, an ample supply of teachers to be employed, an English language media rich environment, a strong tertiary sector and ease of access to services and supplies. Of greatest concern in NCD were overcrowded classrooms with 70 to 80 students in a class; elementary classes being conducted outdoors as rooms were needed for increasing numbers of primary students; and inadequacy of classrooms, toilets and teaching and learning resources for increased student numbers. Housing, transport and safety issues for staff and students were also concerns.

14-18 May 2012: The DWU-VSO team visited East New Britain Province (Rabaul, Kokop, Gazelle) and Western Province (Daru, Kiunga, Tabubil). A key feature of East New Britain was the impressive

number and strength of female leadership in schools. A key feature of Western Province was the input to the education sector from mining industries. Otherwise capacity strengths and gaps were similar to those of other provinces. These were to be the last of the provincial visits. However, it has been negotiated for two team members to visit the Autonomous Region of Bougainville 4-8 June to conduct a capacity needs analysis. This is linked to the transfer of powers from TSC and DOE to the ARB in preparation for the referendum.

Study Team for the Capacity Development Plan

The DWU-VSO team is comprised of Professor Pam Norman (team leader), Mr Peter Baki, Mr Richard Jones, Dr Catherine Nongkas and Mr Bill Oliver. This (25 May) project update keeps you informed of progress.

Further information: For further information you are invited to visit the project site on the Department of Education Internet site www.education.gov.pg or email studyteampng@gmail.com.

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