

EDUCATION REPORT

For the Seventh-day Adventist Church Education System Papua New Guinea

Prepared by the PNGUM Department of Education
SPD Board of Education, March 2011.

The Challenge, the Growing Adventist School System in Papua New Guinea:

Right from the beginning of the last quinquennium the Seventh-day Adventist School System in Papua New Guinea started experiencing growth and this growth has continued to the present time. The U turn was totally opposite to what was reported during the previous quinquennium when the system was in serious decline. One of the major reasons for the growth was that the Adventist School System joined the PNG Unified National Education System and for the first time in 2006 teachers in both primary and secondary started being paid by the Teaching Services Commission. Many primary schools that were closed re opened because school fees dropped and was now more affordable for the parents. A significant change was the increase in enrolment. From 9860 students reported at that time, enrolment figures of elementary, primary and secondary schools now stand at over 21000 – an increase of about 11140 students.

Since PNGUM Executive Committee (September 2003) decided more than five years ago that the real solution to the serious decline was for the Church's School System to join the Unified National Education System and become a Church Education Agency for the first time in partnership with the National Government, we can rejoice that things have turned around completely. It is now into the sixth year since the partnership arrangement was reached and implemented. Since then, a lot of changes have taken place and will continue to do so.

Despite the many changes it is imperative to understand that - SDA schools belong to and will continue to be managed by the Adventist Education System. While the Church needs to sustain its own system to maintain its identity and to keep it *Adventist*, our need to keep in close contact with the National Department of Education is eminent, otherwise, as a Church Education Agency, we may out of ignorance breach government policies pertaining to education or miss out on vital government assistance and operational information if function in isolation. Therefore, regular visits will enable personnel in the department to keep themselves up to date with what is happening at the national level.

Teachers Perception in Relation to the Church

While the teaching staff will receive their wages from TSC they will still be considered Adventist teachers and will be required to comply with church policies and philosophy of education as outlined in the *Education Manual 2006* and the *Principals Handbook 2005*. However, when the decision was finally made for the teachers to be paid by TSC in 2005, the perception was that the teachers will continue to be Adventist teachers although they will be paid by another organization. How have teachers seen themselves in relation with the SDA Church since 2006? Many teachers see themselves being deserted by the SDA Church and that the Church no longer has any interest in them. One of the many issues that have always been raised for the last four years is the issue on workers children school fee subsidy. Many felt that the Church moved to fast to drop them from this benefit assuming that they will get a huge pay increase. In fact many of our teachers pay in primary schools dropped because TSC has a pay structure that was different to the SDA system and it did not matter whether you have been a teacher for 25 years or just a new commencement everybody started at the base level. Teachers have raised issues from time to time as they compare themselves with their fellow workers. The question often asked was, how can the Church justify that we are SDA Church teachers?

Re-structuring of the Adventist School System:

The re-structuring was necessary for the system in order to allow it to interface more effectively with government departments and other Church Education Agencies. Many decisions have been made between the SDA Church in PNG in consultation with the South Pacific Division and the National Government but constant dialogue will have to continue on the partnership arrangements. It is in the Local Missions/ Provinces that decisions and policies made at the national level are implemented. This is very important for the Adventist Church Education Agency so that the Adventist maintain their distinctiveness and is in tact. Therefore, the Regional Boards of Education in the Local Missions/Conference through the Regional Education Secretaries play an important role in the provinces particularly

in the Provincial Education Boards to look after the interests of the SDA Church. Because of this the PNGUM Education Department in partnership with SPD Education Department produced the *Principals Handbook 2005* along with the *Education Manual 2006* to assist education personnel to manage the system more effectively.

It has become evident that there are certain policies in the *Education Manual 2006* that will have to be adjusted. The current Church structure has a number of Local Missions that are made up of a number of provinces. When the Adventist School System joined the Unified National Education System, the Regional Education Secretaries were appointed as the SDA representatives in the Provincial Education Boards in the provinces. Theoretically, they are the Church representatives but practically they can't attend all Provincial Education Board meetings. Because this is a key role in the provinces, alternate members have to be appointed so they will be able to represent the Church in these provinces.

School Infrastructures:

The much talked about Rehabilitation of Educational School Infrastructures (RESI) fund was designed by the National Government to address the deteriorating state of school infrastructures throughout PNG including primary and secondary schools. The SDA School System was also invited to submit proposals to access the funds including the state run schools and other Church Education Agencies. Only two SDA schools benefited from the funds namely, Kabiufa and Kambubu Adventist Secondary Schools. The funds were needed to improve and maintain the infrastructures in these schools and work is progressing well.

While the church school system is one of the best in the country, it has struggled over years to maintain and sustain the system including its infrastructures. However, because of the partnership arrangements between the government and the church, SDA schools are financially being given some level of support. With proper planning and prioritizing the needy areas, Local Missions/Conference and with the support of the government can assist schools to improve the infrastructures and over a period of time can begin to see tangible improvement in schools. Already we are seeing changes in two secondary schools from the RESI funds and in some Local Missions/Conference government funds with counter funding from the Missions/Conference, new infrastructures are being constructed and maintenance carried out. In a number of schools in EHSM, MM and CPC and others these changes on the infrastructures are becoming more evident. This is really good for the Adventist School System and should continue.

Special Character:

We learn best by experiencing. *"Special Character"* was first introduced in a principals' conference in Madang in 2005 by Mr Ken Weslake, SPD Associate Director for Education, new concept that is working very successfully in New Zealand. As much as he wanted participants to get a fuller picture of what he meant by *"Special Character,"* he also wanted them to experience what he was talking about. Mr Weslake went on to say, *If this level of understanding could be developed in Adventist schools throughout PNG it is believed we would see not only a growing system but one where students understood who God was and His claim on each of their lives.*

In May of 2009, a study tour was organized by Mr Ken Weslake and funded by the Local Missions/Conference, PNGUM and SPD Treasury for the ten Local Missions/Conference Education Secretaries, Head of Teacher Education at Sonoma Adventist College and the two PNGUM Education Secretaries of Seventh-day Adventist Schools in Brisbane, South Queensland Conference. The Education Secretaries were able to visit six Adventist schools and observe and experience *"Special Character"* practices for themselves in the schools. The tour was successful and the outcome has seen *"Special Character"* being introduced to most schools in the Union.

Since the Adventist School System joined the Unified National Education System in 2006, one of the major challenges the church system will continue to face will be keeping Adventist schools *Adventist*. This is an area that the department regards as important and will continue to support by conducting workshops on *"Special Character"*. Education Secretaries have conducted workshops for their head teachers in the respective Local Missions/Conference.

Staff Development and Training Programs:

Health Workshops for Secondary and Primary teachers

The Health Workshops were conducted in the four regions of PNG including Momase, Highlands, Southern and New Guinea Islands in the school holidays during the last four years which ended in 2009. However, Manus teachers missed out, so in April 2010, a workshop was especially conducted for twenty seven of them. There were over 500 teachers who received training on basic hygiene and HIV & AIDS. The workshops were conducted by PNGUM Health Department, Education Department, School of Health Sciences at PAU and ADRA-PNG. The program was funded by the Church Partnership Program through ADRA-PNG. All participants received certificates of attendance and the department is following up on the outcome with the Education Secretaries to ensure that teachers put into practice what they have learnt to improve health practices in the schools.

Primary Teacher Upgrading

The program started at the end of 2004 was held for three yearends which ended at the end of 2008/09. It was held on two different venues namely, Sonoma Adventist College and Kabiufa Adventist Secondary. During the last yearend of the program, teachers from Kabiufa venue joined their counterparts on Sonoma campus. The cohorts completed their upgrading program at Sonoma and 126 teachers were awarded diplomas. Thanks to PNGUM and CPP for funding the upgrading program and making it become a reality. This meant that almost or all SDA primary teachers have now been upgraded from certificate to diploma level which is a major achievement by the Adventist Education System in PNG.

Bible Teachers In-service

Following the Bible Teachers In-service at PAU in 2004, the new Pacific Bible Curriculum has since been introduced into the Pacific primary schools including PNG. In- services have been conducted in a number of places including Kabiufa and Sonoma and 2009 for South West Papua and Bougainville Missions to conclude in-service for primary teachers on the new Pacific Bible Curriculum.

The new Pacific Bible Curriculum is making an impact in Papua New Guinea. It is well received in the SDA School system and teachers are very happy with it. It was reported that it has been introduced in a number of in-services in the provinces and teachers in state primary schools liked the approach and would like to learn more about it. In Madang, the Madang Teachers College would like the Curriculum to be used by their trainee teachers so that it can be used when they leave college. Only recently, the Regional Education Secretary in Bougainville Mission reported that the Bible Curriculum was introduced to other teachers in teachers' in-service by SDA teachers in the Region. The Catholic teachers who attended the in-service were quite impressed with it. The Catholic Education Agency has requested that it would like to purchase the full curriculum including *Uncle Arthur S. Maxwell Bible Stories* series so that these can be used in their schools in Bougainville.

Principals and Education Secretaries Conferences

A number of conferences have been conducted since 2005 and principals were introduced and in-serviced on how to successfully manage their school within the Unified National Education System. These conferences included topics on good governance, financial management, project management, land management, quality assurance, standards, special character etc. The most recent conference was conducted in July 2010 at Gabensis Adventist Primary. Gabensis was selected as the venue to introduce and give an insight to head teachers on how much can be accomplished with good management with the financial support of the Local Mission and the government. In recent years a number of major activities have been taking place at Gabensis including major renovation on buildings, construction of a huge tank by ADRA-PNG, construction of two classroom blocks, purchase of a new vehicle by Morobe Mission and connection of power to the school by PNG Power and the introduction of a poultry project at the school. Gabensis is a very good model for our primary schools.

Several conferences were also conducted for the Regional Education Secretaries of the Local Missions/Conference and Principals to also in-service them on how to successfully manage the Adventist School System within the Unified National Education System. They were in-serviced on managing change, special character, managing time, good governance, conducting meetings, philosophy of Christian education, HIV & AIDS etc. Guest presenters included Mr Ken Weslake, SPD Associate Director for Education, National, Regional and Provincial Education Department officers, PNGUM Health and Education Departments etc. Only recently last September, SPD former Director for Education, Dr Barry Hill conducted a workshop for the Education Secretaries and Principals on appraisal, resources, teaching faith in a school, professional standards, helping teachers to be proactive etc.

Advanced Study Program

As reported the PNGUM primary teachers upgrading program has been completed to strengthen the primary sector from certificate holders to diploma level. Another important area that attention needs to be given is the elementary sector. Similar to the primary teachers upgrading program, PNGUM Education department and Sonoma Adventist College started the Elementary Teacher Training Program at the end of 2009 to give elementary teachers proper training so that they can teach the children more effectively. Sonoma/PAU has been asked to articulate and set clear pathway for those who want to pursue elementary as a field. There are currently 133 attending the program and should complete their study at the end of 2011.

PNGUM has continued to recognize and maintain a strong advanced study program. The church is assisting about 40 students at PAU, MA program at Avondale and other institutions etc as part of the human resource development for the Church. Currently it has started conducting MA on Pastoral Ministry at PNGUM on distance mode and the first cohorts of 15 ministers have started on the program in 2010 and will continue for the next four years. This will help greatly and better equip the ministers to serve the church in the area of pastoral care and leadership throughout the

Union. The Church can not assist every one who wants to upgrade their qualifications at any one time. However, the need of the Church would take precedence when selection is made including factors such as years of experience, the dedication, commitment and the ability when considering applicants. A number are currently completing or continuing their post-graduate studies and upon completion should enable them to better serve the Church.

Elementary Teacher Training Program

In line with the education reform in PNG, Sonoma was invited to come up with a program to assist elementary teachers to conduct a training program at the year ends similar to the primary teachers upgrading program to give proper training program for elementary teachers in the system. The program was drawn up and presented to various committees of the Church including the Sonoma Board, PNGUM Board of Education, PNGUM Executive Committee and SPD Board of Education. The Elementary content program was also sent to the National Department of Education, other interested parties and presented as well to the First Assistant Secretary, Dr Michael Tapo, - Teaching & Learning, who verbally approved the course to proceed at the end of 2009. There have been questions raised in the provinces on the recognition of the course. However, the issue is being addressed by the Department of Education and the Board of Studies is looking into the matter, have it approved, so that the program can continue.

School Resources:

As the Adventist School System continues to grow in PNG and enrolments increase in the schools, the challenge for the Church will be how to resource the schools to maintain quality. In most provinces Adventist schools also receive curriculum materials and other resources from the Department of Education. All schools also receive annual funds which are paid into school accounts and these monies are also used to purchase school materials and other supplies to run the schools. Since 2006 national education budget was slashed and the Church no longer received annual budget allocation. So far the Adventist School System during the last couple of years received some grant-in-aid from the government.

In 2008, a businessman in Sydney donated \$AUS 3.5 million worth of primary resources including booklets and workbooks together with DVD's to Adventist schools throughout the South Pacific. The materials included subjects such as English, Mathematics, Science, etc. This is excellent materials and PNGUM primary schools were also recipients of these resource materials. In 2009 these were packed in boxes and sent up from Australia and have been distributed to schools in the Local Missions. It is envisaged that schools that have access to power, a TV screen and DVD player will be able to use the materials for students learning.

The Health Workshops that were conducted for over 500 primary and secondary teachers during the last four years in the four regions concluded at the end of 2009. Most teachers were given the book, *Where There is No Doctor* and some schools were also issued *First Aid Kits*. These were funded and made possible by Church Partnership Program through ADRA-PNG of which we are very thankful.

Finally, while Mr Ken Weslake was up in PNGUM for the Education Secretaries Conference in February 2010, the group was introduced to *Grace-Link Bible Timeline*. The *Bible Timeline* by Mark Ford is published by GC Children's Ministries. These charts/timelines are colorful and are made of pictures, Bible stories and Bible texts and designed to help children follow Bible stories chronologically. The SPD Education Department was able to source funds and get Signs to print this wonderful resource. The materials have been printed and shifted to PNG and are now being distributed to schools throughout the Union.

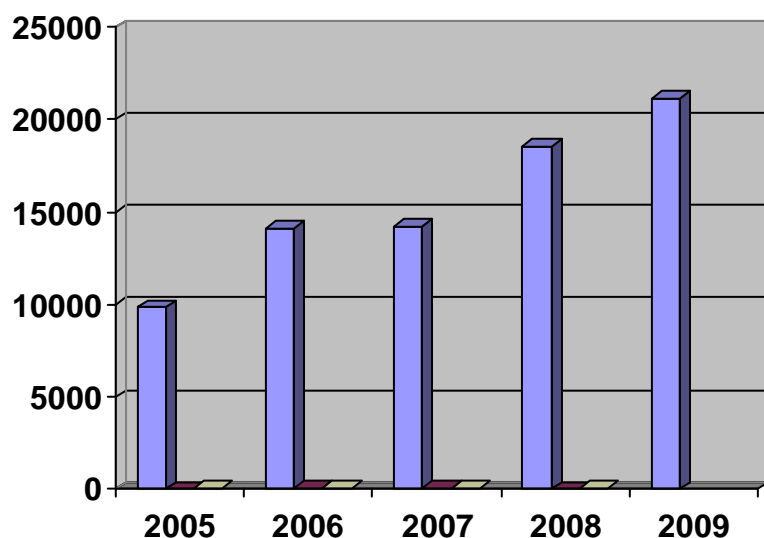
Enrolment Trends:

The enrolment figures in schools in the Adventist School System since it joined the Unified National Education System in 2006 have continued to grow at all levels. It is becoming obvious that confidence in the system is returning. The increase in enrolments while this may be good for the system, the Church needs to be wary of trends as well in order to maintain and sustain it. The figures below give the enrolment trends in the last five years.

Mission Primary Schools	2005	2006	2007	2008	2009
Bougainville Mission	1110	900	1100	1332	1800
Central Papua Conference	1384	1773	2192	2500	2789
Eastern Highlands Simbu Mission	1846	2272	2440	2683	2883
Madang Manus Mission	873	1167	1300	1515	2104
Morobe Mission	322	572	733	978	1317
New Britain New Ireland Mission	1677	2757	1124	3883	2971
North East Papua Mission	0	105	230	323	407
Sepik Mission	333	1127	1174	919	1616
South West Papua Mission	0	0	0	200	362
Western Highlands Mission	778	1608	1901	1985	2395

High School and Secondary School Enrolment	2005	2006	2007	2008	2009
Kabiufa	426	513	520	625	600
Mount Diamond	354	375	530	541	605
Kambubu	364	327	439	424	441
Paglum	220	279	300	316	370
Nagum	173	200	132	149	191
Lokobou	0	125	140	157	160
Devare	0	0	0	104	
Total Annual School Enrolment	9860	14100	14255	18530	21115

Total School Enrolments



System Secondary Schools and High Schools:

The three secondary schools for PNGUM are doing exceptionally well. *Kabiufa* and *Kambubu* were recipients of K1.2 million from the government RESI fund while *Mount Diamond* is still awaiting the outcome of its proposal for the same. *Kabiufa* received K700, 000.00 and *Kambubu* K500, 000.00 respectively. We thank the PNG Government for its generosity. The oldest secondary schools in PNGUM have been in dire need of repair and work is progressing well in both schools using the funds, while *Mount Diamond* has received assistance to repair the student dormitories from Central Papua Conference. We hope to be able to see face lifts on the secondary schools.

There are other developments also taking place in the secondary schools. At *Mount Diamond* and *Kambubu* satellite disks have been installed. This has improved communication to both institutions greatly and provided excess to teaching and learning resources by both teachers and students. *Kabiufa* has shown interest and is looking into having something similar. *Kambubu* is seeing and experiencing developments in the area as well. The road system has improved greatly and permanent bridges are now being constructed. At the school a new water system was funded and installed by ADRA-PNG in 2009. The project has improved the supply of water to the school greatly, while work is continuing on the construction of a new dormitory for the girls and it should be completed soon.

Devare Adventist High School: Bougainville Mission for sometime has been considering establishing a high school. Since the PNGUM Board of Education took action in 2008, endorsed by the Executive Committee to ask Local Missions to consider introducing high schools, the mission was well ahead in its planning. In 2009 the first two grade 9 classes were introduced with 104 students. Last year the first grade 10 class was introduced with a total enrolment of 215 students and eight teachers. The grade 10 students sat their first external examinations at the end of 2010.

Lokobou Adventist High School: The SDA Church officially took the management of the school from Manus Provincial Government in 2006 with a new Board of Governors, a new principal and most staff. However, the transfer was not all

smooth because the local Provincial Education Board still wanted its say on the appointment of teachers and selection of students. Except for Pisk and Nuwok Adventist Primary Schools that are feeder schools, most students enrolled are from government schools. However, the open dialogued amongst the interested parties have resulted with better understanding and the school is operating exceptionally well.

Nagum Adventist High School: Sepik Mission will continue to support the school as a mission school. Although most of the students are from government schools, the mission will continue to work towards building more feeder schools to increase the number of Adventist students.

The school during the last couple of years has had a number of unpleasant incidents. Vandals have vandalized school properties, threatened and assaulted staff but the commitment of staff has kept the school functioning. It was unfortunate that the school was closed in 2009 because of ill advice. However, issues have been resolved and the school was re opened for the 2010 school year.

Paglum Adventist High School: Tribal conflicts around the Paglum area between the Negas and Ramdis resulted with the Rambis deserting the perimeters around the school which provided the school some form of security. A classroom block was also destroyed by arsonists which was a set back to the school. There were also conflicts between the students and villagers which resulted with a number of injuries and the former principal had to leave.

Despite the host of problems that the school encountered in recent years, the school has continued to grow. The school has a new administration that is working really hard and tangible things are happening including a new classroom block, a new look on its campus, several new staff houses being built and a huge underground catchment tank from the buildings built etc. There are other plans including the re- development of the playing field and the kitchen/dining hall. There are about 400 students enrolled at the school.

The education reform in PNG has resulted in huge enrollment in SDA primary and secondary schools with many primary schools introducing grades 7 and 8. The three high schools and three secondary schools only have 640 grade 9 classroom spaces. In 2008, 1200 students completed grade 8 in SDA primary schools, which meant that more than half of them have to look for space elsewhere. This is a real challenge for the Adventist School System in PNGUM. The school infrastructures and facilities of the three secondary schools remain the same to cater for up to 400 boarding students for each of them. As shown in the 2009 enrollment, figures have increased greatly with an average of nearly 600 students per school. This has created overcrowding in the classrooms with class average of 45 students per class. This is the reason why PNGUM Executive Committee in 2008 took action to ask Local Missions to study carefully introducing high schools to take grade 9 and 10. This decision will allow the three secondary schools to take more grade 11 and 12 students which also highlights the need for a fourth secondary school, preferably in the Momase region.

Sonoma Adventist College:

Sonoma Adventist College has been and continues to be the icon of Papua New Guinea Union Mission of which we can give praise to God. The college continues to excel as an academic institution in PNG and take its place in the human resource development of the country. All the staff members of the college are committed to their calling preparing young people to take their place in church work and not only that but in other sectors of their choice. Under the leadership of the principal, Doctor Sam Kuku and the staff, the last five years have brought about some significant changes as the college move a step further as an institution. Some of these changes included the upgrading of the staff, purchasing of the Vunaling land, construction of a new classroom block and if God's willing, to build from the PNG Incentive Fund a new 100 beds girls dormitory, a three classroom block and a clinic.

In the academic area, a significant change was in 2009 when an MOU was signed between Sonoma and PAU paving the way for the college to be academically affiliated with Pacific Adventist University. This was a step forward and this change enables Sonoma students to have direct access to university level education particularly with the affiliated courses such as teacher education, business studies and ministerial. It also enables graduates a PAU award and for future endeavors. All the courses are now also offered at diploma level. Students and staff members now have access to internet, thanks to operation license from Pacific Adventist University paving the way for wider reading and research for academic purposes. As a tertiary institution of PNGUM Sonoma is entering a new stage of its development, this year the college introduced its first bachelor degree in primary education.

Among the many challenges the college faces, one that needs careful consideration is the trend on enrolment of students. Figures show a decline on enrolment of students during the last couple of years. One of the main reasons for the decline in enrolment is the fees. Although the college attempts to keep fees within the reach of ordinary parents, the economic climate in the country is such that makes it difficult. The college is currently exploring ways to lower the

fees. This is not going to be easy as the Church and the college finds ways to address the problem or the college will force itself out of the market because prospective students will likely go to other institutions even though they prefer Adventist Christian education.

	2006	2007	2008	2009	2010	TOTAL
Number of Students	411	423	396	409	370	
Number of College Teachers	27	27	27	31	31	
Number of Graduates	125	125	127	142	145	790
Upgrading from Graduates Certificate *	126*					
Baptism	23	44	28	21	20***	136**
Staff/Students Ratio	1:15	1:16	1:14	1:13	1:12	

* Upgrading from Certificate to Diploma.

** Some Baptized Candidates were not Students. They came from the nearby communities.

*** Estimated Number Only.

Conclusion:

Adventist Education System in PNGUM is going through an exciting period since it went into partnership with the government of PNG. As reported at the beginning of this report the system was in serious decline prior to the beginning of the last quinquennium. As we look back throughout the last five years, we have seen the turn around and the growth of the system is phenomenal. The system is experiencing growth and is continuing to grow. Many SDA schools that were closed when the system was at its lowest state have re opened and some that were taken over by the government have been transferred back to the Adventist School System. Many have wondered during the last five years whether the decision by PNGUM Executive Committee for the Adventist Education System to join the Unified National Education System was the right way to go. If the Church did not move the way it did, what would have been the alternative at that time? Will we be where we are today? The challenge is having the manpower and the resources to maintain and sustain the growing system.

As we look forward to the next five years the PNGUM Education Department is confident that with God's leading and guidance that the Adventist School System will continue to be a provider of Christian education in PNG. Why does the Church spend millions of kina each year and so much of its resources to operate schools? As much as we want the students to excel academically, the schools can become evangelistic centers, and with the growth that the system is experiencing with increase enrolment is a very good opportunity to lead these precious souls to Christ. The audience is already there, one does not need to go looking for them.

The state/ church partnership agreement has opened new avenues which can be explored to take advantage of the opportunities that are there. This will mean that those who are interested in Adventist education need to carefully look at what has happened to the system in the past. With the partnership arrangements, this will mean changing the way we have been doing things and the way we have been thinking, and doing things differently in order to see change. If we continue to think and do things the same as we have been in the past, things will continue that way. The timing is right for the Church to change its mind set and think outside of the box in order to move Adventist Education in PNGUM to the next level.

Joe Ponduk

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END OF REPORT, 15th March 2011.