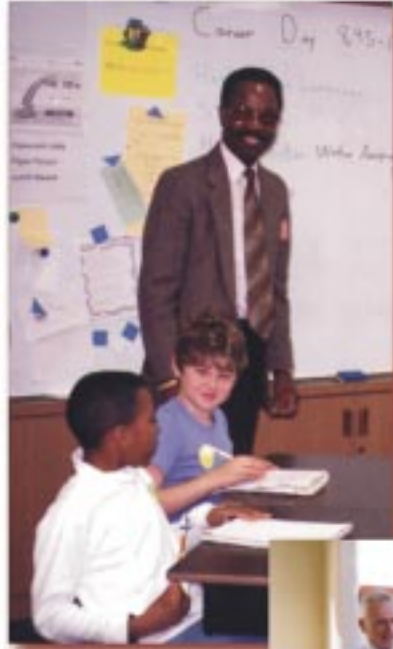




# Accountability Report To the Community

Department of Defense Dependents Schools, Pacific

School Year  
1999-2000



GUAM  
JAPAN  
KOREA  
OKINAWA

# GUIDING PRINCIPLES

*for the Department of Defense Education Activity, DoDDS Pacific*

- ◆ All students must have equal access to high quality education and the opportunity to be challenged to perform at higher levels of achievement.
- ◆ Accountability is an integral part of the educational process.
- ◆ The National Education Goals and the DoDEA Community Strategic Plan provide a framework for academic excellence.
- ◆ High expectations from positive, motivated and competent staff promote excellence.
- ◆ Everyone can be an active, life-long learner
- ◆ Student success is a shared responsibility and requires the full participation of all stakeholders; e.g., parents, military personnel and educators.
- ◆ Everyone must demonstrate a respect for individual and cultural diversity and civic responsibility; e.g., respecting the rights of others, honesty, fairness, and justice.



# Accountability Report

Dear Community Member,

It is with great pride that I present the first Accountability Report to the Community for the Department of Defense Dependents Schools Pacific.

Last year, the intent of the Department of Defense Education Activity's (DoDEA) reorganization was to move the management of educational and support operations into the field. As a result deputy directors were identified to direct regional operations in the Pacific, Europe, and our stateside systems. As the DoDEA Deputy Director for DoDDS Pacific, my duties include the oversight of Japan, Okinawa, Korea, and Guam districts as well as the management of all operations and support services and resource allocation.

During school year 1999-2000, my focus remained steadfast on the challenges set forth by the National Education Goals 2000 and the DoDEA Community Strategic Plan. Our emphasis has been on quality education for all students through a continual improvement process that embraces high levels of student achievement, top-notch teachers, safe schools, community partnerships, and two-way communication. My opportunity to make major decisions about the direction of our operations within the Pacific and to work closely with our military and parent partners is critical to attaining our goal of preparing every learner for success in a dynamic global environment.

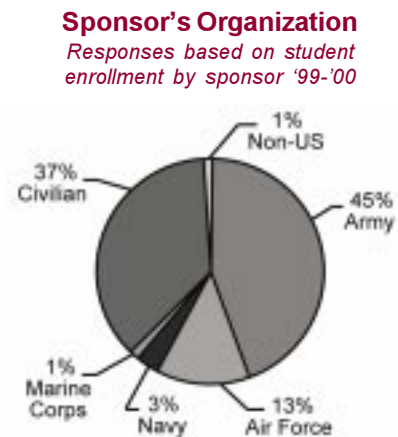
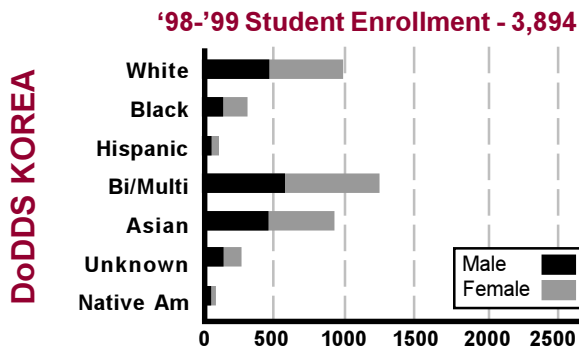
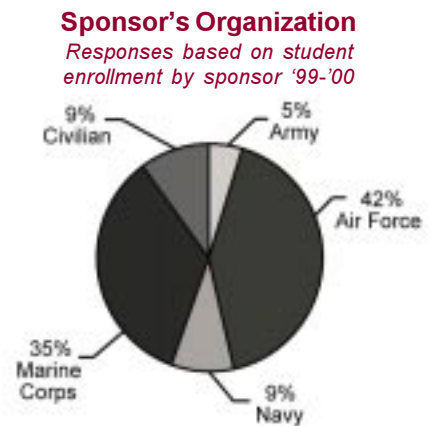
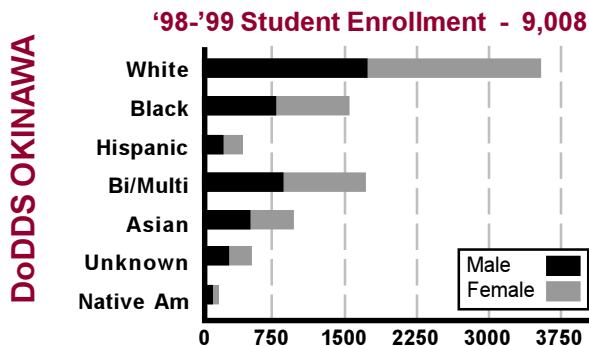
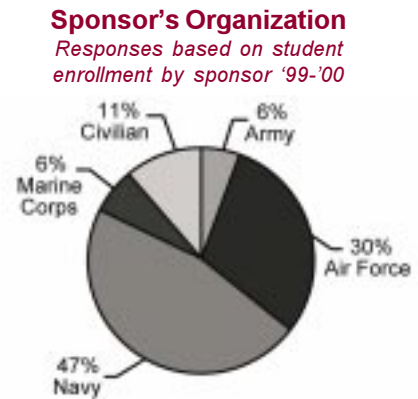
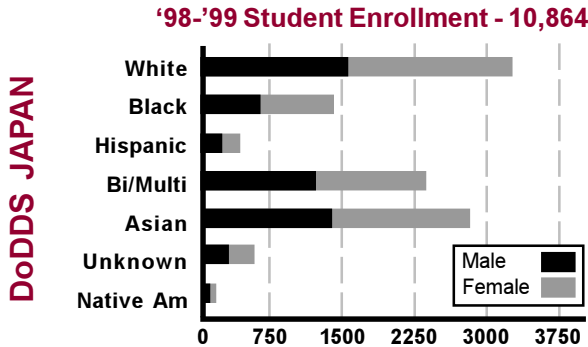
On the pages that follow, you will see the progress we have made in the Pacific. We have accomplished more than we expected, but there is still work to do. I invite each of you to become involved with our dependents' education as we strive toward high standards and high outcomes for our children.

Sincerely,

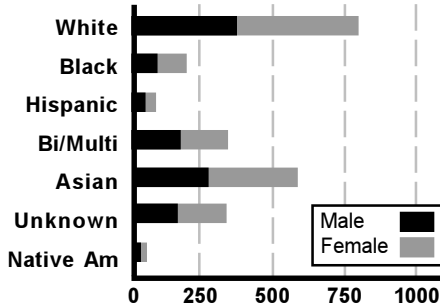
Nancy C. Bresell  
DoDDS Pacific Deputy Director

# Pacific Profile

There are 41 Department of Defense Education Activity (DoDEA) schools within four districts in the Pacific Area. Three districts--Japan, Korea, and Okinawa--serve students in 37 schools in overseas locations under the Department of Defense Dependents Schools (DoDDS), while Guam district serves students in four Domestic Dependents Elementary and Secondary Schools (DDESS) in the U.S. Territory of Guam. Along with the 41 DoD dependents schools within the Pacific, there are 2560 employees, and over 26,800 students from grades Pre-K to 12. Japan and Okinawa are the two largest districts, and Korea is the smallest within the DoDDS worldwide System.

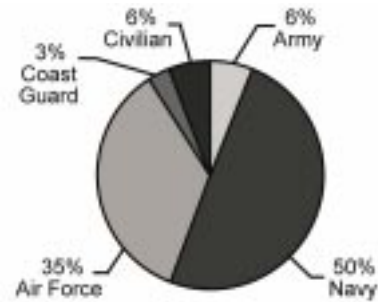


**'98-'99 Student Enrollment - 2,451**



**Sponsor's Organization**

*Responses based on student enrollment by sponsor '99-'00*



# Instructional Services

In the Pacific, we are committed to raising the achievement bar to better prepare students for responsible citizenship, further learning, and productive employment. Instructional strategies and student outcomes are vigorously tied to the School Improvement Process. High standards, expectations and performance are achieved through various approaches:

- ◆ implementing special programs to accelerate learning
- ◆ training teachers in new instructional strategies
- ◆ establishing programs for students with specific needs
- ◆ strengthening school community partnerships

## Special Programs

**Sure Start**, a program for preschoolers from low-income families, offers a solid foundation in education and social development. Within the Pacific, 19 programs are running in 17 schools. The nationally-renowned **Reading Recovery** program gives intensive one-on-one instruction to first graders. The **Advancement Via Individual Determination (AVID) Program** provides a specialized class for the middle-achieving, under-represented middle- and high-school student.

## Teacher Training

Each year, the DoDDS Pacific Deputy Director's Office, in collaboration with Pacific districts, supports numerous workshops and other professional development opportunities for teachers, administrators, and education support specialists within the Pacific. **During the first semester of 1999-2000, the Deputy Director's Office held 11 trainings/conferences for over 550 educators/administrators relating to their current assignments.** The Deputy Director's Office plays a central role in coordinating joint training efforts with our military service agencies.

The **Early Assistance Program**, in its second year, is designed to help teachers utilize the most effective instructional strategies for optimal student achievement. The 10 DoD Pacific schools receiving Early Assistance training are those that have the most potential for gains in overall student achievement. Early Assistance training is a proactive, ongoing process that ensures the academic needs of all students are being met.

During September, 1999, the **Teacher Mentor Program** was enhanced to include Pacific-wide training. The program offers teachers new to the DoDEA system, district or school an opportunity to work with experienced teachers to receive the assistance they need to maximize their effectiveness in the classroom at the start of the school year.

## Special Programs

DoD Pacific schools offer programs for students with special needs. Such programs include: **Talented and Gifted, English as a Second Language, and Advanced Placement.**

## Summer School

**During the summer of 1999, student enrollment in summer school was at 395 students in Guam, Japan, Korea, and Okinawa.** Programs offered included remediation and enrichment in language arts, mathematics, and reading at the elementary and middle school levels. High school courses offered for credit included Japanese I; English 9, 10, 11, and 12; and Algebra I.

## Special Education

The Special Education Program provides instruction that is specially designed and based on the individual unique needs of students, ages 3-21. Specialists in each district provide services to students who are hearing, speech, and vision impaired. There are over 2,000 students receiving special education services within the Pacific including 885 in Japan; 227 in Korea; 791 in Okinawa; and 169 in Guam.

## Community Partnerships

“Partners in Education” has been the overarching motto in the Pacific as we continue to reach out to the military and parents to ensure that our children are provided an exceptional education in our overseas environments. It is well known that when families, educators, and communities all work together, schools get better, resulting in higher levels of student achievement.



## Pupil Personnel Services

DoDDS Pacific has implemented programs and activities to prepare high school students for post-secondary education. Students, parents, educators and other professional staff members have received additional college preparatory information through locally available:

- Seminars on college admissions and financial aid given by College Board representatives.
- ExPAN training, a computerized college preparatory package available in each high school.
- College Board resource materials including 10 Real SATs, Real SATII, and The College Application Essay.

In order to better meet student needs, our goal parallels the nation's goal of providing one counselor for every 300 students and one school psychologist for every 1,000 students. In the Pacific, an additional 33 counselors and 20 psychologists will be added.

# Teachers and Staff

We are proud of our high-quality teachers within the Pacific Area. Nearly 2000 employees serve as administrators, classroom teachers, special education specialists and support professionals within our four Pacific districts. Teacher preparations are similar to the nation's teacher preparation programs and facilitate the hiring of top-notch educators. Within the Pacific, over 50% of our teachers have MA/MS degrees and 3% boast doctorate degrees.

Teacher mobility parallels that of the military with about 33 percent movement every year. Locally hired spouses of military and federal civilian employees assigned overseas are a valued component of the Pacific teaching staff. Coordinated with the North Central Association (NCA), our accrediting body, we now accept valid state teaching license with either seven years successful teaching experience or the state competency test requirement. This recent alignment with stateside practices allows our system greater flexibility in hiring locally.

Number of New Teachers, 9/99	Japan	Korea	Okinawa	Guam
CONUS Hires	70	50	49	5
Local Hires	25	19	40	25

# Technology Education

DoDDS Pacific schools are ahead of our stateside counterparts with a student to computer average ratio of 5:1 in grades K-12; the target is 2:1. State-of-the-art computers are available in classrooms, computer laboratories, and information centers. School campuses are fully networked to provide classroom access to network resources such as the Internet and CD-ROM titles located in the Information Center. We are committed to the professional development of teachers in the area of information technology and the integration of technology throughout the curriculum.

In collaboration with the Pacific districts, four specialized workshops have been provided to approximately 135 educators covering web site development, integration of technology across the curriculum, file server and network operation, and workstation setup and configuration. Educational Technologists (ET's) provide hands-on technical training and model the integration and infusion of technology in the regular curriculum and Administrative Technologists (AT's) assist with the operation and maintenance of the local area networks/fileservers and provide technical support throughout the school. The number of ET's and AT's has nearly doubled in the last year.

During school year '98-'99, 2500 new Pentium computers were placed in our 3 DoDDS districts and 80 in DDESS Guam. This fiscal year, 2800 additional new computers were shipped to DoDDS districts and 132 to Guam. These computers support classrooms, information centers, and computer labs within our schools.

## Distance Learning

Distance Learning (DL), in which courses are offered electronically, is open to all high school students. Specifically, the program benefits students from schools with small enrollments to take classes that are not offered locally or that don't fit into their schedule. It also benefits senior students transferring in from other school systems who discover a particular course is needed for graduation. In the Pacific, 152 students in grades 9-12 enrolled in DL courses during the current school year. Because of the demand for DL, five new courses were added in 1999.

Distance Learning professional development courses are also available for educators. Within the Pacific, 14 elementary and secondary school teachers have taken advantage of DL offerings.

# Student Achievement

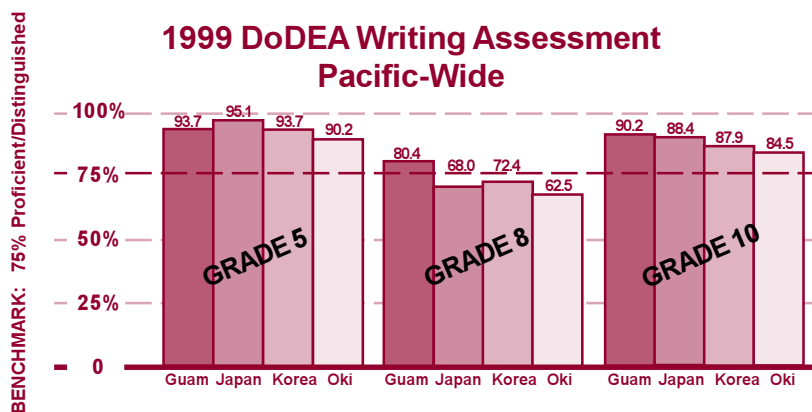
## CTB/McGraw-Hill TerraNova

While we continue to study the achievement variances among gender, race, and ethnic populations, we are pleased to announce that DoD Pacific students have topped the national average (50th percentile) on the standardized CTB/McGraw-Hill TerraNova in all subjects (language arts, reading, social studies, and mathematics) and at all grade levels (3-11).

PACIFIC AREA INCLUDING JAPAN, KOREA, OKINAWA, AND GUAM DISTRICTS							
1999 Median National Percentiles by Subject and Grade							
AREA	GRADE	1999 N STD	READING	LANGUAGE	MATH	SCIENCE	SOCIAL STUDIES
			1999 NP	1999 NP	1999 NP	1999 NP	1999 NP
PACIFIC	3	2463	56.8	61.3	59.0	56.6	52.4
PACIFIC	4	2338	67.4	65.5	64.2	64.1	66.0
PACIFIC	5	2216	66.5	65.1	63.6	66.2	65.6
PACIFIC	6	1937	63.6	69.1	66.6	67.4	62.9
PACIFIC	7	1754	67.7	63.8	59.2	61.0	62.1
PACIFIC	8	1626	62.7	70.2	63.4	65.1	64.5
PACIFIC	9	1498	69.3	69.8	64.7	61.3	68.4
PACIFIC	10	1227	70.7	70.5	68.3	67.2	71.3
PACIFIC	11	1000	68.7	67.0	66.7	65.3	72.1

## DoDEA Writing Assessment

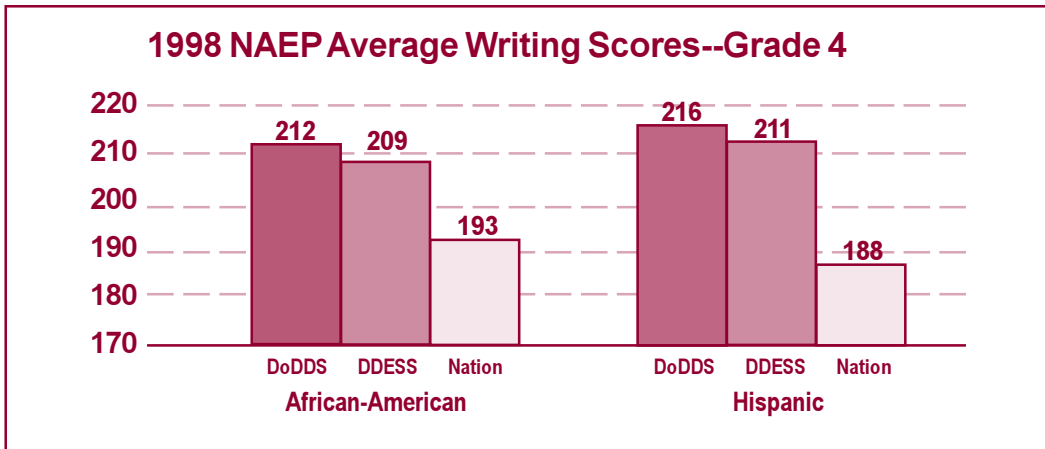
The DoDEA Writing Assessment is administered to all 5th, 8th, and 10th graders to measure the quality of student writing to determine our progress at attaining the benchmark of 75% student proficiency. The 1999 spring test results show that three-fourths of all DoD Pacific students tested have surpassed the benchmark.





## National Assessment of Educational Progress

Considered the nation's report card, the 1998 National Assessment of Education Progress (NAEP) allowed our system to compare student performance with 39 states and jurisdictions in areas of reading and writing. In writing, our DoDDS and DDESS fourth-grade African American students ranked 1st among all African American students tested; Hispanic students ranked 1st among all Hispanic students tested; and Asian students ranked 5th among all Asian students tested.



## Scholastic Aptitude Test

SAT scores range from 200 (lowest) to 800 (highest). DoD Pacific students' scores remain consistent with previous years' scores. SAT measures verbal and mathematical reasoning abilities related to successful performance in college and is intended to supplement the student's secondary school record. When compared with other states with similar high participation rates, our students outscore many of their stateside counterparts.

### 1999 SAT Scores--DoD Pacific

System	% Tested	Verbal	Math	Total
Pacific Area	55	510	508	1018
DoDEA	63	504	498	1012
U.S.A.	43	505	511	1016

# Far East Activities



Over 2800 DoD Pacific students participate in 18 Far East activities throughout the school year, hosted in various districts within the Pacific. An extensive program of athletic tournaments and non-athletic events affords students from Guam, Japan, Korea, and Okinawa the opportunity to attend Pacificwide competitions which are equivalent to large format competitions in the U.S.

The Far East Activities athletic program enables students to travel and interact with competitors from all participating schools, as well as international and public schools throughout the Pacific.

Each year, the Far East Activities Council prepares an events schedule. All Far East activities are coordinated by the Council.

## 1999-2000 Far East Activities Schedule

Activity	Date	Activity	Date
Tennis	Nov.	Girl's Large School Basketball	Feb.
Girl's Large School Volleyball	Nov.	Boy's Small School Basketball	Feb.
Girl's Small School Volleyball	Nov.	Girl's Small School Basketball	Feb.
Rising Sun Bowl Football Game	Nov.	Speech Arts Festival	Mar.
Journalism Festival	Nov.	JROTC	Mar.
Large School Cheerleading	Feb.	Model United Nations	Mar.
Small School Cheerleading	Feb.	Junior Science and Humanities Symposium	Mar.
Wrestling	Feb.	Music Festival	Apr.
Boy's Large School Basketball	Feb.	Girl's Soccer Tournament	May




# 1999 Graduates



A majority of DoD Pacific graduates plan to enroll in a college or university. Of the 794 students reported to have graduated in 1999, 632 intended to enroll in post-secondary education--either a two- or four-year college/university or a vocational program. This accounts for 80% of the graduating class.

Ivy League, military academies and many well-known top tier stateside and international institutions were included among 300 colleges/universities chosen. Generally, those graduates not intending to enroll in a college/university continue on to either a job or apprenticeship position or enlist in the military.

*With a graduation rate of over 97%,  
DoD Pacific students exceeded the benchmark  
for the year 2000 by 7%.*

-  **51 ROTC Scholarships**
-  **10 Academy Appointments**
-  **4 National Merit Scholars**



# Facilities

## Full Day Kindergarten

Because of the strong community interest in full day kindergarten, several schools were able to accomplish early implementation within existing facilities or in nearby military provided space during school year 1999-2000. All Pacific elementary schools should have full day kindergarten by August of 2003.

In August of 1999, ten schools opened their doors to full day kindergarten programs--Arnn Elementary School (Japan); Bob Hope Primary School and Killin, Kinser, Bechtel, Zukeran, and Stearley Heights Elementary Schools (Okinawa); E. T. Joy Elementary School and Pusan American School (Korea). Two months later in Korea, Taegu American and Osan elementary Schools (including the Camp Humphreys Annex of Osan Elementary School) implemented full day programs bringing the total to 12 schools. In addition, Guam South and Andersen Elementary Schools offer full day programs. During the first year of the kindergarten initiative, working closely with our military partners, the Pacific succeeded in getting full day kindergartens started in 50 percent of the schools offering kindergarten.

## New School Construction

In Japan and Okinawa, major construction for new schools is provided by the Government of Japan (GOJ) host nation funded construction program. Over the past 20 years, the GOJ has provided over 2 million square feet of new school facilities construction worth approximately 400 million dollars at today's prices. The latest additions from this GOJ program will be new buildings at Sullivans ES and the new Yokota Middle School, which will open in August, 2000.

In Korea and Guam, additional facilities are acquired through the DoDEA funded military construction program (MILCON). A ground breaking ceremony was held January 2000 to launch the beginning of the Andersen Elementary School and Andersen Middle School MILCON project.



## Class Size and Pupil to Teacher Ratio

While our goal is to reduce the pupil teacher ratio in grades 1-3 from 23:1 to 18:1, the full-day kindergarten and reduced pupil teacher ratio implementations in Korea, Japan, and Okinawa are driven by facilities--approximately 134 classrooms are required to achieve full implementation.

During school year 1999-2000, we have achieved the goal to reduce the pupil to teacher ratio in Pusan American School and E.T. Joy Elementary School (Korea) and in Guam-South Elementary School (Guam).

## Safe Schools

DoD Pacific Schools have a historical "safe schools" record. With two exceptions, all schools are located on military bases or in housing areas.

Under the federal law Gun-Free Schools Act of 1994, public schools are required to implement a one-year expulsion for students who carry a firearm to school. Weapons are not tolerated in DoDEA schools. During 1999-2000 the Deputy Director's Office published a brochure for dissemination to all Pacific school communities outlining our Zero Tolerance Weapons Policy as well as the consequences for violation of the policy.

# Expenditure by Program

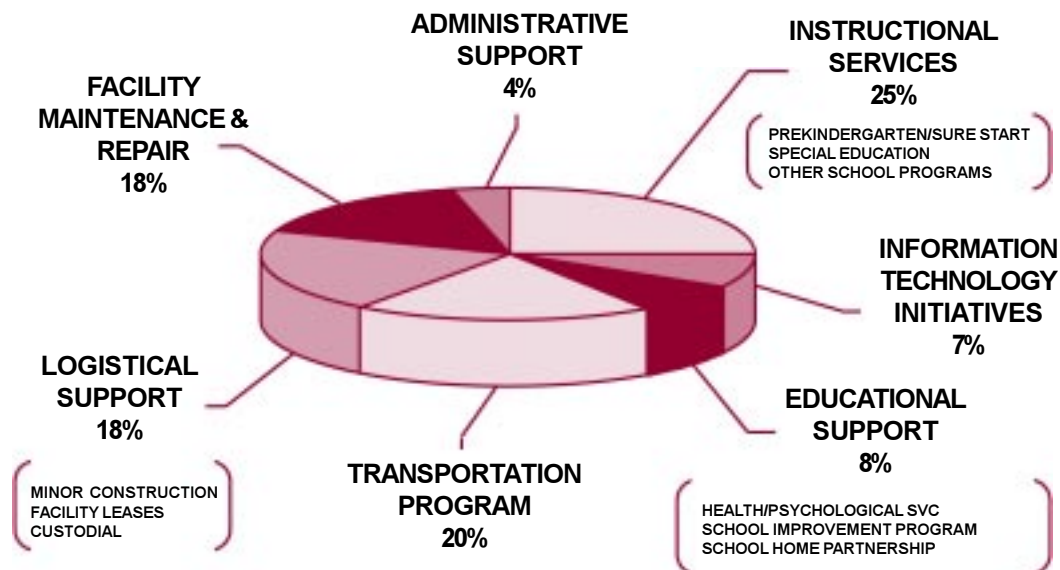
Pacific Area

Including Guam, Japan, Korea, and Okinawa

Total: \$58,800,000

## FY99 PACIFIC EXPENDITURE BY PROGRAM

(Does not include payroll and related costs)



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# ransportation

The Pacific Transportation Management Office (PACTMO) provides safe, quality, cost-effective, school bus transportation service throughout the Pacific. PACTMO operates ten school bus offices and three district offices in Okinawa, mainland Japan, and Korea. In Guam, the district superintendent oversees student transportation operations. Within the Pacific, transportation is provided to over 26,000 students for daily commuting, sporting events, field trips, after school activities, cooperative work experience, and for students with disabilities or special needs.

Transportation offices provide training to PACTMO safety attendants, bus drivers, and to over 18,000 elementary students twice yearly. School bus officials work closely with school administrators and/or military commands who are responsible for overseeing local bus monitor program and student bus conduct. Transportation officials conduct comprehensive safety assessments on all bus stops.

Commuting zones and walking zones are established for each school within the Pacific. Normally, the walking distance for grades 7-12 should not exceed 1.5 miles and grades K-6, 1.0 miles.



# P

# ublications

The DoDDS Pacific Deputy Director's Office publishes the **Pacifica**, a publication of news and events from schools within the Pacific. Featured are articles and photographs from classrooms and schools within Guam, Japan, Korea, and Okinawa that further tell the story of the dynamic education our children are receiving. The publication is printed three times per year. Generally 1025 copies are circulated within the four Pacific districts, including the military commands.



The **SUN**, a highly-praised journal of self-expression, is a 200-page collection of color photographs showcasing the literary works, musical compositions, photography, and visual art work of students and staff within DoD Pacific schools. Copies are sent to districts and military commands, and to each student whose entry was selected for publication.

# Accountability

## Communication

Two-way communication is a primary goal in DoDDS Pacific. To strengthen communications among all stakeholders, a Communications Specialist position was established in the Deputy Director's Office in 1998, and each district and school has key communicators responsible for ensuring that our publics are well informed on dependents' education topics.

Keeping pace with the need for delivering information across the globe, in October 1999 DoDDS-Pacific unveiled its web site as another avenue for strengthening communications among our constituencies.



[www.pac.odedodea.edu](http://www.pac.odedodea.edu)

## DoDDS HOTLINE

**CALL:**  
DoDDS-Pacific  
Deputy Director's Office... 645-3982

**E-mail:**  
[doddspaso\\_hotline@pac.odedodea.edu](mailto:doddspaso_hotline@pac.odedodea.edu)

To improve communications with stakeholders, DoDDS Pacific Hotlines were established within each Pacific district office and at the Deputy Director's Office.

## Newsletters

In 1999, DoDEA Pacific News was established to inform Pacific military and educational leaders about policies, trends, research, programs and practices related to DoD dependents' education.



# Advisory Councils

## Pacific Area Advisory Council

In March 1999, the Pacific Area Advisory Council, comprised of school community representatives throughout the Pacific theater, conducted its first meeting. The main goal of the advisory council is to advise and make recommendations to the Deputy Director about educational issues. During its December 1999 meeting, the Council offered three recommendations:

1. provide detailed communications to prospective employees about the critical aspects of working overseas and living in a foreign economy
2. establish a "high standards" academic achievement goal for students engaged in extracurricular activities; and
3. create a subcommittee to study the inclusion of service organizations' youth programs as a part of Service Learning

The establishment of the Pacific Area Advisory Council is a natural outgrowth of the local School Advisory Committee (SAC) and provides military, parent, teacher, student and community representatives an opportunity to discuss educational and logistical issues that are not able to be resolved at lower levels within the DoDEA chain of command.

Advisory councils have also been implemented at the district superintendent level to augment the School Advisory Councils. The Guam School Board is also advisory in nature.



## Pacific Theater Education Council (PTEC)

The PTEC consists of representatives from the Pacific Command, U.S. Forces Korea, U.S. Forces Japan, and educational representatives from component commands. Prior to their annual meeting, PTEC completes school visitations. It is their responsibility to look at successful educational programs and make recommendations to the Director, DoDEA, and to the DoDDS Pacific Deputy Director for improving dependents' education overseas.



# Customer Satisfaction Survey

The 1999 spring surveys revealed that parents had a higher rate of satisfaction than the parents who took the 1998 survey.

**Parents were asked about their levels of satisfaction with DoD Pacific schools in the following areas:**

	% of satisfied parents	
	1998	1999
☘ equipment and facilities .....	69	70
☘ computer technology .....	66	68
☘ school bus services .....	71	72
☘ communications/involvement .....	71	73
☘ child's teachers .....	72	73
☘ principal/administrator .....	71	72
☘ curriculum/training .....	62	64
☘ overall satisfaction .....	64	65

Students reported high levels of satisfaction with their teachers and computer technology; teachers indicated strong satisfaction with their careers, school atmosphere, and administration. Survey data is used in planning for the School Improvement Process within Pacific schools.

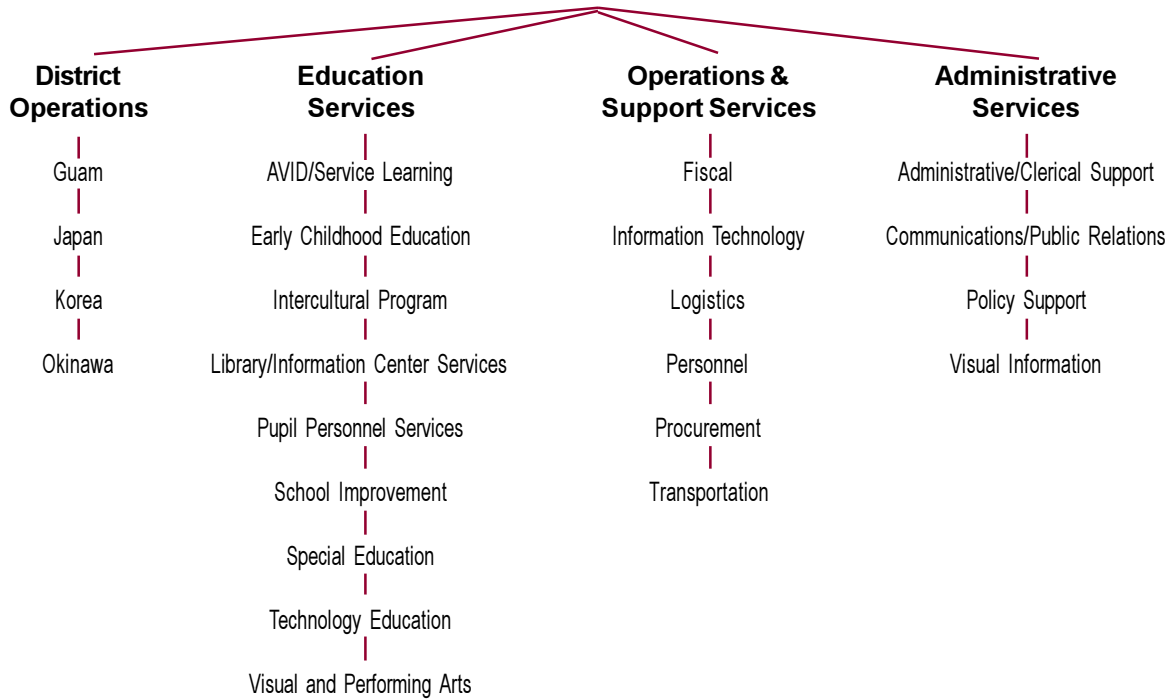
## Partnerships

We want our students to graduate from high school with the necessary skills and abilities for success in our fast-paced dynamic society. In DoDDS Pacific, parents and members of the community are involved in a five-tier parent partnership process to help promote the social, emotional, and academic growth of children through school and home collaboration. Within our districts and schools, parents are members of advisory councils, school-home-community partnership teams, school and district improvement teams, PTA and PTO; participate in department and grade-level meetings; and serve as volunteers.

*"America's Promise,"* an initiative to encourage every community member to play a more active role in improving education in their communities, has been widely endorsed by military commanders within the Pacific and has resulted in increased volunteerism in schools. Active duty Sailors, Marines, Airmen, and Soldiers as well as civilian employees participate in local education initiatives such as adopt-a-school, adopt-a-class, mentor, and tutor programs; some provide logistical support to schools.



## DoDDS Pacific Deputy Director's Office



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**Department of Defense Dependents Schools  
Pacific Deputy Director's Office  
Unit 35007  
FPO AP 96373-5007**



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Local Commercial: 098-876-0279  
From the U.S.: 011-81-98-876-0279**

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*With appreciation to everyone who contributed  
to the development of the  
DoDDS Pacific Accountability Report to the Community.*

*Prepared by:  
Communications Specialist and Visual Information Specialist  
DoDDS Pacific Deputy Director's Office*

It takes a village...



...to raise a child

# DOD SCHOOLS IN THE PACIFIC

