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DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS PACIFIC

ANNUAL REPORT 2000-2001





Department of Defense Dependents Schools, Pacific

Director

Dr. Nancy C. Bresell

Deputy Director

Education Program Manager

Fiscal Division Chief

Information Technology Chief

Logistics Division Chief

Pacific Transportation Management Office Chief

Personnel Division Chief

Procurement Chief

Director's Message

Dear Community Member:

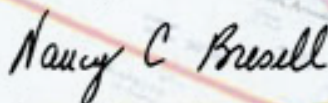
School Year 2000-2001 was a transition year for our system as we closed the pages of the last community strategic plan and opened the new 2001-2006 Department of Defense Education Activity (DoDEA) Community Strategic Plan (CSP). Our new mission underscores our efforts to provide exemplary educational programs that inspire and prepare all students for success in a global environment.

Student learning and achievement are at the heart of our efforts in the Department of Defense Dependents Schools (DoDDS) Pacific. Through continual school improvement and professional development, we are committed to helping every child reach his full academic, social, and career potential. DoDDS Pacific is laying the groundwork for attaining the goals of the new 2001-2006 DoDEA CSP. We have exceptional leaders, top-notch educators and specialists, and dedicated support staff. Our strengths include safe schools, community partnerships, parental involvement, state-of-the-art technology, and ample resources. We set high expectations for every school and every student by instituting instructional practices that result in deeper levels of learning across the curriculum.

Our unwavering commitment to high standards for all learners parallels our pledge to work collaboratively with all stakeholders: students, teachers, parents, and military and civilian community members. By working together, we can more fully provide the resources that help students build on their own success.

In this annual report, we elaborate on the progress we made during School Year 2000-2001. Schools are an important quality of life issue for all families, and the support of our military communities in the education of our school-age dependents is critical to the success of our endeavors. I look forward to your support in our continued efforts to provide our dependent children with unequalled educational opportunities.

Sincerely,

A handwritten signature in black ink that reads "Nancy C. Bresell". The signature is written in a cursive style with a large initial "N".

Nancy C. Bresell
Director, DoDDS Pacific



Looking Ahead

- ◆ **VISION:** *Our vision, "Communities Investing in Success for ALL Students!" exemplifies our collective responsibility for building the academic success of each student.*
- ◆ **MISSION:** *Our mission in DoDDS Pacific is to provide exemplary educational programs that inspire and prepare all students for success in a global environment.*

In 2000-2001...

The new 2001-2006 Department of Defense Education Activity (DoDEA) Community Strategic Plan (CSP) was being introduced throughout the system. The plan, with its vision, mission, and goals, is the blueprint for education reform within the system. In DoDDS Pacific, strategies were being charted for educational, funding, and organizational improvements in concert with the new 2001-2006 DoDEA CSP.

School improvement initiatives continued to focus on the benchmarks of the 1995-2000 DoDEA CSP. At the same time, DoDDS Pacific leaders were making the transition to the new 2001-2006 DoDEA CSP and charting the course to bring students to new levels of excellence.



Building Capacity...

Leadership Team Expanded

In September 2000, a Deputy Director was named to assist the Director, DoDDS Pacific, in organizational operations and to provide educational and programmatic leadership for the transition to the new 2001-2006 DoDEA CSP.

Standards-based Instruction Initiated

Through a consistent approach to instruction and improved student learning, DoDDS Pacific conducted professional development activities focused on best instructional practices in a standards-based curriculum. Conferences and trainings were held for school leaders, curriculum specialists, and educators to build capacity at the school level to achieve school improvement goals. By increasing the school level knowledge base, DoDDS Pacific set the stage for standards-based instruction for the next five years.

Mentor Program Strengthened

For the past three years one experienced teacher from each school has participated in mentor training. The DoDDS Pacific Mentor Program ensures incoming teachers experience a successful beginning by inducting them into the norms and expectations of the school. Mentoring builds capacity at the school level to help new teachers deliver quality instruction and maximize teacher and student performance.

In Support of Students

In 2000-2001...

Students in Transition

The military child in transition has received strong attention in DoDDS Pacific. Senior leaders participated in the *Supporting the Military Child Annual Conference* sponsored by the Military Child Education Coalition (MCEC). With student mobility rates above 30 percent, school leaders are committed to helping students receive reciprocal treatment when moving from one school system to another.

Information Technology

During the year, approximately 2,055 new Pentium III desktop systems, standard software resource kits, and 350 network printers were installed in DoDDS Pacific schools.

Instructional computers are those available in media centers, classroom, and labs. The DoDDS Pacific student to computer ratio of 2.6:1 far exceeds the national average of 7:1. The DoDEA target for all schools is 2:1.

Four Technology Leadership Team Institutes were conducted to align technology training with concepts and practices that result in the infusion of technology across the curriculum. Additionally, four Far East Technology Conferences were conducted for education technologists, computer lab teachers, and other selected teachers to provide training on systems hardware, software, and peripherals.

District Safety and Security Officers

Positions were established in Korea, Japan, and Okinawa for safety and security officers to aid schools in implementing the new DoD Anti-terrorism and Force Protection (AT/FP)

initiatives. Safety and security operations at the school level were strengthened, school standard operating procedures for emergency situations are being developed, and required school AT/FP plans are being initiated as a result of this added support.

Pupil Transportation

The Pacific Transportation Management Office (PACTMO) provides safe, efficient, and technologically advanced pupil transportation for Okinawa, Korea, and Japan districts. In Guam the district superintendent oversees pupil transportation. In all districts, safety training was provided for all elementary and middle school students.



A new bus fleet was established in mainland Japan; special needs buses, with state-of-the-art safety features, were procured for Okinawa; and Global Positioning System (GPS) tracking devices were installed on buses in Korea, Okinawa, and Japan districts. PACTMO has developed partnerships with the military that have resulted in increased operational effectiveness.



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Initiatives and Programs

Full-Day Kindergarten (FDK)

At the beginning of School Year 2000-2001, the DoDDS Pacific initiative to implement full-day kindergarten programs was 85 percent completed with 22 of 26 schools offering full-day kindergarten. The DoDDS Pacific goal of 100 percent full-day programs will be reached in August of 2003.

Reduced Pupil to Teacher Ratio (RPTR)

The initiative to reduce the pupil to teacher ratio in grades 1-3 from 23:1 to 18:1 is limited by facilities. In several Pacific locations, there is no excess classroom space. Four schools, Pusan School and CT Joy Elementary School in Korea and Guam South and Andersen Elementary School in Guam, have achieved the RPTR goal.

Counselors and Psychologists

During School Year 2000-2001 DoDDS Pacific hired additional guidance counselors and school psychologists to meet ratios recommended by the professional associations for counselors and psychologists. This initiative enhanced services provided and reduced the number of students being served by one practitioner.

Far East Activities Council (FEAC)

Comprised of DoD Pacific administrators, coaches, and athletic directors, the FEAC meets biannually to schedule all Far East activities. The FEAC also addresses issues affecting interscholastic and extra-curricular events and makes recommendations to the DoDDS Pacific Director.

Far East Activities

DoDDS Pacific Far East Activities are similar to events and competitions at the state level in public schools across the U.S. The Director's Office sponsored 17 events during the year, including 6 academic and 11 athletic competitions. Students participating in the activities have the added benefit of traveling to countries within the Pacific theater where the event is hosted. Opportunities for students to collaborate and compete with other DoD Pacific, international and host nation participants are greatly enhanced through the Far East Activities Program.

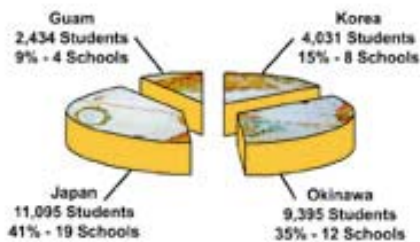
ACTIVITIES SCHEDULE FOR SY 00-01

ACTIVITY	DATE
Cross Country	November
Girl's Lg. School Volleyball	November
Girl's Sm. School Volleyball	November
Cheerleading	November
Rising Sun Bowl Football	November
Journalism Festival	October
Wrestling	February
Boy's Lg. School Basketball	February
Girl's Lg. School Basketball	February
Boy's Sm. School Basketball	February
Girl's Sm. School Basketball	February
Speech Arts Festival	February/March
Model UN	March
Jr. Sci. & Humanities Symposium	March
JROTC	April
Music Festival	April
Boy's Soccer Tournament	May

Pacific Profile

- The unique demographics of DoD Pacific students include a population that is highly mobile and culturally diverse, a minimum of one family member who is employed, safe schools located on military installations or in housing areas, a low crime environment that is relatively drug-free, families with adequate housing and medical care, and military communities that strongly support dependents' education.

Pacific Area Enrollments by Districts



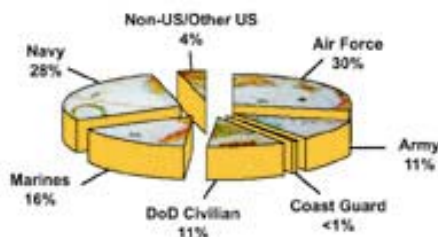
DoDDS Pacific serves over 26,500 students in grades pre-kindergarten through 12. (Official enrollment figures based on Sept. 29, 2000 data.)

Pacific Area Enrollments by Ethnicity



Within the Pacific theater, the Director, DoDDS Pacific, is responsible for educational and support operations in the Department of Defense Dependents Schools (DoDDS) in Korea, mainland Japan, and Okinawa. Because of the proximity of Guam to DoDDS Pacific Headquarters, the Director also has oversight of operations in the Department of Defense Elementary and Secondary Schools (DDESS) in the U.S. Territory of Guam. There are currently 43 schools, with 10 high schools, 6 middle schools, 20 elementary schools, 3 K-12 schools, 1 elementary/middle school, 1 intermediate school, and 2 primary schools.

Pacific Area Enrollments by Sponsor Affiliation





Teachers and Staff

- *DoDDS Pacific is comprised of highly trained and experienced professionals and support staff dedicated to providing students a quality education that prepares them for success in a global environment.*

Teacher Qualifications

DoDEA teacher qualifications are similar to state licensure standards. All teachers must meet the DoDEA minimum academic requirements. Teachers may be hired based on a valid state or territory license and are subsequently given two years to meet the DoDEA standard. Certification is renewed every six years with evidence of six semester hours of appropriate course work.

Recruitment

Efforts to recruit highly qualified educators is a priority in DoDDS Pacific. Stateside recruitment is conducted throughout the year at job fairs, national conventions of minority organizations, and established teaching agreements with identified colleges and universities. DoDDS is actively engaged in the recruitment of minorities to better represent the diverse culture of the military communities we serve. Additionally, qualified local hire candidates receive preference through our continuous employment program. DoDDS Pacific filled 92 positions with local hire educators during SY 2000-2001.

Transfer Program

A well-established teacher transfer program allows teachers who meet identified requirements the mobility to experience a variety of teaching assignments and locations. During this school year, 191 teachers were placed in the Pacific through the transfer program.

Teacher Statistics

Approximately 2,900 employees serve DoD Pacific students at the area, district, and school levels. Of those employees, over 72 percent work directly with students as classroom teachers and specialists.

Education	DoDEA Percent	Pacific Percent
Bachelor's	34	38
Master's/Doctorate	66	62
Experience		
Less than 3 years	24	13
3-9 years	20	28
10-20 years	35	30
More than 20 years	21	29
Gender		
Female	78	70
Male	22	30
Ethnicity		
Am. Indian/Alaskan Native	<1	<1
Asian Pacific	2	4
Black/Non-Hispanic	7	10
White/Non-Hispanic	84	81
Hispanic	6	4

High-Performing Staff

- ◆ *The DoDDS Pacific work force is motivated and high performing. Professionals and support staff are committed to continuous professional growth and development.*

In 2000-2001...



- ◆ Japan District principal from Sullivans Elementary School, was named Department of Defense Dependents Schools' National Distinguished Principal for School Year 2000-2001. Sponsored by the National Association of Elementary School Principals (NAESP) and the U.S. Department of Education, he represented DoDDS at the national awards ceremony in Washington, D.C.
- ◆ Three Pacific teachers were honored with the Presidential Award for Excellence in Mathematics and Science Teaching (PAEMST), two from the Korea District and one from Guam District each received a Presidential citation, a \$7,500 grant for their school, and a trip to Washington, D.C.

- ◆ DoDDS Pacific AVID Program Coordinator was recognized for his teaching excellence and honored in the sixth edition of *Who's Who Among Americas' Teachers 2000*.

- ◆ DoDDS Pacific Transportation Management Office (PACTMO) chief received the Superior Civilian Service Award for pupil transportation management initiatives implemented between DoDDS PACTMO and the 17th Area Support Group, Camp Zama, Japan.

- ◆ A Japan District teacher won the Tokyo Chapter of the Armed Forces Communications-Electronics Association (AFCEA) Science Teaching Tools Award. She received a \$1,000 award for consumable supplies to support classroom experiments and activities.

- ◆ Japan District athletic director for E.J. King School successfully completed the requirements for national certification as a "Certified Athletic Administrator" for interscholastic athletics.



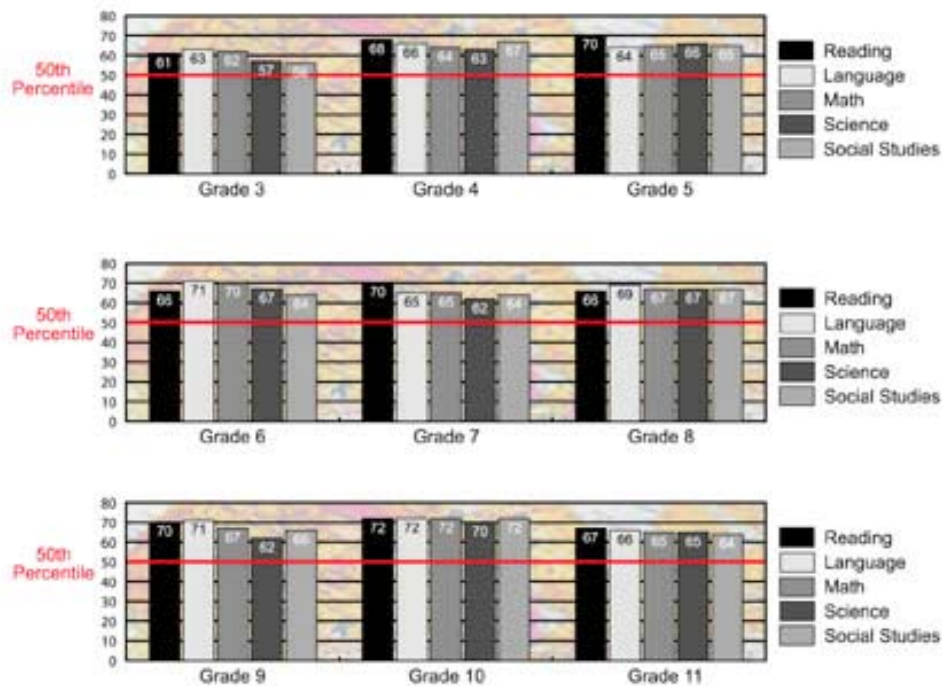


Assessment Results

- DoD Pacific students' academic performance is noteworthy! Elements that have contributed to healthy student achievement include strong parent and community involvement, a sustained focus on excellence in teaching and learning, and a data-driven accountability system that helps identify student achievement gaps.

CTB TerraNova Results

DoDDS Pacific is committed to administering annual, system-wide standardized assessments to all students grades 3-11. The results of the 2001 CTB TerraNova provide the achievement baseline for the new 2001-2006 DoDEA CSP. Students' average scores are consistently higher than the national average (50th percentile) in all subject areas at all grade levels.



DoDDS Pacific test scores were strong when measured against DoDEA's long-range goals. Examination of the 45 subtest scores revealed that 31 percent of the subtest results are at or within 2 percentage points of the achievement goal for 2006.

DoDEA System-wide Assessment of Writing Skills

The DoDEA System-wide Assessment of Writing Skills is administered to all 5th, 8th, and 10th graders to measure the quality of student writing. Over the last three years, a high percentage of DoDEA students have scored in the Proficient and Distinguished performance levels. The 1995-2000 DoDEA CSP stated that 75 percent of the students reach or exceed the proficiency level by the year 2000. The 2001 spring test results show that Pacific students in grades 5 and 10 consistently perform in the Proficient or better categories.

2001 Writing Assessment Results by Grade			
Percentage of Students Proficient or Better			
	Grade 5	Grade 8	Grade 10
DoDEA	95	76	83
DoD Pacific	95	69	83
Guam	98	68	89
Japan	95	61	86
Korea	97	68	80
Okinawa	95	77	80

In 2000-2001...

Recognizing National Achievements

The National Assessment of Educational Progress (NAEP), also known as the "Nation's Report Card," is the only series of tests given to samples of students by state nationwide. NAEP is the best testing program for comparing DoDDS and DDESS achievements to a meaningful national standard.

Different tests are given each year. In 2001 students in grades 4 and 8 were tested in science. Results are compared with over 40 states and jurisdictions. DoDDS and DDESS students have received national attention for their performance on the NAEP. Only four states scored significantly higher than DoDDS students at grade 4 and only one state scored higher at grade 8. Results for minority students were exceptional. DoDDS Black/African American students ranked second in grade 4 and first in grade 8; Hispanic students ranked second in grade 4 and second in grade 8. DDESS Black/African American students ranked first in grade 4 and second in grade 8 and Hispanic students ranked first in grade 4 and first in grade 8.





Preparing For Future Success

In 2000-2001...

College Admissions Test Given to All Sophomores at No Cost to Families

DoDDS Pacific initiated the idea of offering the Preliminary Scholastic Assessment Test (PSAT) to all 10th graders to familiarize them with what to expect from an admissions test without the added pressures that come with the test their junior year. This opportunity gave sophomores an additional year to plan and prepare for further skill development prior to taking the PSAT/NMSQT as a National Merit Scholarship Qualifying Test their junior year. DoDEA agreed to pay for the test to be administered system-wide in October 2001.

Scholastic Assessment Test (SAT)

The SAT 1 measures a student's developed verbal and mathematical reasoning abilities. It is designed to predict success in the first year of college and supplements the student's secondary school record. SAT scores range from 200 (lowest) to 800 (highest). According to the SAT 1 publisher, scores tend to decline with higher participation rates. The participation rate for DoDDS Pacific schools is substantially higher than the nation--62 percent vs. 45 percent. Only 16 states have participation rates of 60 percent or higher; DoDDS Pacific students' results are similar to those states.

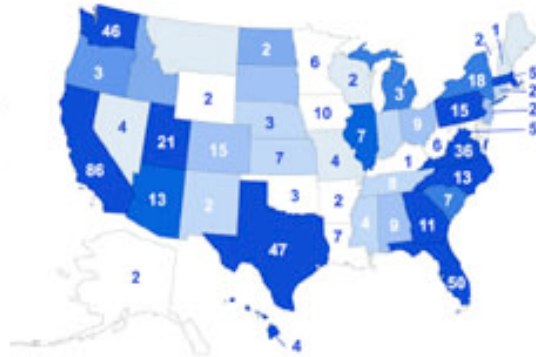
Level	Number Tested	Verbal	Math
Nation	1,276,320	506	514
DoDEA	2,145	505	497
DoDDS Pacific	594	494	495

A Sampling of Student Achievements and Opportunities

- ◆ DoD Pacific enrollments in Advanced Placement (AP) courses exceeded 1,100.
- ◆ Fourteen advanced band students from Kinnick HS joined a 45-member Japanese ensemble to perform in a matinee concert at Carnegie Hall.
- ◆ DDESS Guam students welcomed U.S. Navy crew members home from Hainan, China, during Operation Valiant Return. Andersen MS band played Anchors Away and The Navy Hymn for the crew.
- ◆ A Guam South ES/MS student won the Geography Bee Pacific Championship.
- ◆ Yokota HS art students created a life-size sculpture celebrating American-Japanese friendship. With the support of the 374th Airlift Wing, the bronze statue was placed at the main entrance of Yokota Air Base.
- ◆ A Guam HS student represented the U.S. Territory of Guam in the East Asia Games in Osaka, Japan, and the World Swimming Championships in Fukuoka, Japan.
- ◆ Over 300 DoDDS students from Japan and Okinawa Districts participated in local Soroban (Abacus) contests to test their skills in using Japan's traditional calculation technique, which is still used in many offices today.

Upon Graduation...

- The map identifies the number of DoD Pacific students who selected to attend colleges, universities, and technical/vocational schools in each state.



In 2001...

Pacific graduates earned over \$10 million in scholarships. Two National Merit Scholarships and 8 military academy appointments were offered. Seventy-two ROTC scholarships were granted totaling \$4 million.

Graduates

Of the 913 DoD Pacific graduates, 778 or 85 percent indicated plans to attend a four-year, two-year, or vocational/technical school. Nearly 10 percent intended to enlist in the military and 16 percent planned to enter the work force.

While the largest number of graduates attend colleges and universities within the United States, some students attend American universities on military installations in the Pacific theater. A small number of students attend foreign universities within the Pacific area or in other parts of the world.

Class 2001 Scholarships \$10,056,570

Military.....	\$2,000,000
State.....	1,238,246
Grants.....	889,199
Local.....	366,875
Vocational.....	222,950
Special Interest.....	80,532
National Merit.....	44,000



Post Secondary Planning

Within DoDDS Pacific, there is a strong emphasis on inducting students and parents into the college planning process. Representatives from various colleges and universities, selected by the College Board, visited Pacific schools throughout the year to assist students and families with the application and admissions process, testing, financial aid, and adjusting to college life. Community volunteers, representing their alma maters, have served as mentors to interested students. Mentors also made presentations at various college organization functions.





Financial Highlights

- *DoDDS Pacific, like other defense and federal agencies, is funded based on the needs and requirements of its mission. In FY 2000, DoDDS Pacific established a Program Budget Advisory Committee (PBAC) to ensure effective and efficient management of all resources available. It is chaired by the Director, DoDDS Pacific, and each district superintendent is a voting member. The PBAC reviews the organization's needs and directs the appropriate distribution of available resources to ensure the educational mission is accomplished.*

In Fiscal Year 2001...

Congress appropriated \$1.3 billion to DoDEA. The year was a resource management success with funding earmarked to provide DoD school-age children a quality education, fund educational initiatives, and provide additional support services.

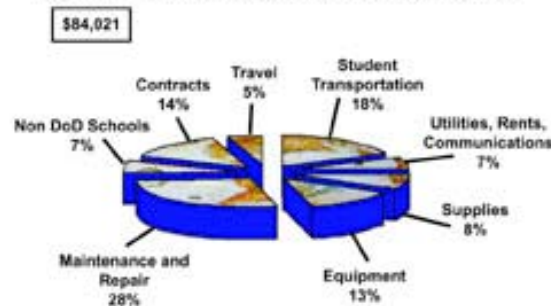
The education program is labor intensive. More than two-thirds of DoDEA's annual operating budget for DoDDS and DDESS is dedicated to the cost of personnel. DoDDS Pacific's portion of non-labor Operations and Maintenance funding was \$84 million. This was used to provide textbooks and supplies; make available information technology equipment and services; perform much needed maintenance and repair

of facilities; provide student transportation; pay tuition and fees for DoD dependents residing in overseas areas without a DoDDS school; and fund normal school operating expenses.

DoDDS average annual per pupil expenditure is \$9,838; the average per pupil expenditure for DDESS is \$8,796. These per pupil expenditures compare favorably with stateside public schools. Management initiatives and partnerships with the military and local communities, coupled with effective and efficient resource management, have placed us that much closer to attaining our goal of *Highest Student Achievement* throughout the Pacific.

FY01 Pacific Area Expenditures by Commodity

Includes Director's Office, Japan, Okinawa, Korea, and Guam
(does not include payroll; includes \$274K Guam PCS related costs)

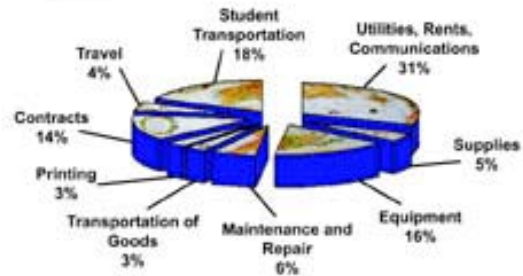


- The total Pacific Area figure of \$84,021 includes the Director's Office FY 01 expenditures of \$10,229.

FY01 Guam District Expenditures by Commodity

\$7,950

(does not include payroll)



FY01 Japan District Expenditures by Commodity

\$31,509

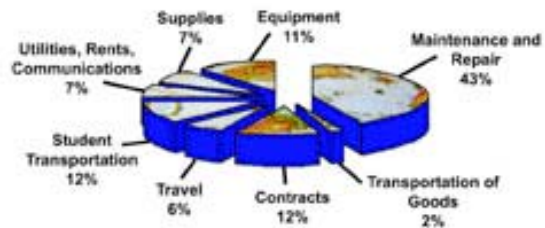
(does not include payroll)



FY01 Korea District Expenditures by Commodity

\$8,235

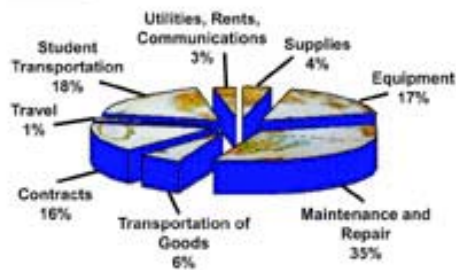
(does not include payroll)



FY01 Okinawa District Expenditures by Commodity

\$26,098

(does not include payroll)





Advisory Councils

- *Schools are an integral part of the quality of life shared by all personnel in American overseas communities. In the Pacific, school support to enhance and improve the delivery of educational programs and support services is a collective effort among parents, teachers, sponsors, students, DoD Pacific administrators, and military partners.*

In 2000-2001...

The Area Advisory Council (AAC) recommended that the staffing of counselors be readjusted to better meet the needs of students in transition. This resulted in 1 counselor per 400 students at the elementary school; 1 per 300 at the middle school; and 1 per 170 at the high school.



The AAC meets twice yearly and is comprised of military command, parent, education, and civic organization representatives from Guam, Korea, Japan, and Okinawa. The AAC focuses on educational and logistical issues affecting dependents' education in the Pacific.

Local Advisory Councils

The District Advisory Council (DAC) advises the superintendent on educational matters of interest to the district. Matters unresolved may be elevated to the AAC. The School Advisory Committee (SAC) advises the principal on educational programs, resources, services, and policies. Unresolved matters may be elevated to the DAC.

System Advisory Councils

The Dependents Education Council (DEC) reports to the Assistant Secretary of Defense for Force Management Policy. Members include General or Flag Officers representing the Commanders of Unified Combatant Commands, and major Service Commands and the Military Services. Council members made recommendations on policy matters relating to facilities, logistics, and administrative support provided to DoDDS by the Military Services.

Advisory Council on Dependents' Education (ACDE)

The ACDE recommends to the Secretary of Defense and the DoDEA Director programs and practices that ensure a quality educational system. Members include representatives of education institutions and agencies, professional employee organizations, parents of DoDDS students, and one DoDDS student.

Pacific Theater Education Council (PTEC)

The PTEC is composed of Pacific Command Army, Air Force, Marine Corps, and Navy representatives. PTEC members work with subordinate command representatives to develop programs for improving dependents' education and recommend helpful initiatives to the DoDDS Pacific Director. The PTEC chairperson also represents the Pacific Command at the DEC.

Area Advisory Council

- *In recognition of the dedication, commitment, and support of the DoDDS Pacific Area Advisory Council members.*

DoDDS Pacific Dr. Nancy Bresell , Director	Hispanic American Association Representative
DoDDS Pacific Dr. Steven Bloom , Deputy Director	NAACP Association Representative
DoDDS Pacific Personnel Representative	US Pacific Command Representative
DoDDS Pacific Administrator Representative	8th Army US Forces Korea Representative
DoDDS Pacific Student Representative	Military Representative, USFJ-J1
Pacific Congress PTSA Representative	Military Representative, USAF
Parent Representative, Korea	Military Representative, USN
Parent Representative, Japan	Military Representative, USMC
Parent Representative, Guam	Military Representative, USA
Parent Representative, Okinawa	Union Representative, DoDDS Pacific
Filipino-American Association Representative	Union Representative, DDESS Guam

DoDEA Community Strategic Plan 2001-2006

- GOAL 1:** Highest Student Achievement
- GOAL 2:** Performance-Driven, Efficient Management Systems
- GOAL 3:** Motivated, High Performing, Diverse Workforce
- GOAL 4:** Network of Partnerships Promoting Achievement





Contact Information

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District Superintendent-Office Guam DDESS Schools

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E-mail: Guam_DSO@pac.odedodea.edu
Web Address: www.guam.pac.odedodea.edu
DSN/Local Phone: 344-9578
From the U.S.: 1-671-344-9578/9

DoDDS, District Superintendent Japan

Unit 5072
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Web Address: www.japan.odedodea.edu
DSN Phone: 225-3940/1
Local Commercial: 04-2552-2511-53940/1
From the U.S.: 011-81-4-2552-2511-53940/1

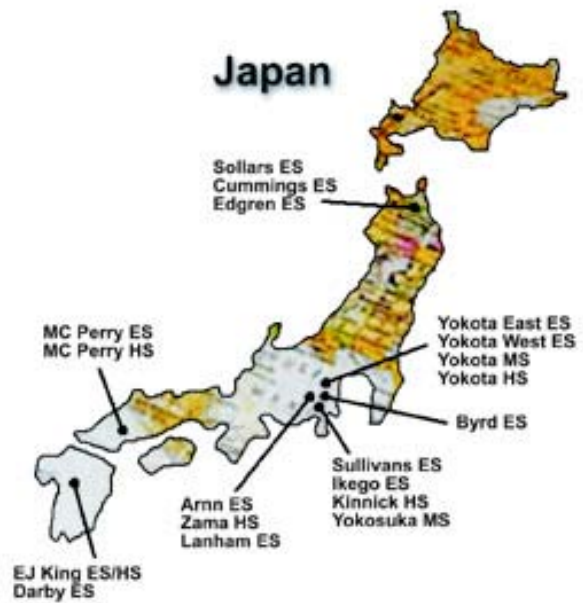
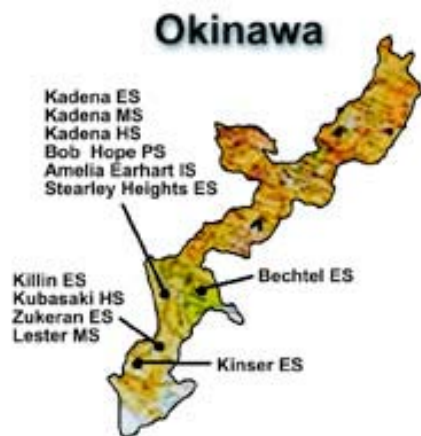
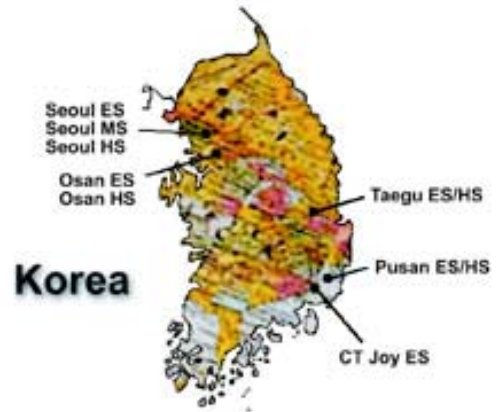
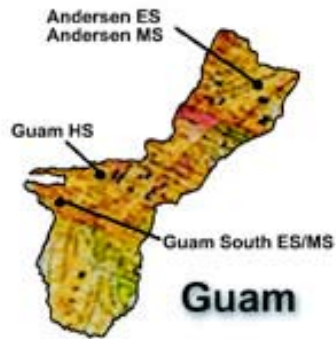
DoDDS, District Superintendent Korea

Unit 15549
APO AP 96205-0005
E-mail: KoreaSUPT_DSO@pac.odedodea.edu
Web Address: www.korea.pac.odedodea.edu
DSN Phone: 738-6826
Local Commercial: 02-7918-5922/6826
From the U.S.: 011-82-2-7918-5922

DoDDS, District Superintendent Okinawa

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