

Purpose:

Government funding of education is extremely important and investment in education programmes influences the choices students of education make. This proposal seeks to identify a solution to a number of issues made apparent to USP by Principals and teachers. The USP Bachelor of Education (B.Ed.) was discussed with MoE Senior Management Team late 2019 and was supported by the Secretary (see Appendix A). Government funding of education is extremely important. The analysis below offers an insight into how Government could increase their return on the money invested into education. Offer of a full time Bachelor of Education (B. Ed) programme would:

- Increase the number of teachers with a B.Ed.
- A fully qualified teaching work force significantly strengthens Cook Islands education sector capacity and capability;
- Address the current shortage of qualified teachers;
- Support many teachers who are working while studying as it takes approximately 12 years for them to become qualified after leaving the MoE programme;
- Streamline the process to become a qualified teacher in the Cook Islands as currently students of the MoE teacher training programme are confused about what qualification they graduate with.

Below is a cost analysis of the two programmes on offer for teacher training.¹

Concurrent Teacher Training programme (Ministry of Education)²

The MoE financially support teachers working in schools as they pay for their USP B. Ed papers. They also fund the training of students who are accepted into the Concurrent Teacher Training programme (CTT).³

Year	Number students	\$17,583	Advisor	TOTAL NZ\$
2021	20	351,660	60,000	441,660
2022	20	351,660	60,000	441,660
2023	20	351,660	60,000	441,660
USP Tuition Cert in Education ⁴	20	4,120		82,400
			Total 3 years	1,407,380
<i>USP Tuition⁵</i> <i>After graduation from</i> <i>CTT programme to</i> <i>complete B.Ed.</i>	20	13,245		264,900
TOTAL COST				1,672,280
TOTAL PER STUDENT				83,614

¹ Using figures available to me. There may be other costs I do not have access to e.g. associate teacher payments however these would be paid within both programme so most likely would nullify each other in the cost comparisons.

² These calculations are based on figures in the B.Ed. proposal put forward to MoE in the 2019 B.Ed. proposal.

³ Student receive a salary of between \$16,744 (first year) - \$18,422 (third year). The CTT programme has an advisor to coordinate the programme, this position is estimated at \$60,000 per year. In 2019 there were 15 students on the CTT programme. CTT have advertised for students for 2020. Taking a salary of \$17,583 per person – so mid-range for analysis sake – the following figures have been calculated for the programme for the next three years.

⁴ 2020 rates

⁵ 2020 rates

Students graduate with a **Certificate of Education (USP)**. However, students who graduate from the CTT programme are then required by MoE policy to continue to work towards attaining a degree.⁶ To complete a degree while teaching full time will take them another approximately 12 years at an extra cost of \$13,245 per student. However, there are other costs involved, as teacher's juggle full time teaching, families, and part time study, which often hinder their progress to completing their qualification and perhaps have implications on their daily work also.

USP Cook Islands Accelerated Bachelor of Education⁷

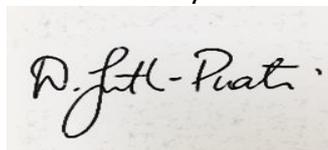
20 students	Cost 2021	Cost 2022	TOTAL NZ\$
Tuition	154,940	192,360	347,300
Living allowance	200,000	200,000	400,000
B.Ed. director ⁸	50,000	50,000	100,000
TOTAL COST			847,300
COST PER STUDENT			42,365

Students graduate with a **Certificate in Teaching** and a **Bachelor of Education** in addition to **three papers in Cook Islands Maori towards a Certificate in Pacific Vernacular Language: Cook Islands Maori**. If it was desired, the B. Ed programme could be a normal three-year degree rather than accelerated. Costs per student for a **3-year B. Ed would then be \$54,865.**

In summary

November 2020 analysis by USP of teacher qualifications has shown 104 teachers across the country are currently teaching with no B.Ed. Increasing the number of teachers with a B.Ed. qualification would significantly strengthen Cook Islands education sector capacity and capability. The USP B.Ed. is an internationally recognised qualification. Facilitating a B.Ed. full time and in-country would also save annual recruitment costs spent endeavoring to recruit teachers from overseas. If the costs for the USP B.Ed. were covered by Cook Islands Government, and students bonded as their repayment, then teaching shortages could also be addressed. This programme could possibly even encourage Cook Islanders living overseas to come home to train and then teach. In 2019 USP had 38 people who registered interest in doing this full time degree but as there was no financing available they did not enroll due to being unable to afford the tuition costs and give up their paid employment. Ultimately, fully qualified teachers will give our children a full educational experience which they are entitled to. Something entirely in line with the Education Master Plan.

Yours sincerely



Dr Debi Futter-Puati
USP Campus Director

⁶ MoE website states teacher must have a degree to teach in the Cook Islands see http://www.education.gov.ck/?page_id=1034.

⁷ Note: costing for the same number of students that CTT programme take to provide clear cost comparison although original proposal was for 25 students.

⁸ Could be MoE Advisor

Appendix A



COOK ISLANDS
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20th December 2019

Director

The University of the South Pacific, Cook Islands Campus
Rarotonga
Cook Islands

Kia Orana Debi

The Ministry of Education takes this opportunity to write in general support of the recently promoted Accelerated Bachelor of Education (B.Ed) programme proposed for delivery through the University of the South Pacific, Cook Islands Campus.

This opportunity supports our Education Master Plan 2008 – 2023 focus area of Infrastructure and Support and its goal of well qualified and resourced teachers, administrators and support staff, and also supports the multitude of development opportunities established for our teachers.

The recruitment of teachers, notably qualified Cook Islands teachers, is a challenge for the Ministry of Education. Recruitment, coupled with ongoing quality development, will remain at the forefront of the Ministry's priorities. We believe the proposed Accelerated B.Ed programme will provide Cook Islanders with a domestic option in perusing a rewarding career in teaching and education.

Having met with you on the 12th December, our senior management team were encouraged by the proposal you presented. It is certainly an ambitious programme but the Ministry of Education values any programme that provides us with trained and qualified teachers.

While supporting this proposed Accelerated B.Ed programme in principle, the Ministry of Education acknowledges the programme requires significant funding support, of which the Ministry cannot provide within our current budget ceiling.

Once funding streams are confirmed, the Ministry of Education would then be able to progress discussions further with how this programme will be delivered, its structure, key personnel, and what level of support can be provided by the Ministry's Learning & Teaching division. In the meantime, we will progress with in-house discussions that will inform any future meetings.

I would be happy to support any discussions with other agencies you may have on this opportunity, and I'm available to discuss with you in further detail.

Meitaki Atupaka.



Danielle Tungane Cochrane
Secretary of Education



CC. Senior Management Team, Ministry of Education
Ani Piri, HRM Advisor, Ministry of Education