

## **Summary on the Education Sub-committee**

### **Guam Civilian Military Task Force (CMTF) – 10 December 2007**

#### **Background Information:**

- Guam's education system can be categorized into five major educational institutions: the Department of Defense Education Activity (DoDEA), Guam Public School System (GPSS), Private Schools, Guam Community College (GCC), and the University of Guam (UOG).
- Overarching issues are the aging facilities that need expansion and shortage of personnel to support to the workforce training, certification, development, environmental research/analysis, and meet enrollment growth.
- Education levels of K-12 and higher education on Guam have different needs and capabilities and we remain cautious when we start to make general statements about the education system on Guam without establishing a baseline of understanding.
- As a general rule, the education sub-committee needs more refinement and clarity on the types and numbers of occupations needed (and when) as well as actual population growth figures outside the fence beyond general planning factors used in our current analysis in order to provide better assessments and recommendations to meet workforce needs and enrollment growth.

#### **-Department of Defense Education Activity (DoDEA).**

-DoDEA provides education to eligible Department of Defense (DoD) military and civilian dependents from pre-school to grade 12. Students served include Guam reserve component dependents whose military parent(s) or guardians are on active duty status.

-One key assumption is that DoDEA will continue to be responsible for managing the education system for military dependents (K-12) during and after the military expansion.

-Currently, DoDEA school enrollment on Guam is about 2,482 and operates four schools (1 Elementary on AAFB, 1 Middle on AAFB, 1 Elementary/Middle at Naval Station area, and 1 High on Naval Hospital base).

-The projected numbers for K-12 military dependents resulting from the military expansion is about 4,070 (Elementary – 2,450, Middle – 810, High – 810).

-Projecting 6 new schools to be constructed to handle the additional students: 3 elementary (750 capacity each), 2 middle (400 capacity each), and 1 high school (675 capacity). A new McCool School is being built on Naval Station to replace the old McCool School; projected dates for the old school to close is June 2008 with the new school opening on August 2008. Current schools will absorb some of the inbound students as they are not at capacity.

-Based on previous hiring records for DoDEA, we can anticipate between 10 to 20 percent (17-34 teachers) out of the estimated 170 teachers needed to be filled locally. This presents a significant impact to the local teacher capacity.

#### **-Guam Public School System (GPSS).**

-GPSS is a single unified school district consisting of grades K-12 and provides free public education for all of Guam's children. Guam Public Law 28-25 requires that all children between the ages of 6 and 16 are to attend school on a full-time basis.

-GPSS has an enrollment of over 30,000 and operates 37 schools (25 Elementary, 7 Middle, 4 High, and 1 alternative) located throughout the island.

-GPSS currently has enormous enrollment pressures resulting in significant overcrowding. Effort being made to reduce overcrowding to include construction of 4 new schools (2 Elementary, 1 Middle, and 1 High). There is a need for additional schools to handle current overcrowding.

-Based on the Bureau of Statistics and Plans' 20,000 outside the fence population growth planning factor, we estimate about 4,958 of this number to be school aged children (Elementary – 2,369, Middle – 1,138, High – 1,451).

-Projecting 6-9 new schools to be constructed to handle the additional students: 4-5 elementary, 1-2 middle, and 1-2 high school. This is a very macro analysis and needs more assessment to refine actual numbers. However, this can be used as a benchmark for information.

-GPSS currently has a shortage of over 80 teachers, especially in the areas of Special Education (SPED), English as a Second Language (ESL), and the Gifted and Talented Education (GATE) program.

-The inevitable expansion of DoDEA schools will most likely exacerbate the teacher shortages, to include potentially impacting staff, administration, and support personnel positions within GPSS.

#### **-Private Schools.**

-Private schools provide comprehensive instructional programs consistent with their policies covering at least grades K-12 for family members who are willing to pay for these services.

Private schools have a cumulative enrollment of over 6,500. There are 26 private schools of which 14 are Catholic, 11 are Christian, and one is non-denominational. Private schools vary in size, enrollment, and Teacher to Student ratios.

-Private schools are in a position to be able to manage enrollment pressures by limiting it and/or diverting enrollment to a sister school based on available resources. Overall, private schools have been significantly increasing in enrollment for the past six years.

-We anticipate each private school system to develop plans for potential increases in enrollment to help in the overall enrollment pressures placed on the public school system.

-Currently, indicators of private schools show that they will not consider expanding for potential enrollment until a definite and sustainable waiting list starts developing for their schools.

#### **-Guam Community College (GCC).**

-GCC is a multi-faceted public vocational educational institution, created by Public Law 14-77 in 1977 to strengthen and consolidate vocational education on Guam. The college operates secondary and postsecondary vocational programs, adult and continuing education, community education, and short-term, specialized training. These programs are delivered both on and off-campus, in satellite programs and on-site at businesses as needed.

-GCC's enrollment numbers over 3,750 and includes both secondary (2,000) and post-secondary (1,750) levels. An additional 10,000 students are served through Continuing Education.

-Based on the projected adult military/dependents (14,560 military, 7,650 adult dependents) and outside the fence civilian adult population (15,042) increases, we calculate about .013% or 484 of this population desiring to take higher education courses within GCC. This percentage is based on the current adult population on Guam to the enrollment within the college (1,750). We also anticipate that the majority of them will be employed to some degree while attending courses.

-GCC has plans for an Allied Health Building that needs to be constructed. This will increase the current capacity in support of Allied Health and Sciences, providing modernized equipment and laboratories and alleviate the need to rent off site locations in support of the Allied Health programs.

-GCC recently renovated their Trades and Industry Park to support Apprenticeship programs such as welding, electrical, refrigeration, and automotive. The college continues to seek additional funding to support upgraded vocational equipment.

-GCC has upgraded other facilities, including the Technology Building, Multipurpose Auditorium, and Culinary Kitchen which provide updated equipment and technology in support of college programs.

-GCC is currently working with neighboring community colleges in the region to identify workers and training requirements to support the military expansion.

-To address the construction requirements, GCC is preparing to launch a "construction boot camp" to provide initial training and skills to potential construction workers.

-Overall, the issue of vocational/technical programs is that while there are discussions of what other general needs may be, there is no quantifiable numbers of specific occupations that the education subcommittee can assess for sustainability and affordability. New vocational/technical programs are expensive and care must be taken to ensure that there is also a demand (students interested in taking the program) in order to provide a cost-effective service.

-That said, there are some organizations who have taken initiative to develop their workforce with GCC such as the Guam Contractors Association in developing a Diesel Mechanic Program. This program has been identified as an area of increasing need for the industry.

-Further information is needed to determine the occupational areas needed to support the military expansion. As this information becomes available, the need to collaborate with other entities will maximize the use of identified facilities and funding resources that are yet to be determined.

### **-University of Guam (UOG).**

-UOG is the only four-year United States Land Grant Institution in the Western Pacific. UOG's enrollment numbers 3,200 and students can pursue degrees in 35 undergraduate areas and 13 graduate areas.

-UOG manages a complex array of over 82 grants worth \$25 million. These grants include research on freshwater resources, marine environments, cancer and other health disparity issues, and many others. Grants and contracts also support a wide range of outreach programs to Guam's disabled and aging populations, partnerships with GPSS to improve education, and tax preparation for low income earners.

- Enrollment for UOG has seen a significant increase over the last three years and continued enrollment increases are projected despite annual tuition increases of 10%. The Nursing program has seen a surge in enrollment with over 460 students enrolled in the pre-nursing and nursing tracks.

- UOG is working to produce the additional community professionals needed to include nurses/allied health personnel, educators, counselors, social workers, environmentalists, accountants, finance/economists, hospitality managers, technologists, safety personnel, advanced project management assistants, and business managers.

-The professionals anticipated will place additional pressures on current faculty shortages and insufficient facility capabilities which do not allow UOG the ability to surge to meet additional demands of the military expansion.

-UOG completed the new Leon Guerrero Building that sufficiently covers current overall enrollment needs of the School of Business and Public Administration. However, UOG still requires completion of other significant capital improvement projects to support unprecedented student enrollment growth and higher student enrollment pressures that is anticipated from the military expansion.

-Based on the projected adult military/dependents (14,560 military, 7,650 adult dependents) and outside the fence civilian adult population (15,042) increases, we calculate about .02% or 745 of this population desiring to take higher education courses within UOG. This percentage is based on the current adult population on Guam to the enrollment within the university (3,200). We also anticipate that the majority of them will be employed to some degree while attending courses.

-With the significant population increases of 46,190 projected as a result of the Military Expansion on Guam, CEDDERS facilities at UOG must be expanded into one central building to expand the capacity to handle the inevitable increases in workload and services.

-Overall, the issue of UOG is building up to core capacity in personnel and facilities to be able to surge to meet anticipated military expansion needs. Quantities of specific occupations are starting to present itself such as the need for nurses (plus there is a waiting list), engineers, environmentalists (35). Other specific occupational listings are pending.