

# **Northwest Educators Summer Training (NEST)**

A PROPOSAL TO TRAIN PUBLIC SCHOOL EDUCATORS TO BECOME EFFECTIVE  
LEADERS IN THE NORTHWEST REGION OF CHUUK STATE, FSM

**Xavier High School**  
**July 29 – August 2, 2013**

## **Submitted to**

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**Vidalino Raatior | Fanapi Foundation | 700 Kaulele Place, Hilo, HI 96720 | [www.fanapi.org/foundation](http://www.fanapi.org/foundation)**

*Fanapi Foundation* is fiscally sponsored by the United Charitable Programs (UCP), a registered 501(c)3 non-profit organization, tax ID #20-4286082, headquartered near Washington, DC whose mission is to develop and support charitable programs with a local, national, or global focus. | [www.unitedcp.org](http://www.unitedcp.org).

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## **PROJECT ABSTRACT**

The Fanapi Foundation seeks funding to host a five-day residential educators training conference on July 29 – August 2, 2013 at Xavier High School on Weno, Chuuk State, Federated States of Micronesia for the public school teachers and principals from the Northwest Region of Chuuk.

The Northwest Educators Summer Training (NEST) 2013 aims to bring together all the public school teachers, principals, and some select community leaders from the outer island regions of Namonweito, Pafeng, and Pattiw which makes up the Northwest Unified Schools. While residing on campus for the duration of the weeklong training, the 65 participants will engage in a series of workshops, discussions, lectures, and classroom simulation exercises led by trained educators in the field of school administration, classroom management, and leadership development.

One goal of the conference is to provide an integrated hands-on leadership development program specific to the needs in the outer island public schools. Another is to build community and synergy among these educators so they may become effective leaders in the overall Chuuk State School System educational reform plans.

Funding in the amount of \$42,000 is needed to pay for training facilities, room & board, transportation, stipends for trainers, training materials, and other costs.

## PROJECT NARRATIVE

### Background

On July 2-7, 2012, educators and leaders from throughout the Northwest regions of Pattiw, Namonweito, and Pafeng converged at Northwest High School (formerly Weipat) on Onoun island to participate in the first Northwest Education Institute sponsored by the Chuuk State School System (CSSS). The goal was to explore ways to improve the quality of education for students of Northwest region and to build community support for the Chuuk Educational Reform Plan (CERP). What transpired at this historic meeting was beyond the usual expectations for the outer islanders; the participants elected to support and expand on the decentralization goal of the CERP by adopting to formulate key steps in building community-based support and ownership of “our own schools” rather than continuing to wait for the Department of Education to solve “our own problems for us.”

The institute was reflective of the entire leadership of the Northwest region. The delegation comprised of all the public school teachers, principals, mayors, municipal council presidents, religious leaders, traditional chiefs (hamwools), political leaders, and representatives of concerned parents. In a show of incredible unity, the delegation unanimously formulated a resolution calling for the unification of all the public schools into the Northwest Unified Schools and sought funding support from the Department of Education. They also unanimously agreed to create a non-governmental organization called Fanapi Center to be located on the main island of Weno to support educational reform, facilitate community development, expand healthcare, and develop economic opportunities for the Northwest region.<sup>1</sup>

The keynote speaker at this educational / leadership summit was Mr. Vidalino Raatior, a fellow outer islander, product of Chuuk State’s public education, international educator who currently serves as the Director of the Pacific Islander Student Center at the University of Hawaii at Hilo. In a show of self-empowerment, the delegation asked him to serve as the lead consultant for the two initiatives. While accepting the responsibility, Mr. Raatior reminded the delegation of the

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<sup>1</sup> Fanapi, [*fan-ah-pee*], literally translated “*lands of the sand*” is the Chuukese name for all the low-lying outer islands located beyond the Chuuk lagoon including the Northwest and Mortlock regions.

need to work within CSSS's efforts and other globally acceptable systems of nongovernmental operations.

The Northwest needed a US-based entity to access the vast global resources. On December 5, 2012, the Fanapi Foundation ([www.fanapi.org/foundation](http://www.fanapi.org/foundation)) was officially chartered as a program of the United Charitable Programs, a registered 501(c)3 non-profit public charity organization based near Washington, DC. Founded by Mr. Vidalino Raatior and led by an Advisory Board of experts, the Fanapi Foundation's mission is to raise funds and provide technical assistance to empower self-sufficiency among the people in the Northwest region.

The Fanapi Foundation is also the bridge with the Northwest people living overseas. Mr. Raatior's influence among the Northwest islanders in Hawaii, Guam, and the US mainland has served the organization's larger vision to engage the diaspora from these remote outer islands to be actively engaged in helping to address the neglected needs in education, healthcare, advocacy, and economic development.

### **Statement of Need**

The students in the public schools in the outer islands of Chuuk are arguably the most underserved population in the entire Chuuk State. The remote location of the low-lying islands pose a major problem in access to the usual resources available in the Chuuk lagoon. These isolated islands depend solely on the state government specifically the CSSS to solve their educational issues. Over the years such dependency on the Weno-based department has negatively impacted their sense of ownership of the public schools. Whatever little progress found in these islands are attributed solely on the hard work and dedication of the teachers and principals even though they are far removed from any regular resources or training opportunities on Weno.

A major problem in the CSSS is the lack of qualified teachers and principals. Most of the qualified teachers in the entire State of Chuuk are concentrated in the lagoon schools closest to the main center of Weno. Currently, there is no program of incentivizing qualified teachers from the lagoon schools to teach in the remote islands. Consequently, the Northwest Unified Schools are left with a shortage of qualified teachers and principals.

Another major challenge of the Northwest Unified Schools is the lack of access to regular professional development programs to address the unique educational needs of these impoverished schools. The school principals are expected to develop and maintain effective training programs for their teachers within the CSSS year-round school calendar. Yet, most of the principals themselves have not been adequately trained as trainers. They are themselves products of this cycle of untrained administrators. Consequently, teachers from these remote schools have had no reliable professional development programs during the year; they depend on the summer months to travel hundreds of miles to the main island of Weno to access training programs developed by the CSSS and the College of Micronesia – Chuuk Campus.

There is a cycle of untrained educators in these outer islands. Most of them were educated in these poor educational environments and often have only a high school diploma from similarly poor public schools. Without ever experiencing a quality educational environment, or even seeing what one looks like, these teachers continue to perpetuate a cycle of educational poverty. Lacking a different approach, these schools breed student failure and hopelessness.

Educators at these public schools in the outer islands require a comprehensive experiential training program if they are to break the cycle of educational failure and become champions of educational reform. Efforts must include an experiential training in effective management of schools. The Northwest teachers and principals will benefit from an experience of what it might feel like if they went about their roles in a new orderly way. Just offering input for a couple of hours is not enough.

### **Northwest Educators Summer Training (NEST)**

The Northwest Educators Summer Training (NEST) program is the only viable way to begin to break the cycle of subpar public education in the Northwest Unified Schools. NEST must be held on the central island of Weno, which has the resources and facilities for training purposes. It must be residential as most of the teachers have inadequate living situations on Weno. It must be held at Xavier High School, which is arguably the best college preparatory in the countries of Micronesia, Palau, and the Marshall Islands to enable them to experience what it takes to lead and maintain a successful school. It must bring together all the teachers and principals in the Northwest Unified Schools for a common experience. It must be must be led by well-trained

professionals who understand the uniqueness of the cultural and educational reform issues in Chuuk State. NEST as with educational reform must be rooted within the historical context, reality, and support of key community leadership from throughout the Northwest region. And finally this NEST must be built upon the foundation of the leadership summit held a year ago on the Onoun Island.

NEST will be held at Xavier High School during the week of July 29 – August 2, 2013 and facilitated by the experienced team of educators led by Fr. Arthur Leger, SJ, Ph.D., Margaret Cholymay, Ed.D., and Vidalino Raatior, MA. The participants will reside at the dorms and participate in roundtable discussions, hands-on workshops, leadership development exercises, and engage each other in collaborative strategic planning. They will reside on the Xavier campus for the duration of the five-day conference to maximize collaboration and build community among the participants who normally have no access to each other as they are separated by the ocean. Additionally, the participants will have a daily experiential education in the Xavier High School culture of educating the whole person.

### **NEST Goals**

The NEST proposes to accomplish the following goals:

1. Build capacity, advance collaborations, promote shared resources, and broaden awareness and understanding of teaching and leadership skills for the Northwest Unified Schools.
2. Unify the collective experiences, expertise, and skills of the participants in order to develop a culturally responsive educational system within the Northwest indigenous context.
3. Develop a five-year strategic plan for the Northwest Unified Schools within the context of the Chuuk State Reform Plan (CERP) to be implemented in their respective school communities.
4. Engage the participants in the ethics of education using the Xavier High School educational system as a model to be replicated in the Northwest Unified Schools.

### **NEST Objectives**

At the conclusion of the NEST, the participants will have accomplished the following objectives.

The principals will...

1. Acquire technical skills in school administration and management
2. Produce an actual school-based budget and strategies to manage the budget
3. Learn ways to plan and implement a teacher training program on classroom management, lesson planning, and student evaluation
4. Formulate culturally-appropriate ways to evaluate teacher performance and effectiveness that match standard educational evaluation process
5. Develop with the community leadership a community-based school improvement plan that fits into the daily schedule and culture of each municipality
6. Learn proper use of data collection and data analysis to identify school effectiveness and weakness
7. Develop a common Academic Calendar for the 2013-2014 academic year for the Northwest Unified Schools
8. Learn the CSSS system of ordering, receiving, and managing school supplies
9. Understand DOE's new organizational structure and the communication protocol with the appropriate direct supervisors at the Department of Education

The teachers will...

1. Formulate their personal philosophy of education
2. Learn basic lesson planning strategies for teaching local concepts
3. Learn strategies for assessing student learning styles
4. Produce some lesson plan templates for their subjects
5. Take an actual standardized test (Xavier Entrance Test or COM Entrance Test), scored, and get an analysis of their strengths and weaknesses
6. Formulate a system of improving their skills in teaching the various subject matters

The community leaders will...

1. Develop a simple plan of engaging the entire island community leadership and people in key educational reform efforts for the Northwest region.
2. Develop key strategic plans for implementing the Fanapi Center programs and services.



## **Facilitators**

*Arthur Leger, S.J., Ph.D.*

Fr. Arthur Leger is the Director of the East Asian Pastoral Institute at the Ateneo de Manila University in the Philippines. A citizen of Fiji, Fr. Leger joined the Jesuits in Micronesia in 1994. He has a long career as an educator, both before joining the Society and afterwards including as Director and Principal of Xavier High School in Micronesia. He has completed Master's degrees in Educational Administration, Christianity and Culture, and in Divinity. He received his Ph.D. in leadership development from Gonzaga University in Spokane, WA. Fr Leger is especially alert to educational reform issues having been the lead consultant on the review of the Chuuk Educational Reform Plan.

*Margarita Cholymay, Ed.D*

Dr. Cholymay recently completed her doctorate at University of Hawaii at Manoa in education. Her dissertation entitled, "Way finding: Envisioning a Culturally Responsive Educational System for Chuuk State, FSM – Drawing Upon the Knowledge and Wisdom of Chuukese Indigenous People" will fit perfectly into the goals and aspirations of the Northwest Unified Schools to develop an educational system befitting their traditional cultures. She will focus her workshop on helping the educators and community leaders in formulating culturally responsive approaches to school improvement.

*Vidalino Raatior, M.A.*

Vidalino Raatior is the Director of the Pacific Islander Student Center (PISC) at the University of Hawaii at Hilo and is the founder and program manager for Fanapi Foundation. Formerly, he served as Assistant Director of International Programs at Santa Clara University. He is the founder and Program Manager of the US-based nonprofit organization Fanapi Foundation ([www.fanapi.org/foundation](http://www.fanapi.org/foundation)). Vid attended public schools in the Northwest region and Chuuk High School. He received his bachelor's degree in communication from the University of Guam and a master's degree in school administration from the University of San Francisco. Previously, Vid served as a classroom teacher and assistant director at Xavier High School.

## **Partnerships**

### *Xavier High School*

Xavier High School ([www.xaviermicronesia.org](http://www.xaviermicronesia.org)), located on Weno, Chuuk State, is the premier college preparatory school in the Pacific. Operated since 1952 by the Jesuits of Micronesia of the Society of Jesus, the school has graduated most of the civic, business, and religious leaders throughout the Federated States of Micronesia, Republic of Palau, and Republic of the Marshall Islands.

### *Fanapi Foundation*

Fanapi Foundation ([www.fanapi.org/foundation](http://www.fanapi.org/foundation)) is a US-based nonprofit entity with the mission of raising funds for and provide technical assistance to the outer island people in Chuuk State, Federated States of Micronesia in the areas of educational reform, community development, healthcare, leadership training, and economic empowerment. The Foundation is fiscally sponsored by the United Charitable Programs (UCP), a registered 501(c)(3) nonprofit organization, tax ID #20-4286082, headquartered near Washington, DC whose mission is to develop and support charitable programs with a local, national, or global focus. ([www.unitedcharitableprograms.org](http://www.unitedcharitableprograms.org)).

### *East Asian Pastoral Institute (EAPI)*

The East Asian Pastoral Institute ([www.eapi.admu.edu.ph](http://www.eapi.admu.edu.ph)) is located at the Ateneo de Manila University in the Philippines with the mission of providing multidisciplinary leadership development programs throughout Asia and the Pacific.

## SCHEDULE

*(subject to change)*

### Day 1

7:00–9:00 a.m.	Move-in
9:00–10:00 a.m.	Opening Ceremony (Keynote: Gardenia Aisek)*
9:15–10:30 a.m.	Input: Fr. Rich McAuliff, SJ, Fr. Arthur Leger, S.J., Ph.D.
10:40–12:40 p.m.	Workshops
12:45–1:45 p.m.	Lunch and Networking
1:50–3:50 p.m.	Workshops
4:00–5:30 p.m.	Ecumenical Liturgy (Sponsor: Protestant and Catholic clergy)*
5:30–6:30 p.m.	Recreation, Relaxation, Shower
7:00–9:00 p.m.	Opening Reception (Sponsor: Northwest Political Leadership)*
10:00 pm	Campus Chores Meeting
11:00 pm	Lights Out

*\*To be confirmed*

### Day 2

6:00–6:30 a.m.	Morning Chores: How Xavier Students Learn to Take Responsibility for the Care of Their School Community
6:30–7:00 a.m.	Shower
8:00–8:30 a.m.	Breakfast
9:15–10:00 a.m.	Assembly; Keynote: Margaret Cholymay, Ed.D)
10:15–12:30 p.m.	Workshops
12:30–1:30 p.m.	Lunch and Networking
1:45–4:00 p.m.	Workshops or Working Groups
4:30–5:30 p.m.	Protestant Service (Presided by: TBD)
5:30–6:30 p.m.	Recreation, Relaxation, Shower, Dinner
7:00–10:00 p.m.	Workshops and Working Groups

### Day 3

6:00–6:30 a.m.	Physical Exercise: Healthy Mind in Healthy Body
6:30–7:00 a.m.	Shower
8:00–8:30 a.m.	Breakfast
9:15–10:00 a.m.	Assembly; Keynote Speaker (TBD).
10:15–12:30 p.m.	Workshops
12:30–1:30 p.m.	Lunch and Networking
1:45–4:00 p.m.	Workshops and Working Groups
4:30–5:30 p.m.	Catholic Liturgy (Sponsor: Northwest Youth)
5:30–6:30 p.m.	Recreation, Relaxation, Shower
7:00–8:00 p.m.	Dinner
8:30–10:00 p.m.	Workshops and Group Meetings

#### Day 4

6:00–6:30 a.m.	Physical Education: Healthy Mind in Healthy Body
6:30–7:00 a.m.	Shower
8:00–8:30 a.m.	Breakfast
9:15–10:00 a.m.	Assembly; Speaker TBD.
10:15–12:30 p.m.	Workshops
12:30–1:30 p.m.	Lunch and Networking
1:45–4:00 p.m.	Workshops and Group Meetings
4:30–5:30 p.m.	Ecumenical Liturgy
5:30–6:30 p.m.	Recreation, Relaxation, Shower , Dinner
7:00–10:00 p.m.	Workshops and School Group Planning

#### Day 5

6:00–6:30 a.m.	Physical Exercise: Healthy Mind in Healthy Body
6:30–7:00 a.m.	Shower
8:00–8:30 a.m.	Breakfast
9:15 –10:00 a.m.	Assembly; Speaker TBD.
10:15–12:30 p.m.	Workshops
12:30–1:30 p.m.	Lunch and Networking
1:45–4:00 p.m.	Group Presentation
4:30–5:30 p.m.	Closing Liturgy
5:30–6:30 p.m.	Recreation, Relaxation, Shower
6:30–10:00 p.m.	Closing Reception with Special Guests

#### Day 6

7:00–8:00 a.m	Campus Clean Up
8:00 – 9:00 am	Breakfast
9:00 am	Departure

## **BUDGET NARRATIVE**

### **Introduction**

The proposed NEST budget has been streamlined to minimize cost while maximizing program effectiveness. This narrative explains each component of the budget within the framework of the school-based budget for the current fiscal year 2013 as published by the CSSS.

### **Funding Source**

Understanding the limited financial resources in the State of Chuuk and the strict financial responsibility guidelines with which Compact funding are expended, the NEST simply requests for the reprogramming of existing school-based budget for the Northwest schools in the FY 2013. In several key planning meetings<sup>2</sup> the principals from the Northwest Unified Schools unanimously agreed to requests the CSSS to simply reprogram the balance of their school-based budgets for training estimated at \$9,000 to be used for the NEST expenses. Additionally, Northwest High School (formerly Weipat High School), which has an unused budget of \$29,000 for “fencing” requested the reprogramming of that balance toward the NEST. Together, these existing line items for training and fencing totaling \$38,000, which are at risk of being unspent by the end of the FY 2013 should adequately fund the NEST.

### **Expenses**

#### Facilities - \$9,500

NEST’S proposed location at Xavier High School is strategic and economical. As the premier college preparatory in the Pacific, Xavier High School has a great deal of history and successful strategies which can be replicated in the public school systems. Having all the participants to reside on campus will allow the use of facilities and maximizes interaction among the participants. For a reduced cost of \$30 per person per day, Xavier High School will provide room and board, use of all classrooms, the Student Center, chapel, library, student kitchen, backup generator, 24-hour campus security, computer lab, office space for facilitators, shower house, male and female restrooms, all sports facilities, and 24-hour support staff.

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<sup>2</sup> The series of planning meetings with Mr. Vidalino Raatior were done through the use of live Skype conferencing patched through the 2-way radios at each of the Northwest schools. All Northwest school principals or their representatives participated except for two schools which have no working radios.

Transportation - \$25,000

Providing sea, air, and land transportation for both the participants and the lead facilitators is the largest expense for this project. But it is a necessary expense given the geographical locations of the Northwest islands. Three ships must be chartered to bring the participants to Weno from the three regions and return them to their schools at the conclusion of the NEST. While on Weno, buses are needed to transport them to the Xavier High School campus in the village of Sapuk. Roundtrip airfare tickets are also needed to bring trainers to Chuuk specifically the principal facilitators, Fr. Arthur Leger, SJ, Ph.D. from the Ateneo de Manila University in Manila, Philippines. Mr. Vidalino Raatior, MA from the University of Hawaii at Hilo, and Margaret Cholymay, Ed.D., from the University of Hawaii at Manoa.

Professional Fees - \$4,000

This fee will cover minimal stipends and per diem for the facilitators and a team of local trainers who will help lead the various workshops. The stipend amount will depend on individual fees and the local rates.

Training Materials & Shipping - \$3,000

The NEST will require the purchase of some basic training materials including workbooks, pens, notebooks, binders, and printing cost for handouts, testing sheets, handbooks, and similar needs. These will need to be purchased in Hawaii or Guam and shipped to Xavier High School for storage prior to the NEST.

Miscellaneous – \$1,000

Funds are needed for miscellaneous expenses that may arise prior or during the training. It will also cover the 8% administrative fee required by the United Charitable Programs.

## BUDGET

<b>Conference Facilities (Xavier High School)</b>	<b>\$9,500</b>
<ul style="list-style-type: none"> <li>• Room &amp; Board (\$30 per person x 65 x 5 days)</li> <li>• Facilities (shower house, classrooms, student center, library, restrooms, student kitchen and dining hall, computer lab, chapel, three rooms and office for facilitators, sports facilities)</li> <li>• Staffing (campus security, cooks, on-site support staff)</li> <li>• Services (backup generator)</li> </ul>	
<b>Transportation</b>	<b>\$25,565</b>
<ul style="list-style-type: none"> <li>• Boat Charter 1 (Pattiw – Weno – Pattiw): \$7,000</li> <li>• Boat Charter 2 (Namonweito – Weno – Namonweito): \$6,000</li> <li>• Boat Charter 3 (Pafeng – Weno – Pafeng): \$5,000</li> <li>• RT Airfare - Arthur Leger, SJ, Ph.D. (MNL – TKK – MNL): \$2,500</li> <li>• RT Airfare – Vidalino Raatior, M.A. (ITO – TKK – ITO): \$2,300</li> <li>• RT Airfare – Margarita Cholymay, Ed.D (HNL – TKK – HNL): \$2,000</li> <li>• Buses (\$75 per trip x 5): \$375</li> <li>• Car Rental (\$65 x 6 days): \$ 390</li> </ul>	
<b>Professional Fees</b>	<b>\$4,000</b>
<ul style="list-style-type: none"> <li>• Stipends for trainers – per individual rates</li> <li>• Per Diem – per local Chuuk rate</li> </ul>	
<b>Materials</b>	<b>\$2,000</b>
<ul style="list-style-type: none"> <li>• Printing: \$500</li> <li>• Pens, notebooks, binders, workbooks: \$1,000</li> <li>• T-shirts: \$500</li> </ul>	
<b>Miscellaneous</b>	<b>\$1,000</b>
<ul style="list-style-type: none"> <li>• Service Fees (8% for United Charitable Program)</li> <li>• Other</li> </ul>	
<b>TOTAL EXPENSES</b>	<b>\$42,065</b>

### *Donation Processing Protocol*

All donations are tax deductible to the extent possible by US federal laws. Donations are processed at Fanapi Foundation’s fiscal sponsor, United Charitable Programs (UCP), a 501(c)3 public charity organization based near Washington DC. All checks can be made payable to “Fanapi Foundation” and sent directly to 700 Kaulele Place, Hilo, HI 96720. Wire transfers are also available directly to Fanapi Foundation’s account at the United Charitable Programs.

## CONTACT INFORMATION

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<p><b>Katie Kern</b> Director of Program Administration United Charitable Programs 6201 Leesburg Pike, Suite 405 Falls Church, VA 22044 703-536-8708 <a href="mailto:Katie@unitedcp.org">Katie@unitedcp.org</a> <a href="http://www.unitedcharitableprograms.org">www.unitedcharitableprograms.org</a></p>	<p><b>Rich McAuliff, SJ</b> Director, Xavier High School PO Box 220 Chuuk, FM 96942 691-330-4266 <a href="mailto:xhs-director@mail.fm">xhs-director@mail.fm</a> <a href="http://www.xaviermicronesia.org">www.xaviermicronesia.org</a></p>



## APPENDICES

### CURRICULUM VITAE

### VIDALINO STALEY RAATOR

#### EDUCATION

**University of San Francisco, California**  
M.A., School Administration, 1998

**University of Guam, Agana, Guam**  
B.A., Communications, 1987

#### WORK EXPERIENCE

**DIRECTOR** **March, 2012 to Present**  
**Pacific Islander Student Center, University of Hawaii at Hilo**

- Direct all student resources, college retention efforts, and program development for students from the Micronesia, Palau, Marshall Islands, Guam, Northern Marianas, American Samoa at UHH.
- Coordinate delivery of U.S. Department of Education-sponsored grant for Asian American Native American Pacific Islander Institution (AANAPISI).

**CONSULTANT** **April – November 2012**  
**Chuuk State, Department of Education**

- Reviewed the Chuuk Education Reform Plan and make critical recommendations to the Joint Economic Management Committee (JEMCO)
- Participated in Chuuk State High Level Summit on educational support efforts.

**CONSULTANT** **June – December 2012**  
**Pacific Resources for Education and Learning (PREL)**

- Co-facilitated leadership development programs for senior management in the Chuuk State Department of Education.

**ASSISTANT DIRECTOR, STUDY ABROAD** **July, 2005 to March, 2012**  
**International Programs Office, Santa Clara University**

- Coordinate Direct Exchange Programs with overseas universities
- Recruitment and professional advising of students about study abroad programs, cultural immersion, academic regulations, and financial policies.
- Complex advising on academic and personal issues associated with international education and cultural immersion.

- Liaison with off-campus and overseas program operators
- On campus publicity including the design and maintenance of web site

**ASSISTANT DIRECTOR** **August, 2004 to June, 2005**  
**Xavier High School, Chuuk, Federated States of Micronesia**

- Supervised 25 professional staff
- Managed all resources including facilities, personnel, fundraising
- Supervised all local staff
- Liaison with community organizations, businesses, media, alumni, and partners
- Design and maintenance of the school's first web site ([www.xaviermicronesia.org](http://www.xaviermicronesia.org))

**ASSOCIATE DIRECTOR** **February, 2000 to August, 2004**  
**Center for Multicultural Learning, Santa Clara University**

- Administration and supervision of 6 professional staff, 4 student staff
- Management of Center's over \$1.2 million grant budget
- Collaboration with other programs and departments on campus
- Member of the President's Administrative Leadership Team
- Won Staff Award for Individual Excellence
- Promotion of multicultural learning experiences for students, faculty, and staff
- Designed & maintained the Center's web site
- Manage multicultural programming at Santa Clara University
- Develop partnerships with other programs and departments on campus
- Conduct diversity training opportunities with student groups
- Participate in leadership training programs for students

**PROJECT COORDINATOR** **February, 1999 - February, 2000**  
**Youth Together Project, Arts, Research, and Curriculum Associates, Oakland, CA**

- Provided leadership, supervision, and training for a multicultural team of student organizers at 5 East Bay public high schools
- Assisted schools to better serve diverse learners and underprivileged students
- Helped to improve ethnic and race relations among high school students
- Created opportunities for youth and community empowerment
- Active recruitment for team leaders in high school and elementary schools
- Collaborated with school administrators, parents, community based organizations to provide school change campaigns
- Designed & maintained the first web site for the Youth Together Project

**ASSISTANT DIRECTOR** **January 1998 - June, 1998**  
**International Student Resources, Santa Clara University**

- Coordinated services for international students such as quarterly orientation, newsletter, workshops, hospitality programs, and intervention.
- Collaboration with university services to provide assistance to international students
- Supervision of graduate assistants
- Active recruitment of student advisers for international student orientation
- Liaison between Student Resource Center and the multicultural clubs on campus
- Collaboration with local families to provide host families for international students

**CULTURAL EDUCATION SPECIALIST**

**January - August, 1995**

**Government of Guam, Compact Impact Office**

- Developed curriculum for adult education programs
- Organized cultural education programs for adult immigrants
- Planned lessons & conducted weekly town meetings
- Liaison with Office of the Governor
- Community organizing

**DIRECTOR OF CAMPUS MINISTRY**

**August, 1991 - June, 1994**

**Xavier High School, Chuuk, Micronesia**

- Recruitment, training, and supervision for all student leaders and team members
- Developed a structure of student involvement in local community issues
- Initiated faculty and staff involvement with student retreat programs
- Provided a team approach to the campus ministry activities
- Coordinated all campus ministry programs including retreats, liturgies, days of recollection, student outreach, choir, community service projects with the newly-formed Campus Ministry Team.
- Active collaboration with local families and churches to provide services to students

**CLASSROOM TEACHER**

**August, 1991 - June, 1994**

**Xavier High School, Chuuk, Micronesia**

- Daily lesson planning and teaching of *Religion IV* requirement for seniors
- Implemented a community service aspect of the course
- Daily lesson planning and teaching of *Media Education* elective course for seniors
- Implemented a student-run radio show on the local public radio station

**PROFESSIONAL TRAINING & EXPERIENCES**

**PRESENTATIONS**

“Chuuk State School System Leadership Institute.” Chuuk State Department of Education, March 2012

“Region XII Highlight: Expanding Your Study Abroad Staff Through Peer Advising Programs.” NAFSA Annual Conference, Vancouver, BC., 2011.

“Expanding Your Study Abroad Staff with Limited Resources Through Peer Advising Programs.” NAFSA Region XII Conference, Reno, NV., 2010.

“Global Student: Preparing the Pacific Student for a Global Education in College.” Pacific Educational Conference (PEC), University of Guam, Guam. 2009

“Building, Creating, and Maintaining Partnerships for Diversity,” National Conference on Race and Ethnicity (NCORE) in New Orleans, LA., 2002

“Diversity Training for Community Facilitators,” Resident Assistants Training, Santa Clara University. 2002-2003.

“Diversity Training for Orientation Leaders,” Orientation Leaders Training, Santa Clara University. 2002-2003

## **AWARDS & RECOGNITION**

Staff Recognition Award, Santa Clara University, 2001

## **VOLUNTEER OPPORTUNITIES**

Co-Founder, Micronesia Dental Support Project

Co-Founder, Outer Islands Partnership

Team Leader, *Save our Shores*, Santa Cruz, CA

Team Leader, Alternative Spring Break, Navajo Nation

Assistant Director, Xavier High School, Chuuk, Federated States of Micronesia

Volunteer, Homeless Shelter, *Part Of The Solution*, Bronx, New York

Camp Counselor, Boys/Girls Hope, Inc. *Camp Owakonze*, Ontario, Canada

Director, Higher Achievement Program (HAP), Pohnpei, Micronesia

Volunteer, Habitat for Humanity, Oakland, CA

## **UNIVERSITY COMMITTEE APPOINTMENTS**

Member, *Study Abroad Operations Group*

Santa Clara University, 2009 - 2012

Member, *University Website Administrators Team*

Santa Clara University, Fall, 2006 – 2012

Member, *New Student Orientation Leaders Search Committee*

Santa Clara University, Spring, 2002 - 2004

Co-Chair, *Irvine Grant Steering Committee (CML Advisory Board)*

Santa Clara University, 2000 – 2004

Member, *President's Administrative Leadership Team*

Santa Clara University, 2001 - 2004

Member, *University Communicators Team*

Santa Clara University, Spring, 2000 - 2004

Vice Chair, *University Diversity Dialogue Council*

Santa Clara University, Winter & Spring quarters, 2000 - 2001

Vice Chair, *Community Partnerships Council*

Santa Clara University, Winter quarter, 2000

Member, *Asian Pacific American Heritage Month Planning Committee*

Santa Clara University, 2001 - 2004

Member, *Student Justice Conference Follow Up Committee*  
Santa Clara University, Spring, 2000

Member, *Cultural Immersion Program Committee*  
Santa Clara University, 2000

Member, *International Students Admission Committee*  
Jesuit School of Theology at Berkeley  
Berkeley, California, Spring, 1995

Member, *Ad Hoc Committee on International Student Services*  
Jesuit School of Theology at Berkeley  
Berkeley, California, Spring, 1995

## **COMPUTER PROFICIENCY**

Wordpress  
Commonspot Content Management System  
Hyperion Pillar 3.0  
PeopleSoft Financial Service 7.5  
Macromedia *Dreamweaver*  
Macromedia *Fireworks*  
GroupWise  
Adobe PageMaker  
Adobe PhotoShop 6.0  
Microsoft Office Word  
Microsoft Publisher  
Microsoft PowerPoint  
Microsoft Image Composer  
Microsoft Excel  
Microsoft FrontPage  
Microsoft Photo Editor  
Internet Explorer  
FileMaker Pro 4.0

## **REFERENCES**

Available Upon Request

## **FANAPI FOUNDATION – ADVISORY BOARD**

*Fanapi Foundation* is led by an all-volunteer Advisory Board comprising of leaders who understand the needs and realities in Micronesia in the areas of education, health, poverty elimination, and community development.

### **Vidalino Raatior**

*Program Manager, Fanapi Foundation  
Hilo, Hawaii*

Vid Raatior was born and raised in the Northwest region. A product of public elementary and secondary education, Vid graduated with a bachelor's degree in communications from University of Guam and received his masters degree in school administration at University of San Francisco. He is the Director of the Pacific Islander Student Center at University of Hawaii at Hilo. Previously, he served as the Assistant Director for International Programs at Santa Clara University, Assistant Director of Xavier High School in Micronesia and served on a number of committees and task forces in Chuuk. He is a social entrepreneur with a passion for empowering people and organizations in his home country of Micronesia. He is the co-founder of and Program Manager for the UCP-sponsored Micronesia Dental Support Project (<http://mdsp.unitedcp.org>) and the founder of the blog, Raatior Ventures ([www.raatior.com](http://www.raatior.com)), and is the founding Program Director for Fanapi Foundation.

### **Floren Akkin**

*Principal, Northwest High School  
Onoun Island, Chuuk, FSM*

Father Floren Akkin is a Catholic diocesan priest who is the principal for Northwest High School (formerly Weipat Junior High School), the only high school serving all three fanapi regions of Pattiw, Pafeng, and Namonweito. He graduated from University of Guam and the Pacific Regional Seminary in Suva, Fiji. Since his ordination, Fr. Floren has been active in youth formation and educational reform efforts for the outer islands of Northwest. Originally from the Northwest and a graduate of Weipat Junior High School, he returned to those same region to serve as the resident pastor and as a counselor at Weipat. He was promoted to the principal position two years ago and is leading the school through the difficult transition.

### **Barbara Colyar**

*Director, Alumni Office (International Programs)  
Santa Clara University*

Barbara has been a mentor for Vid Raatior and countless others in the field of international education. Mrs. Colyar received her Bachelor's and Masters degrees from Santa Clara University. She is a recognized national leader in international education and a strong advocate for global understanding and women's rights. Her experience includes serving as Director of International Student Services and Director of Study Abroad, thus spanning both dimensions of global education. At Santa Clara Barbara has been instrumental in expanding pre-departure and re-entry classes along with a dynamic peer education programs for study abroad students. Her work has

been supported by grants from the James Irvine foundation. Barbara has served on the national boards of several international educational programs and in 2003 was honored with the Service in International Education Award from the Western Region of NAFSA. She is the Director of International Programs at the Alumni Office at Santa Clara University.

**Chad Ellis, DDS**

*Dentist, Hammond & Ellis  
Provo, Utah*

Dr. Chad Ellis practices dentistry in Utah where he is recognized for his talents in all aspects of general and cosmetic dentistry. Prior to his successful career in dentistry, the young Chad served an LDS mission in Micronesia in the Chuuk, Micronesia. He recently returned to Chuuk in Summer 2012 with his wife Lynette and a team of volunteer dentists to operate free dental clinics for the children and women as part of the UCP-sponsored project, Micronesia Dental Support Project. He has participated in other humanitarian dental projects in Peru, Mexico, and the Dominican Republic. He is also an annual volunteer of the Smiles for Life Foundation, the children's charity organization of the Crown Council. Dr Ellis is a member of the American Academy of Cosmetic Dentistry, Crown Council, American Dental Association, Academy of General Dentists, Utah Dental Association, Idaho State Dental Association, Chicago Dental Society, and the Academy of LDS Dentists. He served five years as an officer in the U.S. Air Force as a civil environmental engineer in California and Texas. He graduated from Utah State University where he received Bachelor and Master of Science Degrees and his Doctor of Dental Surgery (DDS) from the University of Texas Health Science Center at San Antonio. While at UT, Dr. Ellis was a recipient of the General Dentistry Certificate of Honor and was selected as a delegate for the Japanese dental exchange program at Meikai University.

**Larry R. Gabriel**

*Northwest Community Leader  
Corsicana, Texas*

Larry is the community leader of the Fanapi islanders living in the State of Texas particularly in the Dallas and Corsicana areas. He is a strong advocate for education in the Northwest and has led fundraising efforts to build the Tamatam Learning Center for students from the Northwest island of Tamatam to have a library and computer lab on Weno. A product of public education in Chuuk State, Larry attended Weipat Junior High School and Chuuk High School before completing a Bachelors Degree in sociology from University of Iowa, and a master degree in sociology from University of Illinois – Chicago Circle. Previously, Larry worked as a case worker for senior citizens, taught in the GED and ESL programs, and coordinated the Distance Learning programs for Truman College at military establishments.

**Len Isotoff**

*General Manager, Matson  
Guam & Micronesia*

Len is the General Manager of Matson Ocean Services for the Guam and Micronesia regions. Based in Guam, Len first worked for Matson in 1999 as a project manager for Matson Logistics Solutions and formally joined MLA as manager, logistics, Guam, in 2000. A native of Chuuk, Len has served in a number of managerial posts in Matson's offices in Hawaii and Seattle before

being promoted to the Guam GM post in 2008. He has been an active supporter of social good in Micronesia through his leadership role in the Matson Foundation.

**Scott Kelley, Ph.D.**

*Vice President for Vincentian Scholarship, Office of Mission & Values  
DePaul University*

Dr. Scott Kelley is Assistant Vice-President for Vincentian Scholarship in the Office of Mission and Values at DePaul University. Previously, he was a Visiting Assistant Professor in the Religious Studies Department and Research Fellow at the Institute for Business and Professional Ethics. He received a Doctorate in Theological Ethics from Loyola University Chicago in 2006. Prior to graduate work, he taught Theology at Brophy College Preparatory in Phoenix, Arizona, English in Tokyo, Japan and was a volunteer in Pohnpei, Micronesia with Jesuit Volunteer International. His particular teaching and research interests include for-profit contributions to the alleviation of global poverty, Catholic social teaching, Vincentian heritage, sustainability, and moral discernment. He recently co-authored a book entitled, “Alleviate Poverty through Profitable Partnerships: Globalization, Markets, and Economic Well-being.”

**Pete Kuor**

*Oregon State Hospital, retired  
Salem, Oregon*

Pete is originally from the outer island of Houk in Chuuk, FSM. He graduated from PATS high school and Eastern Oregon University. He recently retired from the Oregon State Hospital where he served for 29 years. He lives in Salem where he has raised a family for all those years. He is a respected leader of the outer islander community in Salem and loves to serve his people in any capacity. His heart was deeply touched when he recently returned to the island after being away for 20 years to find the poor living conditions and the lack of good schools. He considers it a real privilege to help the outer islands as a member of the Fanapi Foundation Advisory Board.

**Asterio Takesy**

*FSM Ambassador to the United States  
FSM Embassy, Washington DC*

Mr. Asterio Takesy is the Ambassador of the Federated States of Micronesia (FSM) to the United States. An experienced diplomat, Mr. Takesy has served his country and the Northwest region in a variety of high level posts dating back to the 70’s when he served as Administrative Assistant in the Chuuk District Education Department, Chief Clerk in the Congress of Micronesia House of Representatives, assistant secretary of the Micronesia Constitutional Convention, Executive Director of the Commission on Future Political Association with the United States, Secretary of Foreign Affairs, Secretary of Resources and Development, and Executive Director for the Joint Committee on Compact Economic Negotiations which eventually led to the current treaty between the US and the FSM called Compact of Free Association. Before his current appointment to the Ambassadorship, Asterio was the first Micronesian to serve as the Executive Director of the South Pacific Regional Environmental Program serving two terms. He graduated from University of Guam and University of New Mexico.