IEA Nius

OUR GOAL
To develop connected, life-long learners

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IEA PNG Recognised for Employee Contributions

The International Education Agency of Papua New Guinea (IEA PNG) received the 2nd Runner-Up award for Best Employer with Member Voluntary Contributions from Nasfund.

This accolade highlights IEA PNG's commitment to creating a supportive work environment that prioritises the financial well-being of its 1200 employees. In the words of the CEO of IEA PNG, Neal Mather, "IEA PNG is a people's organisation." This recognition from Nasfund underscores IEA PNG's dedication to encouraging its employees to save for retirement, positioning it as a leader in supporting staff financial security and future planning.

Efficient processing of voluntary contribution applications has been pivotal in IEA PNG's success. This streamlined approach has increased employee participation, reflecting the organisation's commitment to ensuring employees can secure their financial futures hassle-free.

The award also celebrates the success of IEA PNG's localisation program, which began in 1992 to promote local talent. Today, Papua New Guineans lead 75% of IEA PNG's teaching workforce and over 60% of its schools, demonstrating the program's positive impact on local educators' professional growth and advancing educational practices in Papua New Guinea.

IEA PNG's Human Resources department played a vital role in sharing NASFUND updates with all schools. This communication keeps employees informed and motivated to take part in voluntary contributions, enhancing their financial planning and retirement savings.

The recognition from Nasfund is reassuring to IEA employees and may encourage more employees to join the voluntary contributions program. IEA PNG's People & Culture Manager, Gayl Iramu, emphasised that such recognition inspires IEA PNG to strive for even greater participation rates.

The Nasfund award is a significant achievement for IEA PNG, affirming its reputation as a top employer dedicated to the well-being and professional development of its workforce. This accolade reflects IEA PNG's ongoing commitment to fostering a positive and supportive work environment, empowering its employees to plan for their financial futures.

Pictured above from left: Gayl Iramu (People & Culture Manager), Madeline David (HR & Payroll Manager), Dr. Cherie Litwiller (Director of Education and Acting CEO) and Larry Auakai (CFO & Company Secretary)



IEA PNG at 2024 PNG Resource Week

Cherie Litwiller, Director of Education and Acting CEO of IEA PNG, spoke at the 2024 PNG Resource Week, an important event organised by the PNG Chamber of Resources & Energy (PNG CORE). This event brings together key stakeholders in PNG's resource sector to discuss developments, share knowledge, and explore opportunities for sustainable growth.

Key Points from Dr Litwiller's Address

Dr Litwiller highlighted the vital role of the IEA TAFE College in the training and development of local PNG workers, emphasising how these efforts support PNG economic development and business growth. She explained that IEA has 18 schools in 14 provinces, including TAFE campuses in Port Moresby and Lae. The TAFE College offers diploma and certificate programs in Business, Finance, IT, Tourism and Hospitality, Early Childhood Education, and ICT, serving around 600 students a year.

• **Importance of Technical Education**

Dr Litwiller pointed out the challenges within the PNG education system, where many students do not advance beyond Grade 8 or 10 because of limited spaces in public schools and universities, meaning PNG has many unemployed young adults without vocational qualifications. She stressed the importance of technical colleges like TAFE in providing education pathways to employment.

• **Support and Scholarships**

Financial barriers often prevent students from continuing their education. Dr Litwiller discussed various support mechanisms, including payment plans and scholarships from companies like Steamships, the National Gaming Board, NCDC, and MRDC. These initiatives help more students access technical education.

• **Curriculum and Industry Relevance**

The IEA TAFE College ensures its courses meet industry needs by emphasising hands-on experience and real-world applications. Students engage in industry partnerships and internships, gaining practical skills and job opportunities. The college also offers customised corporate training programs for local businesses, addressing specific training needs and improving employee productivity.

• **Continuous Professional Development**

IEA supports continuous professional development for teachers through programs like the Teacher Induction Program (TIPS), which prepares new teachers to deliver high-quality education. This ensures that IEA schools maintain high standards across PNG.

• **Trainers' Contributions**

Trainers Quhens Singur and Marlene Tomausi also spoke about their respective courses. Singur highlighted the Business and Finance programs, while Tomausi discussed Hospitality & Tourism. Both trainers emphasised the practical aspects of their courses and their alignment with industry requirements.

• **Significance of Speaking at PNG Resource Week**

Speaking at PNG Resource Week provided Dr Litwiller and her colleagues a platform to showcase the impact of IEA TAFE College on workforce development and to highlight the need for ongoing support and partnerships with businesses and the government. This engagement helps raise awareness about the importance of technical education in driving national development and economic growth.

Dr Litwiller concluded by expressing her optimism and commitment to continuing educating PNG's young adults and experienced professionals, ensuring they have the skills and qualifications needed for successful careers.

OHS FOCUS

What is Occupational Health & Safety & why is it important?

Occupational Health and Safety refers to workers' physical, mental and emotional well-being. It primarily focuses on preventing accidents, injuries, illnesses, and fatalities that may occur due to work-related activities.

Implementing OHS within the IEA would mean safeguarding our staff, students, parents, visitors, and our contractors who access the IEA facilities.

Prioritising OHS in the Workplace has several key benefits, including:

- Reduced risks, accidents and injuries
- Improved efficiency and productivity due to fewer employees missing work from illness or injury
- Reduced costs associated with accidents or injuries
- Lower insurance premiums resulting from fewer workplace incidents and workers' compensation claims.
- Improved employee relations and morale (a safer work environment is a less stressful work environment)

FOUR REASONS TO MANAGE OHS IN THE WORKPLACE

MORAL
A moral obligation to ensure workers are not exposed to risks or hazards that could harm their physical or mental wellbeing

FINANCIAL
By managing Health & Safety, businesses can prevent/minimise the cost of accidents and thus reduce financial losses.

LEGAL
It is a legal binding to provide a healthy and Safe Workplace. Failing to comply with legal requirements can result in serious consequences

SUSTAINABILITY
Managing Health & Safety is essential for creating a sustainable workplace which can lead to improved business performance.

Ways you can contribute to OHS in the workplace:

- **Reporting**

The key to identifying hazards and taking corrective actions is to report the issues you identify. Example of things to report include: Unsafe acts and conditions, electrical faults, maintenance issues, Near Misses, Slippery Surfaces, etc.

- **Following SOP's**

Accidents and incidents occur as a result of not following Standard Operating Procedures. To prevent accidents in the workplace, always ensure to follow the right procedures when performing work and consult your supervisor/ manager if you have any concerns.

- **Duty of Care & Due Diligence**

You are responsible for your own safety and that of your colleagues and others around you. Therefore, always conduct work in a manner that does not endanger you or those around you. By doing so, you create a safe working environment for everyone, including yourself.





Travel to INSPIRE LEARNING







A group of POMIS female teachers embarked on a journey to travel to inspire, learn and grow together as part of our PD through Self-Discovery to the Philippines, Malaysia and Singapore.

The teachers have been fundraising for this trip since 2023. Thank you to all those who supported our fundraising drives, especially our colleagues in POMIS and the IEA, friends and families, and all who supported us in many ways. A special thank you to the POMIS principal, Mr Rowley and Admin, for their ongoing support. We are also grateful to the IEA and Visa Services Australia for sponsoring PNG T-shirts which the teachers wore to the tour sites in the three countries.

Empowerment is an important part of the PD's theme of self-discovery. For a majority of the women, this was their opportunity to travel overseas and involved practical lessons on issues such as passport applications, online bookings for travel and accommodation, navigating airport and immigration authorities, currency exchanges and time zone changes. In addition, the teachers benefited from connecting to different cultures, traditions, cuisine, and lifestyle.

The teachers took part in several inspirational or empowerment sessions. Each teacher prepared a presentation on a topic such as basic financial literacy, resilience, health and wellness, managing stress, women's' advocacy and awareness, educational advancement, growth mindset, skills enhancement, women in leadership, emotional intelligence [self-awareness, self-regulation, motivation, empathy, and social skills, self-recreation/ holiday or leisure for growth, networking and collaboration for success, women in SME; mentoring and coaching others.

Each of the topics was integrated with the PD agenda in order to support teacher's ongoing professional learning back in their schools and communities. Significantly. the trip enhanced teachers' knowledge and understanding of global issues from an educational perspective.

The IEA congratulates these teachers for their commitment to personal and professional growth. We encourage other IEA staff to make things happen for themselves! Get up and organise the change you want to see.

Ms Joyce Nindivi
Deputy Principal, POMIS.





Empowering Educators: Lifelong Learning at Lae International School

At the beginning of the year, Lae staff were introduced to an innovative cycle of professional learning to support their development and the appraisal process. The cycle involves four steps: LEARN, TRY, ADAPT- and MAINTAIN.

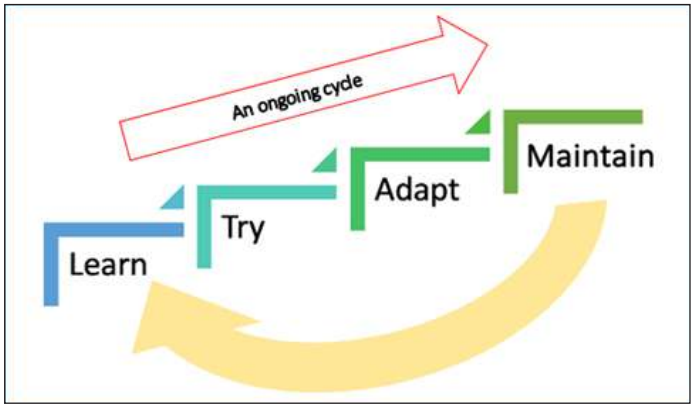
LEARN – Teachers learn research-based teaching behaviours and strategies that align with the quality teaching principles and school improvement goals.

TRY - Teachers try the strategies in the classroom and via development learning walks with colleagues.

ADAPT – Teachers reflect on the success of the strategy and then make adaptations to further enhance student outcomes within their classroom.

MAINTAIN – Teachers devise ways to maintain the adapted strategies to improve their teaching and learning within the classroom.

A recent evaluation survey with all staff across Lae primary and secondary rated the ongoing professional learning as beneficial. Within the evaluation, staff gave three further suggestions that they felt might enhance their classroom practice. Staff feedback indicates that they are particularly interested in more professional learning related to inclusion and value and further online support and collaboration with other schools within the IEA. As we move through this semester, we hope to further facilitate the learning of all the academic staff.



Professional Learning Cycle

Current classroom Practice	Professional Learning Priority
5 = Outstanding	5 = Very high priority
4 = Proficient	4 = High priority
3 = Satisfactory	3 = Fairly high priority
2 = Basic	2 = Low priority
1 = Improvement required	1 = Very low priority

Likert ratings for the professional learning survey



Professional Learning session on adaptive and responsive teaching



Areas of Quality Teaching Principles



Professional Learning sessions on positive behaviour management



Introducing the professional learning cycle



Professional Learning session on modelling and explanations

New Library Books for Madang International School

Madang International School received 1000 new library books from Buk Bilong Pikinini, which provided a much-needed boost to the school library collection. The school has received the same number of books in 2023 and it has increased the interest of our children to read more.

Reading is a key area in the IEA English curriculum so we intend to provide enough books for our students to access and to grow the love of reading books. The library books will go a long way in supporting teachers in teaching the English Curriculum.

Everyone is so eager to get their hands on the new books, especially the 'Book Worms'. We thank our good friends from Buk Bilong Pikinini and look forward to receiving more books in the future.

The collection includes:
- 200 Reference Books
- 250 Picture Books age 0-6
- 250 Picture Books age 6 – 12
- 10 dictionaries & encyclopaedias
- 100 readers for emerging readers
- 90 Non-fiction Reference books
- 100 Readers for Advance Readers



MIS students displaying some of the new books.

New Ride-on Mower for Madang



Excited ancillary staff with the new Mower



Mr. Esana receiving the new ride-on mower from the Farmset Manageress.

Madang International School has acquired a new ride-on mower, from Farmset in Madang, as one of the school's asset purchases budgeted for 2024. The machine will assist the groundskeepers to manage the lawn and beautify the campus. We thank the Madang School Board and IEA for approving the purchase of the mower, as well as Farmset Madang LTD.

Did you know?

Did you know our current logo has been around since 1993? It was developed when what is now KoroBoro joined with Pom High to become POMIS.

If you look at the blue of the logo you can make out the Frigate Bird flying to the left in the lakatoi. This is a link to our original logo that included two of the birds!

We've come a long way since 1960.

POMIS, part of Port Moresby since 1960.

Enhancing Teaching and Learning at IEA PNG Schools

On Monday, July 22, 2024, the Port Moresby IEA Schools held a Professional Development Day at the Loloata Island Conference Centre. This significant event brought together teachers from three of the four IEA Schools in Port Moresby: KoroBoro International School, The Ela Murray International School (TEMIS), and Gordon International School. The objective was to enhance teaching and learning, foster strong relationships among educators, and share best practices.

The professional development day commenced with principals from each school presenting new teaching strategies and emphasising the importance of teaching excellence for student benefit. Following the opening session, teachers participated in one of six workshops focused on innovative teaching methods facilitated by IEA senior leaders. IEA PNG Head Office managers offered additional sessions on human resources and school marketing.

Given today's increasing pressures of the teaching profession, the concluding session centred on stress management and well-being, where teachers learned techniques to manage stress and maintain their well-being.

This event was a valuable opportunity for teachers to share their expertise and improve their teaching practices. The new skills acquired will benefit teachers' classrooms and contribute to a stronger, more collaborative educational community within IEA PNG.

The IEA recognised the value of professional development days for teacher as they provide opportunities for teachers to:

1. Build Community - fostering a sense of community and mutual support.
2. Improve Communication - enhancing communication skills for both classroom and school settings.
3. Share Practice - developing strategies and resources for effective teaching and learning.
4. Network - providing opportunities to build collaborative relationships.
5. Enhance professionalism – building their professional skills and knowledge for more effective classroom performance.

While school-based professional development is a regular practice within IEA PNG schools, there are also larger IEA professional development events that draw in teachers from all 17 IEA International Schools nationwide. The most recent major professional development event was the 2023 IEA Lae Learning Conference, with the theme "Getting Better Together," which was proudly hosted by Lae International School. These professional development initiatives underscore IEA PNG's commitment to providing quality education for all students. By investing in our teachers, we ensure that our students receive the best possible education.



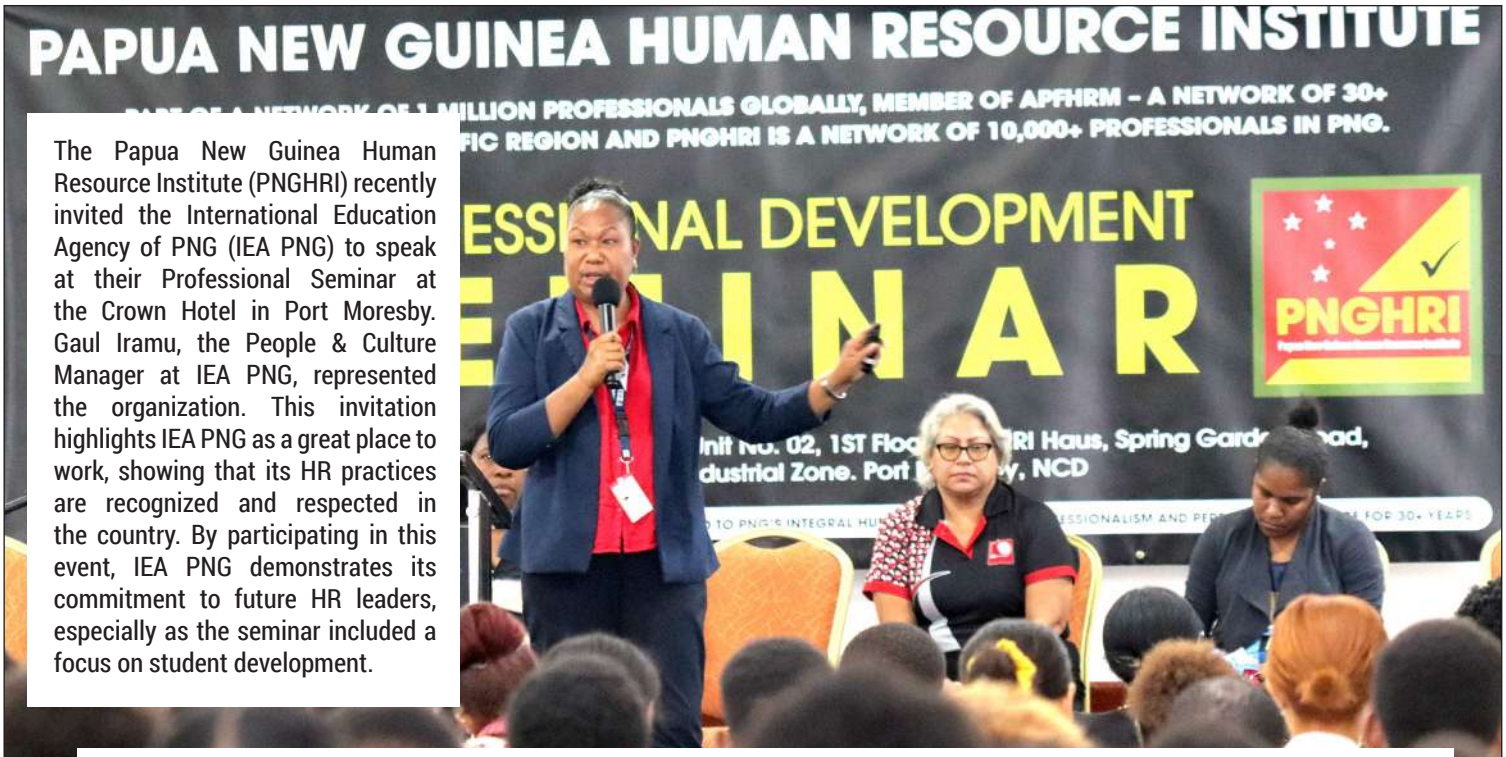








The Papua New Guinea Human Resource Institute (PNGHRI) recently invited the International Education Agency of PNG (IEA PNG) to speak at their Professional Seminar at the Crown Hotel in Port Moresby. Gaul Iramu, the People & Culture Manager at IEA PNG, represented the organization. This invitation highlights IEA PNG as a great place to work, showing that its HR practices are recognized and respected in the country. By participating in this event, IEA PNG demonstrates its commitment to future HR leaders, especially as the seminar included a focus on student development.



People & Culture Manager, Gayl Iramu, speaking at the recent PNGHRI Professional Development Seminar.

















