## Palau Partnership to Support Teacher Effectiveness Logic Model

REL Pacific is partnering with the Palau Ministry of Education (MOE), Palau Community College, and local private schools to expand school leaders' knowledge of effective teaching and strategies for supporting teacher recruitment and retention.

Expertise and contextual knowledge:

Inputs

Core partnership members, project participants, Regional Educational Laboratory Pacific team members.

## Resources:

Palau Ministry of Education teacher competencies, Palau Bureau of Public Service System Performance Evaluation, Palau Education Master Plan 2027, Palau Professional Learning Framework. Bi-monthly core partnership meetings are regular opportunities to

**Activities** 

reflect on and guide the direction of the projects, review training/coaching session materials, review research study activities, and reflect on the health of the Partnership.

Project team meetings are opportunities to codevelop training, coaching, and technical support session and dissemination materials, and plan and implement the research study.

Outputs

Project 1: Palau Measuring Effective Teaching (Training, Coaching, and Technical Support, 2022–23).

Project 2: Coaching to Support Effective Teaching in Palau (Training, Coaching, and Technical Support, 2023–24).

Project 3: Understanding Teacher Education Students and Pathways to Certification to Inform Teacher Education Programs in Palau (Applied Research, 2023– 25).

Dissemination:

- Fact Sheet (Published).
- Report (Planned).
- Study Infographic (Planned).

Short-term Outcomes (2022–2023)

Increase knowledge and capacity to identify meaningful indicators and associated measures of effective teaching.

Increase knowledge and capacity to collect data to measure each indicator of effective teaching.

Increase knowledge and capacity to use data in rapid inquiry Plan-Do-Study-Act cycles to support building effective teaching to support improved student outcomes.

Medium-term Outcomes (2024-2025)

Long-term Outcomes (2026)

Palau private schools pilot the measure to gather teacher feedback and to collect and manage new data from revised measures and/or processes to promote effective teaching.

Palau private schools adopt a teacher effectiveness measurement system to support, develop, and retain effective teachers.

Increase knowledge and capacity of school teams to conduct meaningful classroom observation and feedback cycles.

Increase knowledge and capacity to use data to drive change in practice to improve student proficiency.

Palau private schools pilot coaching system for improving student proficiency.

Palau private schools adopt a continuous improvement process to embed coaching to support teacher effectiveness through disciplined inquiry.

Increase knowledge and capacity to access, analyze, and interpret data to describe teacher education programs and pathways to becoming certified teachers in the Republic of Palau, Public Law 10-32.

Palau Ministry of Education and Palau Community College to collect and analyze data to monitor teacher education programs and pathways to certification.

Palau private schools adopt a systemwide coaching process for improving teacher effectiveness.

Palau Ministry of Education and Palau Community College to review data on the impact of teacher education programs and make implementation adjustments to maximize resources.

## **Outcome Themes**

- Use of data to measure indicators of effective teaching.
  - Adopt a continuous improvement process to support instructional coaching.
  - Use of data to inform teacher education programs and pathways.