

ST. LUCIA – ST. VINCENT & THE GRENADINES:

SHARING, EXCHANGING KNOWLEDGE AND EXPERIENCE



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ACKNOWLEDGEMENT

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ST. LUCIA – ST. VINCENT

KNOWLEDGE EXCHANGE OF MINISTRIES OF EDUCATION

INTRODUCTION

This report documents the knowledge sharing exercise initiated between the Ministry of Education, Human Resource Development, Youth & Sports of St. Lucia and the Ministry of Education, Youth & Sports of St. Vincent & the Grenadines.

BACKGROUND AND RATIONALE



The Ministry of Education, Human Resource Development, Youth and Sports of Saint Lucia and the Ministry of Education, Youth & Sports of Saint Vincent & the Grenadines have been working increasingly closely together on education reform issues. There have been visits by their respective Ministers and Permanent Secretaries to each other's ministries and other officials of the ministries have participated in various events.

Given the benefits realized thus far from these limited exchanges, it has been agreed at the policy level that both institutions should pursue an institutional twinning agenda. Such a move will provide useful opportunities to exchange knowledge and build synergies along a common education reform agenda.

PROJECT

As a significant first step towards this knowledge sharing and exchange, it was proposed that a physical exchange of staff be undertaken starting with a visit to St. Vincent by St. Lucia. The plan called for a representative group of the staff of the Ministry of Education, HRD, Youth and Sports in St. Lucia to travel to St. Vincent & the Grenadines for a three-day visit. This visit – the first leg of the exchange visit was scheduled for April 1 to 4, 2004.



CONCEPTUALIZATION OF THE PROGRAMME



The St. Lucian delegation was to arrive in St. Vincent in the evening of Thursday April 01, 2004. On the Friday, the St. Lucians would spend the entire working day interacting with their rank counterparts at the Vincentian Ministry of Education. The working day will be spent observing working procedures, comparing policies, discussing best practices, and – most importantly – consolidating contacts with staff members on a direct level.

Each person will have a checklist of issues, procedures and policies appropriate to their level to compare. More importantly, interaction among counterparts should focus on strategies for work execution and recommendations for efficiency and increased productivity.

Besides the sharing of best practices and knowledge, it is hoped that this exercise will put persons in direct contact with their professional counterparts, thus facilitating the continued sharing of information and advice (via electronic means) in the post-exchange period.



SPECIFIC OBJECTIVES

The specific objectives of the exchange included:

- Facilitate an exchange between staff of the Ministry of Education, HRD, Youth and Sports in St. Lucia with their rank counterparts at the Vincentian Ministry of Education;
- Enable staff of the ministries to share ideas and exchange recommendations for improving productivity in their respective jobs;
- Discuss areas for future collaboration in education, youth and sports

PROPOSED ACTIVITIES

(Please see attached **ITINERARY**)

EXPECTATIONS

Expectations of the Ministry of Education, HRD, Youth and Sports – St Lucia

- Staff will gain understanding of the operations of the Ministry of Education, Youth and Sports in St. Vincent
- Where necessary staff will make recommendations for improved functioning of the various undertakings of either Ministry

- Rank Counterparts of the two ministries will maintain contact via email post the visit to continue the information sharing process

Expectations of the Ministry of Education, Youth and Sports – St. Vincent

- Staff will gain deeper insights to improve their functioning
- Discuss areas where technical assistance can be sourced from the Ministry of Education, HRD, Youth and Sports in St. Lucia

ANTICIPATED OUTCOMES

- Staff of the ministries will be re-energized
- Increased productivity and performance of staff, departments and the ministry
- Schedule for future collaboration and exchange between the ministries
- Results Indicators
- Improved staff performance as indicated by higher scores in staff appraisal
- Memorandum of cooperation developed between the Ministry of Education, Youth and Sports in St. Vincent and the Ministry of Education, HRD, Youth and Sports in St. Lucia
- Staff to report periodically on ongoing exchanges with their counterparts

COSTS

Following is a breakdown of costs for the first leg of the exchange visit:

<i>Airfare</i>	-	EC\$ 20,105.06
<i>Accommodation</i>	-	EC\$ 32,049.36
<i>Meals</i>	-	EC\$ 35,191.53
<i>Transport</i>	-	EC\$ 30,625.00
<u>TOTAL</u>	-	<u>EC\$ 117,970.95</u>

FINANCING

Each Department of the Ministry of Education, HRD, Youth & Sports was engaged in fundraising to help defray the costs of this exchange. Additionally sponsorship was sought from the private sector and the donor community. The stated intention of the fundraising effort was to reward initiative by working out a funding formula that would:

- match funds raised by the respective department (thus reducing the cost to the individual staff members in that department)
- provide a rated discount for staff dependent on their grade (salary) level so that the lowest paid staff members will have the smallest personal contribution to make to participate.

The support of DFID and the OECS Education Reform Unit in defraying expenses relating to this endeavor was much appreciated.

THE EXCHANGE PROGRAM



ARRIVAL



The majority of the staff flew to St. Vincent from late afternoon on Thursday 1st April 2004. On arrival, the staff was met by the Permanent Secretary and staff of the Ministry of Education, Youth and Sports of St. Vincent and processed through the VIP lounge.

The St. Lucian delegation was accommodated at the New Montrose and Haddon Hotels in Kingstown.

On Thursday night, the Minister of Education Hon. Michael Browne and his wife hosted a reception/dinner for the St. Lucian visitors at Slicks Restaurant in Kingstown. At this event, welcome remarks were made by the Minister and his Permanent Secretary Mrs. Shirla Francis. Both welcomed the St. Lucian delegation and expressed the hope that this exchange could facilitate the transfer of best practices from each country and give deeper meaning to the OECS Education Reform. Permanent Secretary (St. Lucia) Dr. Didacus Jules thanked the hosts for their warm hospitality and conveyed the greetings of Minister Michel (who was due to arrive early the following morning).



The reception provided an informal environment in which St. Lucians and Vincentians were able to meet socially and make initial introductions.



MINISTER'S ARRIVAL & PRESS CONFERENCE



Minister Michel and the rest of the St. Lucia delegation arrived on Friday morning. The Minister was met on arrival by his counterparts at the Ministry of Education, Youth & Sports Hon. Michael Browne and Hon. Clayton Burgin and by his Permanent Secretary Dr. Didacus Jules. A brief press conference was held at the VIP Lounge at which the Vincentian press was informed about the exchange visit and the objectives of the exercise.

Minister of State in the Ministry of Education, Youth & Sports Hon. Clayton Burgin welcomed Minister Michel and the rest of his delegation and expressed the hope that the exercise would be a great learning experience for all concerned. Minister Browne gave a brief history of the excellent cooperation and good relations existing between St. Lucia and St. Vincent in particular and described the close coordination on regional and international issues in the spheres of education, youth, sports and UNESCO affairs. Minister Browne informed the St. Lucia delegation of the high quality of representation effectuated by Minister Michel citing as an example the speech delivered by Minister Michel at the last General Assembly of UNESCO. These speeches he asserted always set the tone for the debate of the General Assembly and made St. Lucia a highly respected voice at UNESCO.

In thanking the hosts, Minister Michel indicated that as important as the OECS education reform agenda was, it would ultimately mean little if the persons charged with the responsibility of implementing it remained divorced from each other. Meaningful harmonization required also that the implementers get to know each other and relate as colleagues, learning from each other and providing professional and personal support across the region.

Staff members of the St. Lucia Ministry were given the opportunity to express their own feelings and expectations about the exchange to the media present.



ASSIGNMENT TO WORK WITH COUNTERPARTS

All members of staff of the Ministry of Education, HRD, Youth & Sports of St. Lucia reported to work on Friday morning at the Ministry of Education, Youth & Sports of St. Vincent. Minister Michel of St. Lucia was taken by Minister Browne and Minister of State Burgin on their end-of-term tour of schools. Heads of Department from

the respective Ministries were introduced and each Head took responsibility of assigning staff members to their respective counterparts. A checklist was distributed to both St. Lucian and Vincentian staffers to facilitate the discussion of the comparative scope of work in each case.

The following were the main departments at which counterparts were assigned:



ST. LUCIA		ST. VINCENT
Minister		Minister, Minister of State
Permanent Secretary		Permanent Secretary
Chief Education Officer		Chief Education Officer
DCEO Instruction & Curriculum Officers		Head of Curriculum Unit and Curriculum Officers
DCEO Planning		Project Management Unit
Education Officers		Education Officers
Administration staff		Administration
Plant & Equipment		Met with Ministry of Communications & Works staff responsible for education maintenance
UNESCO		UNESCO
HRM		Administration
HRD		Public Service Commission (responsible for scholarships)
National Enrichment & Learning Unit		Adult Education Unit
Libraries		Libraries
Information Technology Unit		IT technicians
Accounts		Accounts





KNOWLEDGE SHARING WORKSHOP

Friday afternoon was devoted to a knowledge sharing workshop involving the staff of both ministries. The workshop was held at the Methodist Church Hall in Kingstown.

"Felt honored to receive such a welcome from our counterparts"

- Lucian participant

The Workshop began with a prayer said by Ms. Jennifer Edgar of the National Enrichment & Learning Unit. Ms. Edgar's prayer was spoken in both English and in Kweyol. The staff of both ministries then proceeded to have lunch together.

INTRODUCTIONS

From each table someone was arbitrarily selected and asked to respond to any one of a series of questions:

Black or White?

Hot or Cold?

Red or Green?

Barbados or Trinidad?

Tea or Coffee?

Orange or Yellow?

If the person chose the response that the facilitator had in mind, that person was asked to remain standing. Each person left standing at a table was asked to introduce a counterpart from the other country that s/he had met earlier that day and say something about that person.

This activity allowed for a quick round of introductions of a representative grouping of participants as there were too many participants to introduce everyone.

KNOWLEDGE TRANSFER

The objective of this exercise was to discover what were the critical lessons learned from the exercise by **all** participants.

In response to the question "*what are the three main things that we have learnt today from the sharing?*", every workshop participant was asked to write one lesson on a single index card and stick these up on a wall. Each index card was marked SVG or SLU to be able to differentiate the responses from St. Vincent and St. Lucia.

"How important it is to be competent, knowing your job so one can explain and talk about it"

- Vincentian participant

Dr. Jack of St. Vincent and Mr. Marcus Edward, Ms. Catherine Albert and Mrs. Jean Baptiste of St. Lucia helped to sort the card thematically while they were being posted. While the cards were being read and sorted, the workshop proceeded with the Regional Buddy Exercise.

The results of the knowledge transfer activity as categorized by the facilitators are presented below. For comparative purposes the views from each country are separated:

VIEWS ON THE EXCHANGE – 3 MOST IMPORTANT LESSONS

ST. LUCIA	ST. VINCENT
Physical education teachers attached to schools are not certified in their area of interest	I learnt that student loans in St. Lucia are dealt with directly by the Banks
Correspondence from CXC pertaining to a specific subject area is channeled through the Curriculum Officer for dissemination to schools	The way the Ministry (in St. Lucia) is decentralized. There are eight Districts
St. Vincent needs to learn “broken French” (Kweyol)	The Ministry of Education of St. Lucia is very large
IT teachers are responsible for the software installed on their computers compared to St. Lucia where the IT teachers are responsible for all software and hardware in the computer labs.	Post Common Entrance students are properly catered for at different Tech-Voc centers. The focus then is not on academics but in acquiring work related skills. Later on they may pursue more training at the Technical College.
Different work atmosphere	We need to refresh such as going abroad (JOVC)
Know the Government buildings especially PM's Office	The joining or the closeness of corresponding departments makes work easier and less time consuming
Getting to know my counterpart in St. Vincent	I met an important and intelligent person Michael Pierre; but most of all he is very attractive and sensitive
There is a separate tournament for secondary schools and another for Colleges	The Correspondence Unit and the HRM Unit are joined together, therefore making it easier to retrieve and deliver information
Exchange is good for knowing other countries culture	Education is “humungus”
We have the same goal	Communication leads to good camaraderie
Getting to know Kingstown	One never realizes his importance until he shares his experience with others; he then realizes that others have similar or worst experiences.
Close contact between senior management and staff	Togetherness
Staff seem comfortable in working environment and are very co-operative	One person deals with in-coming and out-going correspondence
High level of ICT infrastructure at Government schools	My experience thus far is that we have initialized quite an easy way for a much faster development where Caribbean Integration is concerned
All mini-buses (in St. Vincent) have conductors	The general aims or goals in relation to education are the same
We both share the same dreams and aspirations for youth	Teachers are appraised every year & fired if not up to scratch or have upgraded themselves
The people I met are not really warm and welcoming	You have to tackle challenges in a variety of ways
People in St. Vincent are calmer than people in St. Lucia (JOVC)	A number of Principals are trained in School Administration

ST. LUCIA	ST. VINCENT
I learnt that Vincies are friendly	St. Lucians are friendly
They are very friendly and have given us a superb welcome	St. Lucians love to party
Different island but still the same people (in ways)	It is very easy to interact with other OECS nationals
St. Vincent and St. Lucia are similar (JOVC)	West Indian people (OECS) are very warm and friendly
St. Vincent has many nice buildings (JOVC)	Work experiences are similar
The town is very small	The “almost natural” way in which we (St. Lucia/St. Vincent) relate to the activities we are involved in.
St. Vincent is a lovely island with friendly folks.	Inter-island fellowship
St. Vincent is hotter than St. Lucia	The proactive manner in which school maintenance problems were addressed.
St. Lucia is ahead in implementing and undertaking projects	Our St. Lucian counterparts are willing to share their experiences and knowledge
Cost of living is lower in St. Vincent	Work wise things are a lot similar with little difference
The thrust for universal secondary education is also shared by both St. Lucia and St. Vincent	The education goals for both islands are nearly similar
Some students who reside in Bequia travel everyday by boat for about 1 hour to attend school on the mainland.	I learnt that St. Lucia’s Ministry of Education is much larger than ours.
Vincentians keep the road cleaner than St. Lucians (JOVC)	Friends are friends even with great distance and less contact (JOVC)
That St. Lucia is very fortunate to have better facilities e.g. desks and benches	St. Lucians like Vincentians are warm and friendly people
That we are far more developed in terms of our school system.	My counterpart did not arrive however I learnt that our Exam Unit is small in comparison to St. Lucia’s
St. Vincent is a beautiful country. The people seem to be warm and caring just like St. Lucians.	We are all friendly people

3 CRITICAL CONCERNS

ST. LUCIA	ST. VINCENT
Planning still receives the bulk of criticisms	St. Vincent need to look more closely at the Arts as important in education
How National athletes could be given assistance (financially)	Ministry administration needs to be restructured into Districts/zones
It was observed that the school uniforms (i.e. the skirts worn by the girls) are worn way below the knees.	A lot of (formal) teachers are involved in the National Enrichment & Learning Program
Exchange of data	Although we do the same duties, she (my counterpart) is better paid than I am.

ST. LUCIA	ST. VINCENT
Training sessions are held sometimes on a one to one basis	That the fight to educating our country's adults is an uphill battle
Salaries of Minister, PS and top officials salaries are not included on Estimates – salary quotations stop at Grade 16.	Each District Education Officer has 16 or less schools
Literacy program caters basically for persons in the formal system	We need to respect time
Public servants get one (1) month maternity leave	How much more we need to socialize among ourselves in St. Vincent before we extend to our neighbor
There isn't much scope for promotion within the Accounts Unit and also no Accountant	St. Lucia's NELP has many curriculum modules already written that we can use in our programs here
There is duplication of work in the Accounts Dept.	Caring, Unity and Cooperation
There are two Ministers of Education (Minister and Minister of State)	Similarity, Sharing, OECS Unity
The Library Services Department of St. Vincent gets a regular annual subvention of at least \$300,000 to purchase books and other materials	The importance of District Education Offices
A Needs Analysis was conducted in 2001. A complete analysis has been presented.	Collaboration can happen between St. Lucia and St. Vincent
For teachers it is necessary to have an annual teaching plan that was developed properly and professionally	Department has very limited manpower. Each DEO has to supervise 15 schools.
There is a \$3,000 charge on own use vehicles outside the tax regime unlike St. Lucia...	If a teacher abandons his or her position, s/he will not be rehired.
Computer Administrator prefers peer-to-peer networks. It is easier to administer but the disadvantage is lack of security and control	
That all situations could be handled differently	
How to interact with strangers	
Managing student behavior seems to be an issue for both islands	
Statistical data collection is also problematic in St. Vincent	
Funding agencies still dominate project preparation	
Vincentians having everybody in one section assigned to one specific area makes the workload much easier. Specialization of tasks. Uniforms – skirts are worn way below the knees	

RESOURCES: HUMAN & MATERIAL

ST. LUCIA	ST. VINCENT
Material Resources: • technology not as advanced • SmartStream used in the Accounts Dept • Library facilities quite good; they are more developed than St. Lucia	How the work load is distributed among the staff
Human Resources: • St. Lucia is very fortunate to have so many Japanese volunteers assisting in various areas of the education system • CEO has too many responsibilities • Salary scales much lower than MOE St. Lucia staff • Early Childhood Unit manned by only two officers	Japanese volunteers assisting the Ministry of Education in St. Lucia (is an advantage)
Salary level is very much lower in comparison to St. Lucia	A degree is needed to be a Youth Officer in St. Lucia
St. Lucia ministry is more advanced in the application of technology	St. Lucians working in the Youth Dept should have a degree. The grade is much higher in St. Lucia than in St. Vincent.
The Public Library in St. Vincent is computerized; library is more developed (5 comments)	St. Vincent can have more than four JOCV members at the Ministry of Education, Youth & Sports
The responsibility of CEO is too much for one person and is not shared.	St. Lucia's Ministry of Education builds their own schools etc.
The St. Vincent Unit is manned by a team of three officers	
Smart Stream is also used in the SVG Accounts Dept.	
Appreciate what you have	
St. Vincent have an organized youth program	
The St. Vincent Public Library receives an annual book vote of \$300,000 specifically to buy books	
Work conditions are deplorable and there is no security in the section.	
In St. Vincent there is only one security to each school	
The Library Assistant has easy access to the collection through Alexandria System, which makes it easy for information retrieval	
The Accounts section of the Ministry in St. Vincent does not use scanners.	

ST. LUCIA	ST. VINCENT
Youth Empowerment Service – a program for training youth and providing a job for one year (2 comments)	
Japanese volunteers in St. Vincent are attached to various educational areas. We JOCV have to work together.	
St. Lucian staff is more fortunate in terms of work space and technology (2 comments)	
The Adult Education Unit in St. Vincent does not receive sufficient funds to execute its programs	
Cost of labor work is cheaper in St. Vincent	
There are only two Education Officers in the Early Childhood Unit	
I must be content with the small space we are given to work	
MOE and advanced technology – St. Lucia more fortunate in obtaining assistance from so many	
I discussed the weak points in Mathematics, geometry and measurement. These are common problem between the two countries	
Implementation of book rental scheme – all books are purchased locally to help the local booksellers	
Norton Gost is used to get some of the IT work done faster	
Making the best of one's resources	
Some people are interested in the software to use for education at school (although they do not have a software development unit)	
St. Lucians work for more money than Vincies	
For a textbook rental scheme to be effective, there is need to inject funds at regular intervals	

STRUCTURE OF MINISTRIES

ST. LUCIA	ST. VINCENT
There are differences in the roles and responsibilities of the Education Officers	Structure of the Ministry of Education (learnt about it)
The number of secondary schools in St. Vincent (impressed)	Human Resource Section in the Ministry (in SLU) is a separate body from the Correspondence (filing) section of the Ministry
Unlike us, they have separate Youth and Sports Officers	The grading system in St. Lucia is different from that of SVG

ST. LUCIA	ST. VINCENT
Comparison of the size of similar departments at the two ministries	We share a common goal – educating our children
Their practices are similar to ours	Similar problems exist in both countries (2 comments)
Adult Education Program in St. Vincent was started by the Teachers Union in the 1980s	Structure of the Ministry of Education in St. Lucia
Some of the operations of the different departments at the Ministry in St. Vincent	The depth of the St. Lucian Structure of Education
(Need to study) St. Vincent's School Network System	Similarities in some cultural aspects
Both Sports Departments are engaged in the same field of work and are faced with the same issues	I learnt that the Ministry of Education in St. Lucia is separated into Districts
The Ministry of Education is not so functional and organized as St. Lucia is.	Salary scales are similar
Structure of the Ministries is very similar (2 comments)	Similar human resource problems
The work of the Ministries are similar except that the Youth & Sports Departments are separated.	St. Vincent and St. Lucia have some common characteristics in the Education process.
Our duties are similar; our salaries differ	Our jobs are similar to theirs.
Girls High School is something similar to St. Joseph's Convent. This school has computer labs just as St. Joseph's Convent.	Most of St. Lucia's resource persons in adult education are teachers in the formal system.
It is necessary to have a building Maintenance Office within the school system	St. Lucia's adult education program is called the "National Enrichment and Learning Program".
I learnt that there are many similarities in the management and supervision of schools	The organization of the Ministries is different.
Some officials of SVG are desirous of copying the School District as obtains in St. Lucia	Differences in the structure of both ministries.
Grading structure (staff positions) differ.	St. Lucia is embarking on computer program development for various subject areas including Mathematics and English.
Job of Education Officer is similar.	Correspondence in records/St. Lucia are dealt with expeditiously
The Chief Librarian controls her funds and can access smart stream for updated balances.	Scholarships are dealt with by the Ministry of Education etc. in St. Lucia
Many similar situations but they are handled differently	Great difference in the grade level of similar posts.

REGIONAL BUDDIES

Two sets of different colored paper were used – yellow paper by the Vincentians and green paper by the St. Lucians. Each person was asked to write their name or nickname, correspondence address, and email address on the slip of paper. The slips were collected (each color in a separate bag) and shaken.

Two facilitators walked from table to table to allow persons to dip for a name from the bag containing names from the other country. After all slips had been collected, persons were asked table by table to call the name of the person whose information they retrieved from the bag. Persons were also invited to hug that person who henceforth would be their Regional Buddy. Everyone was asked to correspond and exchange professional ideas with that person until the next leg of the exchange (St. Vincent to St. Lucia).

CONSOLIDATING THE LESSONS LEARNED

Now that the index cards have been sorted and some general commonalities identified, facilitators were asked to read to plenary the major findings that emerged. The results of that exercise have already been presented earlier in this report.

WHERE DO WE GO FROM HERE?

The workshop was asked to divide into broad divisions:

- Education supervisory staff
- Ministry administration
- Ministry accounts
- Youth & Sports
- IT “crew”
- UNESCO National Commission

With staff from each ministry on each grouping. The groups were asked to discuss next steps for the collaboration between the two ministries and to write their recommendations on flip chart paper. Twenty minutes will be allotted for this after which there was to have been a plenary session in which people would share their recommendations, however in view of the limitations of time, each group was asked to hand in their conclusions so that they could be included in this report.

The following are the results of the exercise identified by Department:

Accounts Departments .

- In the Vincentian Accounts Department, there is inadequate security; staff areas need to be secure from the public;
- St. Vincent has a procurement policy of supporting the local private sector in its purchasing; St. Lucia should also adopt this approach;
- The processing of accounts in St. Vincent could be improved by the use of scanners to scan bills and additional computer equipment.
- Compared to St. Lucia’s allocation of work, too much load is placed on the Supervisor. Need for better sharing of responsibilities.

IT Departments .

- We would like to arrange an exchange of human resource skills to assist in the deployment of technology within schools and the ministry.
- Sharing of information and skills through attachments for technical assistants when setting up computer labs.
- Share strategies and guidelines relating to inventory and tracking of equipment especially computers and printers (a major challenge in both countries)
- Extend local training opportunities to counterparts from other countries especially when specialized training is being provided using international trainers (invite each other to participate).
- Request exchanges for Japanese volunteers to work in different schools or offices in different islands.
- Encourage other ministries of government in St. Lucia and St. Vincent as well as other OECS countries to undertake similar knowledge sharing exercises

Administration Departments .

- Implement positive ideas and best practices found in each other's context. E.g. St. Lucia wants to learn from St. Vincent's Book Rental Scheme experience.
- St. Lucia is willing to provide personnel to assist in establishing a Plant & Equipment Unit at the Ministry in St. Vincent to handle school repairs and renovation;
- Both ministries are desirous of establishing a computerized flow of correspondence and networking for paper flow;
- St. Vincent's ministry needs an additional Receptionist – incumbent too bogged down with work;
- Like St. Lucia, the Ministry should have the authority to hire its own watchmen through the delegation of authority to the Permanent Secretary
- Workloads at each ministry could be eased somewhat through the exchange of personnel in areas where others have comparative advantage
- Empowerment of Heads of Department necessary to realize the vision of education reform
- Burning issues in the Vincentian situation include: need to restructure the ministry to provide scope for promotion; better telephone system needed; and a reclassification plan for teachers and ministry employees

Adult Education Departments .

- St. Vincent requesting modules for all curriculum areas in which NELP is offering programs
- Provide assistance to St. Vincent in module design and writing
- Need for a departmental level exchange for each to see how the other's program is running
- St. Vincent offering opportunity for St. Lucia to participate in the Certificate in Adult Education with UWI
- Develop links between the participants in the various classes (traveling and communication)
- Collaboration in the training of trainers;

- Collaboration in writing joint sponsorship proposals to funding agencies;
- St. Lucia should adopt the Vincentian model of regular radio and TV adult education programming and a page in the newspapers.

UNESCO National Secretariats .

- There was already an established network for UNESCO collaboration long before this initiative
- The existing networking between the St. Lucia and St. Vincent National Commissions is particularly strong;
- Relations can be deepened by collaborating on specific projects such as ASPNet, PPR etc. St. Vincent has supported two PPR projects submitted by St. Lucia for the 2004-2005 Biennium.
- Even if the SVG National Commission does not have a Documentation Center, efforts can be made to work with the National Documentation Center of St. Lucia towards meeting the needs of the Vincentian National Commission.

Schools Supervision and Curriculum Departments .

- Set the time frame for the return leg of the exchange for sometime in the third school term;
- St. Lucia has a good communications and statistical unit model
- St. Vincent is interested in getting a closer understanding of the operation of School Districts in St. Lucia and its school supervision practices
- Both groups should maintain opportunities for sharing best practices
- Exchange of students and teachers should be promoted
- Design a website for the exchange of information from both countries
- All participants should be required to keep in touch with their Regional Buddies or be fined a penalty (for fund-raising for collaboration)
- St. Vincent requested regular copies of the St. Lucian publication Top Class
- Both ministries should share documents regularly
- Examine the possibility for bi-annual academic, sporting and cultural exchanges at the school level.
- Need for debate on the formation/reformation of the Curriculum Units
- Lets share and exchange expertise in different areas
- Extend invitations to each other to participate in each other's workshops

Youth & Sports Departments .

- Include other Windward Islands in an exchange
- Need to document and compare programs from St. Lucia and St. Vincent (include best practices)
- Experiment with best practices in sports and in youth development
- Departmental exchanges should be encouraged and should involve longer periods.

CLOSING REMARKS

As a quick summative evaluation of the workshop, every participant was asked to describe the outcome of the activity in one word. The major words used included:

Enlightening	Great	Interactive	Inspiring	Educational
Effective	Stimulating	Taken aback	Informative	Encouraging
Knowledgeable	Innovative	Tasty		

Both Ministers of Education made closing remarks to the Workshop. Minister Michel of St. Lucia indicated that the workshop and exchange has exceeded his greatest expectations, paid tribute to his Permanent Secretary for promoting the idea and pledged to take the results of the sharing exercise seriously to deepen regional solidarity and advance education reform.

Minister Browne expressed profound thanks to his Permanent Secretary and staff for their hard work in helping to make this exchange a success. He also promised to take up the recommendations arising from this exchange of knowledge and apply them to the local situation.

NETBALL MATCH



Teams from each Ministry competed that evening in a friendly match at the Kingstown Netball Center. There was a large turnout from both ministries and the game was an intense one. St. Lucia was soundly beaten by St. Vincent and players on the St. Lucian side expressed admiration for the quality of play by their counterparts.

The Vincie “secret weapon” was a male player (who is also a football player).





EXCURSION TO BEQUIA

On the morning of Saturday 3rd April, everyone gathered at the docks for the ferry trip to Bequia. The Ministry of Education caused its buses to be loaded on the ferry so that we could use these buses to do a round-the-island tour and to take us to the beach picnic that was planned.



The picnic was held at a beach with brunch and lunch being served on the beach. Following the picnic, a quick tour of Bequia was done that included short stops at the Bequia Airport, and the Turtle Farm.



OTHER SOCIAL ACTIVITIES

On the return to St. Vincent, transportation was provided for those staff members wishing to participate in the night life at the Macomay and Iguana night clubs.

On Sunday 4th April, several members of staff participated in Sunday worship at Churches in Kingstown and the final social activity – a tour of the outer Kingstown area was held. This included visits to the Botanical Gardens and lunch at the resort where the Disney film *Pirates of the Caribbean* was recently filmed.

Throughout the day Sunday, staff from St. Lucia departed on various flights out of the island. As with arrival, a Delegation of the Vincentian Ministry headed by Minister Clayton Burgin was on hand to facilitate the departure.



APPENDICES



APPENDIX 1 - ITINERARY

Thursday 1st April

- o Arrival in St. Vincent
- o Welcome Reception (7:00 p.m.)

Friday 2nd April

- o Work attachments at Ministry of Education, Youth and Sports (St. Vincent)
- o Knowledge-sharing workshop
- o Netball Match

Saturday 3rd April

- o Day trip to Bequia
- o Night Life activity (Macomay/Iguana)

Sunday 4th April

- o Church Services
- o Tour of St. Vincent
- o Return to St. Lucia

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APPENDIX III

UNCLASSIFIED RESPONSES:

ST. LUCIA	ST. VINCENT
Very warm and cordial staff	Customs goods costing less than \$2,500 do not require entries
How fortunate St. Lucians are, in terms of the education/maintenance system (facilities & standards are a lot better)	There are lots of similarities among Caribbean people
Be knowledgeable of your job status to be able to answer any question	Person to person contact is an effective means of communication
Always be alert and positive towards your colleagues and other Caribbean countries	I met some of the visiting St. Lucians
Never run from the Law, no matter where you go, you will automatically be caught	I had no counterpart unfortunately
Our ministry is quite different from the Vincentian ministry	Exchange of ideas
Coaching program at primary and secondary schools	How the various departments can benefit from one another
Need to introduce electronic circulation of books	My counterpart was quite responsive
All information personnel are drive but a high level of patronage	That personal development in your field of work is of vital importance for effectiveness of practice
The islands of the OECS are very similar but still diverse	Professional training is key however language diversity can be helpful
(St. Vincent has) Better school furniture than us	Co-operation, inspiration and enthusiasm
(learnt a lot) About work ethics	Learn different culture and language
Each zone has their own President for Pre-Schools	Structure of the music program in St. Lucia
How important it is to be competent, knowing your job so one can explain and talk about it	Visit too short
Standard of education is up to A level	Fun and exciting
There is a lot of paperwork	How to interact
Going abroad refreshed my mind (JOCV)	How to interact with strangers
Thrust to revamp the adult education program in St. Vincent. Presentation was made on literacy initiative in Cabinet yesterday by Dr. Jules	Informative and encouraging
The importance of education taking care of maintenance of schools	My counterpart enjoys his work
National Sports Persons (in St. Vincent) are being facilitated job-wise – salaries are being met by National Lottery	It is so good to learn from others with the same calling – Oh how pleasant and good to dwell in unity
I went to the St. Vincent Port Authority, Customs Building and Cargo Shed (to observe goods clearance)	Maths must be taught by activity

ST. LUCIA	ST. VINCENT
New Horizons is an extension of the Teachers Union	Work can be more effective if divided into manageable chunks
The general needs of the education systems are similar	It is good to share ideas, ideals, knowledge and experience
Exchanges are very rewarding	It was good to hear that another person regards the arts as playing a pivotal role in learning/teaching
Some of the Kindergartens are run by NGOs	We wanted to boycott this afternoon's session but thought better of it
Now about 70% of primary students can go on to secondary school	Patois seems to be very prevalent in St. Lucia
The work is more or less the same, nothing different	Have learnt how much we have in common
There are many ideas that can be shared	Unity is common
Some of their pre-schools have the same names as our pre-schools	Shared enthusiasm is contagious and knows no boundaries
I learnt the payroll system of St. Vincent	Warmth and friendliness
Before sharing something, we should share joyfully	The need to relax and unwind
(Vincentians) have good work ethics	The Accounts Dept in St. Lucia does its own filing of bills
Exchanges like these are very important especially in light of approaches towards the Caribbean Single Market and Economy	That the stigmatization of illiteracy is in both territories
There are different ways and methodologies for achieving the similar goals	That integration is alive and well
Learning comes from experience – sharing and communicating	Sharing and comparing information
Grading system is different	Grading system is different
Marketing and PR is an important aspect/component of information dissemination	Communications – listened to each other
Organization is key to good management	Having fun while learning
We could help each other reach our goals in the different ministries	Sharing and friendship
We have lots of work to do	The reading of (incoming) correspondence is doing to be done on computer (in St. Lucia)
Being prepared saves time	That my counterpart thinks that we are overworked
Commonalities among experiences and challenges by counterparts	Work hard - there is always someone working like you or harder than you, try to out do them
St. Vincent food is tasty and well-prepared	Common interests
I learnt about the circumstances of Kingstown	Emphasis appears to be different
Language (is different)	Learnt about their lifestyles
Curriculum unit of St. Vincent works very well/is effective	That my counterpart is better paid than I am
Work load is distributed in different ways from ours	The position of other staff members
The Director of Library Services is also responsible for Archives and the Documentation Center	People are more cooperative with stranger

ST. LUCIA	ST. VINCENT
Learn how to sit close to the food table	Share the information (2 comments)
Very similar in so many ways	All categories of workers attend skills training in tech voc in St. Lucia
Very different in some ways	Comedy – laughed together
Enlightening	Learnt names and personal info about the staff
Communication	An exchange like this is very interactive and educating
The openness of minds to all is a wonderful experience. One gets to know the thinking of persons.	Teamwork
Plans are in place to develop a fibre ring for all government schools (in St. Vincent)	It is possible to develop a Mathematics CD
How to stay hungry yet learn	The importance of sharing between countries which preempts the single market and economy
Felt honored to receive such a welcome from our counterparts	That differences exist in the way we do the same things to arrive at similar results
A very worthwhile exercise	Sharing gives you greater power to become adept at what you do
Delegation assists in effective management and helps remove excess stress from managers	“Patois” is broken French – a prevalently used language in St. Lucia
	I learned that St. Lucia has 20 Secondary School, one less than us (we have 21)



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