

**Guam ACTE Summit 2024**  
**Summary of Workshop Sessions**  
**February 17, 2024 8:00am – 12:30pm**  
**GCA Trades Academy in Tiyan, Barrigada**

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Strand: Guided College and Career Pathways  
& Partnership  
9:00 am - 10:00 am

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**Michael Chan, Ed.D.**

Dean, School of Technology and Student Services  
Guam Community College

**Professional Background.** Michael has over 10 years of teaching experience having taught Algebra, Calculus, and Physics from 1999 to 2008. Michael then began his career at Guam Community College (GCC) in 2008 being a faculty member of the Math & Science department before serving as Associate Dean in 2010 and now serving as Dean for the School of Technology & Student Services since 2014. Michael expanded GCC's dual enrollment program to include private schools as well as home schooled students. Michael developed the guidelines for GCC's dual credit program that would allow GCC's secondary Career and Technical Education (CTE) students to be awarded postsecondary credits upon receiving a Certificate of Mastery. Through GCC's transformation period, Michael created the Classroom Learning Yields Math and English Readiness (CLYMER) program and its eligibility requirements. CLYMER allows high school graduates who meet the eligibility requirements to directly enroll into college level Math and/or English courses without having to take the placement test. Current success rates of students who have availed of the CLYMER program is approximately 90% for both Math and English.

**Topic: DCAPS (Dual Credit Articulation Program of Study)**

**Workshop Description.** An overview of the Guam Community College dual credit program, DCAPS. What is it, implementation background, participating programs, benefits, strengths and needed improvements.



**Carol Cruz**

Chairperson, Hospitality and Tourism Department  
Guam Community College

**Professional Background.** With over 12 years of experience at the Guam Visitors Bureau in marketing and research, and more than 20 years teaching CTE education in hospitality and tourism, Carol Cruz brings experience and knowledge in her current role as the department chairperson for Guam Community College's Hospitality and Tourism Department. She holds a BBA and MBA in Business Administration, and is a master trainer in alcohol management and an online certified teaching instructor. Carol has been a dedicated educator, teaching various post-secondary courses such as eco-tourism and tourism planning and development. She has experience teaching under the AHLEI secondary and post-secondary curriculum.

**Topic: Hotel Associate Youth Apprenticeship Program**

**Workshop Description.** This workshop will feature a department chair's innovative approach to promote and sustain secondary and post-secondary hospitality programs through the hotel associate youth apprenticeship program. The session will cover a basic process of curriculum development, collaboration, and implementation strategies. The workshop aims to provide practical knowledge and guidance to understand the complexities of initiating and supporting an employer-driven program in the context of hospitality and tourism education.



## **Sophia Duenas**

Principal, Tiyan High School

**Professional Background.** With a wealth of experience spanning eighteen (18) years in various roles at the high school level, including teacher, department chair, and assistant principal for curriculum. She played a pivotal role in guiding George Washington High School through successful six-year accreditation cycles with the Western Association for Schools and Colleges (“WASC”) in 2000, 2006, and 2012. Currently serving as the principal of Tiyan High School, Ms. Duenas stands as a trailblazer on Guam for introducing the career academy concept. This innovative approach involves creating a school within a school, with the primary goal of preparing students for both college and career paths. Ms. Duenas's leadership in implementing this concept reflects her dedication to fostering comprehensive and forward-thinking education.

**Topic: Tiyan High School College and Career Academies: Closing the Gap Between High School and Post-Secondary Success.**

**Workshop Description.** The objective of this presentation is to provide insights into Tiyan High School's College and Career Academies, emphasizing our commitment to Career Technical Education (CTE).



## Dr. Zeni Napa Natividad

Administrator, Research, Planning & Evaluation Division, Guam DOE

State Representative, National Forum of Education Statistics, U.S. DOE

**Professional Background.** Dr. Zenaida Napa Natividad is the Administrator of the Research, Planning, and Evaluation Division at GDOE. She is the Project Director of the federally funded State Longitudinal Data System, locally known as the Guam One Stop Data Village. She is also the official Guam State Liaison to the U.S. Department of Education (US Ed) National Center for Education Statistics. Dr. Natividad successfully acquired \$7M federal grants from the US Ed to build the first and only linked data system for GDOE, UOG, GCC, GDOL, and DPHSS to track the progress of students from early childhood to K-12 to postsecondary and workforce.

### Topic: Guam One Stop Data Village (GOSDV): Guam State Longitudinal Data System

**Workshop Description** The Guam Department of Education (GDOE) operating Guam's State Longitudinal Data System (SLDS) also known as the Guam One Stop Data Village (GOSDV) received a total of \$7M grant from the U.S. Department of Education Institute of Education Sciences (IES) to support a multi-agency project for the interoperability of the early learning data systems, the public education system K-12 to postsecondary, and workforce data. The grant provides the funds for Guam to design, develop, and implement the GOSDV to efficiently and accurately manage, analyze, disaggregate, report, and use individual student P-20W+ (early childhood through workforce) data.

The lack of an interoperable data system for college and career readiness can have several impacts:

1. Inability to track the long-term outcomes of students after they graduate from high school or college makes it challenging to assess the effectiveness of educational programs and interventions in preparing students for successful careers and college.
2. Uninformed education policies and Inefficient decision-making that are not based on long-term information student performance, career pathways, and college readiness, specifically decisions regarding curriculum development, resource allocation, and career guidance.
3. Unclear or lack of support for student transition because of the absence of information on student interests, skills, and academic performance, all of which can provide guidance for students in making informed decisions about their career and college choices.
4. Inefficiency in producing the quality workforce needed by the economy due to difficulty in identifying trends and patterns, identifying achievement gaps, understanding the impact of various factors on student success, and developing targeted interventions.
5. Poor accountability due to challenges in holding schools, districts, and educational institutions accountable for their roles and responsibilities in improving career and college readiness. Institutions engage in blaming each other, absent data to support the claims for poor performance.

The Guam One Stop Data Village (GOSDV) infrastructure presents a perfect solution to link early childhood, K-12 and postsecondary, and workforce data in one system to address the above-listed gaps in a data-informed policy making, decision-making, and communities of practice. Bringing the data systems of the various early childhood entities together in a single database within GOSDV would have significant benefits, not only through the education pathway, but including the pathway to workforce development and positive economic outcomes



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Strand: College and Career Preparation

10:00 am - 11:00 am

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## **Dr. Debra Cabrera, PhD**

Associate Professor, University of Guam

**Professional Background.** Dr. Debra T. Cabrera is an Associate Professor in the Sociology Program at the University of Guam. She is also a faculty member for the Women and Gender Studies Program, Micronesian Studies Program, and the CHamoru Studies Program. She also chairs the College of Liberal Arts and Social Sciences Curriculum Committee. Prior to UOG, Dr. Cabrera was a social studies teacher at St. John's School, and social science faculty then Dean of Academic Programs and Services at the Northern Marianas College. Throughout the years, she has served in local, regional, and national organizations, namely the Northern Mariana Islands Council for the Humanities, President Barack Obama's White House Advisory Commission on Asian Americans and Pacific Islanders, Humanities Guåhan, and the Scientific and Statistical Committee and the Social Science Planning Committee for the Western Pacific Regional Fishery Management Council. Her current research interests focus on juvenile delinquency in the Marianas, the sociology of education, and environmental deviance.

### **Topic: Sociological Factors and Student Success**

**Workshop Description.** The workshop will explore various sociological factors related to student success with a focus on gender and age as demographic variables.

At the end of the session, participants will be able to:

1. Identify and explain the relationship between two sociological factors and student success.
2. Develop strategies to increase the level of student success based on sociological factors.



## Dr. Julie Ulloa-Heath

Assitant Director, Planning and Development  
Guam Community College

**Professional Background.** Dr. Julie Ulloa-Heath received her doctorate in Educational Leadership at the University of San Diego in 2003. She has been with Guam Community College for eight years and is currently the Assistant Director for Planning and Development. Dr. Ulloa-Heath has over 20 years of experience in higher education (GCC, UOG, and NMC) and 12 years with various nonprofit organizations. She co-authored Career Interventions and Career Thoughts of Pacific Island College Students in the Journal of Counseling & Development (2012). Furthermore, she was a commissioned military officer in 1980.

Workshop Description

### Topic: From IET Pilot to Career

**Workshop Description.** Career and technical education is vital to prepare students to get into the workforce to meet industry and community needs. This session introduces adult education and the Integrated Education and Training (IET) program for career pathways. The session will reflect on the challenges and potentials of IET programs in preparing students for success in both college and future careers.

#### Workshop Outcomes

At the end of the session, participants will:

1. Discuss how literacy can be integrated into occupational credentialing
2. Identify instructional methods for teaching IET



## **Dr. Juan P. Flores**

Coordinator, Special Projects  
Guam Department of Labor

**Professional Background.** Juan P. Flores was born and raised on Guam. He graduated from Father Duenas Memorial School. He earned a Bachelor of Arts in Biology and Teacher Training from Colgate University, a Master's in Education from the University of Portland and a PhD in Leadership Studies from Gonzaga University. Dr. Flores' professional career includes teaching math and science in public and private middle and high schools on Guam and the U.S. mainland. He also taught science and education courses at Guam Community College, Pacific Islands University, University of Portland, Gonzaga University, and the University of Phoenix. His administrative experiences include K-12 school and district-level administration and general administration, admissions, and financial aid in higher education institutions. His administrative experiences focused on public-private collaborations, relationships with local and federal officials and the management of locally and federally funded projects.

### **Topic: Your CTE Classroom – an incubator for “Good Jobs”**

**Workshop Description.** The US Department of Labor has initiated research and discussions on the qualities of "Good Jobs" in American companies. This session will introduce teachers to the Good Jobs concepts and provide them with suggestions on how their classrooms can mirror the practices of employers who provide good jobs. The session will also encourage the preparation of young men and women to use their knowledge and skills that contribute to gaining and retaining "Good Jobs". Active participation will be welcomed and encouraged.



## Dr. Sam Mabini-Young

Executive Director

Association of Career and Technical Education  
Guam Chapter

**Professional Background** Dr. Shirley “Sam” Mabini Young received her Ph.D. in Work and Human Resource Education (2008) from the University of Minnesota, and a M.Ed. in Work, Community and Family Education (2001). She is a Postdoctoral Research Fellow in Postsecondary Career & Technical Education Research, sponsored by the ECMC Foundation at North Carolina State University and worked at University of Alabama. Dr. Mabini Young has had leadership roles in the public and private sector, including the post as the Director for the Guam Department of Labor, Provost at Pacific Islands University, Adjunct Associate Professor with University of Maryland Global College, and Associate Dean at Guam Community College. She also served as Acting Director for the Guam Public Library System and General Manager of PBS Guam. Dr. Mabini Young was a business loan officer for Bank One Arizona, and an Executive Accountant at Valley of the Sun United Way. In Minnesota, she worked for an engineering firm while pursuing her graduate studies at the University of Minnesota. Dr. Mabini Young was a Senator in the 31st Guam Legislature, working diligently on initiatives in education and workforce development to improve and enhance the livelihood of Guam citizens. She authored the College and Career Readiness Act (CCaRe Act, PL31-156). In 2015, Dr. Mabini launched the Guam Association of Career and Technical Education (GuACTE), a professional organization of educators in the western Pacific region. Today, Dr. Mabini Young works as a business consultant, and offers career coaching for youth and adults and volunteers for several non-profit organizations

### Topic: Counseling or Coaching, What’s the difference?

**Workshop Description:** The terms “Counseling” and “Coaching” are terms that are sometimes used interchangeably and cover an array of various approaches. However, there are distinct differences that should be recognized, such as being action oriented (coaching) or coping oriented (counseling). There are fundamental steps important in helping students reflect, envision and plan their career pathways. Learn some general coaching techniques to effectively help students achieve their goals in ways that build their sense of autonomy, confidence and accountability.



## Mr. Joseph V. Lujan, MA

School Counselor

John F. Kennedy High School

**Professional Background.** Mr. Joseph V. Lujan “Joey” is a seasoned school counselor with the Guam Department of Education for 11 years, starting as a middle school counselor to his present position as a high school counselor. He works with his student to succeed academically, navigate social-emotional issues and set college and career goals. Mr. Lujan received his Bachelors in Social Work and Masters in Counseling from the University of Guam. He is currently PhD candidate with Pacific University, Oregon.

### Topic: Helping Students Find the Right Fit

**Workshop Description:** Navigating college admissions is a complex task, especially when looking to move across the ocean. Whether a student is looking to pursue a degree or certification, finding the right fit can be a difficult task. This workshop will provide resources to help students navigate the college admissions process and helping them match their post-high school education to their career goals.



## Hernalin Analista

Assistant Professor - CTE Career Counselor  
Guam Community College

**Professional Background.** Hernalin Analista is a Career Counselor for Guam Community College's Secondary Career & Technical Education Programs. Her counseling career spans over 25 years and has involved work in both educational and clinical settings. Before joining GCC, Hernalin was a Psychiatric Social Worker for the Department of Mental Health and Substance Abuse (DMHSA). She worked under the Child/Adolescent Services Division and provided treatment to children and youth with serious emotional challenges. She also served as a school counselor for the Guam Department of Education for four years where she had the opportunity to make a positive impact on the lives of school-age children.

Hernalin holds a bachelor of arts degree in Psychology and a master's degree in Counseling. She also maintains a Professional Counselor license. In her spare time, Hernalin engages in some civic duties and volunteerism through her affiliation with the Guam Association of School Counselors (GASC).

She is married to Norman Analista, Together, they have two children, Cara Lynn and Ashton Analista. Their family resides in the village of Santa Rita.

### Topic: Make It Relevant: Tips for Building Integrative College and Career Readiness Lessons

**Workshop Description.** Preparing students for college and careers can be challenging, but fret no more! Through this workshop, access lessons, activities, and resources that can engage students in developing their true potential and best prepare them for college and workforce success.



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Strand: Trends, Ideas, and Innovation  
in Education  
11:00 am - 12:00 pm

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## **Melissa Palomo**

Instructor, Early Childhood Education  
Guam Community College

**Professional Background.** Melissa Palomo is an instructor at Guam Community College with a deep passion for learning. With 25 years of teaching experience, she is embarking on an exciting journey into the world of AI. Her dynamic approach to teaching reflects not only her commitment to nurturing students, but also her curiosity about the transformative potential of new methods and technologies in the classroom.

### **Topic: Using ChatGPT in the Classroom**

**Workshop Description.** This workshop is designed to empower educators by providing insights into the possibilities of integrating ChatGPT into the educational realm. Participants will gain a basic understanding of ChatGPT's potential applications and learn effective strategies to discourage unethical use of this powerful tool.



## **Marivic C. Schrage, M.Ed. CTE**

Associate Professor, Bachelor of Science in CTE  
Guam Community College

**Professional Background.** With 27 years of experience in career and technical education, Vicky—affectionately known by that name—embraces a teaching philosophy rooted in discipline. Renowned for her dedication to practical learning, she seamlessly brings to her classroom real-world tasks performed by experts in their respective fields through project-based learning approaches. Currently, she is actively pursuing a Ph.D. in Career and Technical Education at Old Dominion University, an institution classified among "R1: Doctoral Universities - Very high research activity." Her unwavering commitment to advancing both her knowledge and the field of career and technical education underscores her deep passion for achieving teaching excellence.

### **Topic: Project-Based Learning in CTE**

**Workshop Description.** Project-based learning involves students acquiring knowledge and skills through an extended period of engagement, during which they explore and address a complex question, problem, or challenge. At the end of the workshop, participants will be able to design and implement project-based learning within a context of Career and Technical Education.





## **Chef Philip Kelvin Callos**

GCC ProStart Culinary Teacher at Simon Sanchez High School  
Student, Bachelor of Science in Career and Technical Education

**Professional Background.** Chef Philip Callos, a graduate of Simon Sanchez High School in 2012, embarked on his culinary journey by enrolling in the Associate of Arts in Culinary Arts program at Guam Community College. Armed with extensive industry experience, he later circled back to his alma mater, taking on a role as faculty at GCC, where he imparts his culinary wisdom by teaching ProStart at SSHS. Continuing his commitment to education, Chef Callos is currently pursuing a Bachelor of Science in Career and Technical Education at GCC. His passion for teaching is evident as he actively contributes to shaping the lives of his students, making a meaningful impact in the realm of culinary education.

### **Topic: Qualities of Highly Effective Teachers: A personal reflection**

**Workshop Description.** Why is teaching challenging for individuals without prior educational preparation? How can one ensure effectiveness on their inaugural day in the classroom? In this presentation, I will reflect on my experiences as I strive to embody the qualities of highly effective Career and Technical Education (CTE) teachers, shedding light on the complexities and strategies associated with teaching for the first time.



## **Dr. Leah Beth Nahalowaa**

Director, Starbase Guam  
DoD Youth Affairs Program  
Department of Military Affairs

**Professional Background.** Leah Beth Nahalowaa, Ed. D developed an interest in STEM programs while she was at Guam Department of Education and consistently brings awareness to our school communities of STEM program offerings, such as innovation, robotics and sustainability. She helped establish the STEM Strategic Plan for GDOE and the Next Generation Science Standards, which were both adopted by the GDOE Board. Throughout the years, her career consists of being a Freelance writer, adjunct faculty and Career Placement Officer with the University of Guam, Director of the Guam Department of Labor, Project Director for College Pathway at the Guam Department of Education and currently the Program Director of STARBASE Guam. She received both her bachelor's degree and master's Degree at the University of Guam. She continued her higher education and received her Doctorate's Degree at Argosy University in Education Leadership. Dr. Leah Beth Nahalowaa volunteers and gives back to the community by joining civic organizations and she's the Founder/Chairperson of Pink Ball Guam.

### **Topic: Utilizing the Engineering Design Process (EDP) to Develop Guam's STEM Workforce**

**Workshop Description.** Utilizing the Engineering Design Process to Develop Guam's STEM Workforce  
The presentation will introduce participants to the Engineering Design Process (EDP) and recognize its effectiveness in developing students' capacity to collaborate, communicate, and problem solve. Participants will engage in an engineering activity to design a prototype using limited resources to protect an egg from breaking after being dropped from a designated height. Participants will work in teams of three to four to complete an activity sheet of how they are involved in the Engineering Design Process.



## **Dr. Matilda Rivera**

Assistant Professor - School of Education  
University of Guam

**Professional Background.** Dr. Matilda Naputi Rivera, a UOG alumna, joined the University of Guam in 2002 as an adjunct professor. With over 24 years of experience, she previously served as an ESL Coordinator/Teacher for the Guam Department of Education. Currently, she is the Interim Program Chair for the Reading Master's Program. Dr. Rivera has held various leadership roles, including Past President of the Guam Council of the International Literacy Association (ILA) and Board Member of the Guam Public Library System. She is also involved in multiple organizations, such as NAEYC, ISTE, NABE, ILA, PIBBA, and more. Dr. Rivera holds a Guahan Commission for Educator Certification as a MASTER EDUCATOR in Early Childhood, Elementary Education, Reading, and ESL.

### **Topic: Using Digital Storytelling as a Culturally Responsive Instructional Strategy for Pacific Islanders in Guam and Micronesia**

**Workshop Description.** This presentation focuses on utilizing digital storytelling as a culturally responsive instructional approach for Pacific Island students in Guam and Micronesia. Given the significance of oral tradition in Pacific Island cultures, incorporating digital storytelling can enhance language and literacy learning in Guam classrooms. You will be introduced to a user-friendly model for implementing digital storytelling using PowerPoint, making it accessible for teachers.



## Wil Castro

Vice-Principal

Career Tech High Academy Charter School

**Professional Background.** Wil Castro is Career Tech's new Vice Principal and Teacher of English and CHamoru. Wil is a highly educated, energetic, and contagiously optimistic provocateur of education with experiences in public, independent and charter education across K-16. Wil holds a UOG Bachelor's degree; Harvard Master's degree with graduate credits from MIT; attained Doctoral Candidacy at Columbia; and ongoing certifications in Project Management (IBM and PMI), Cybersecurity (Google), Data Analysis (Google), and Instructional Methods (COGNIA). Select C-Suite executive experiences include chief of staff and senior advisor to regional governors, chief planner, CTO, director of development and institutional effectiveness, and acting associate superintendent.

### Topic: A School of Dreams in a Sea of Possibilities

**Workshop Description.** Come and explore alongside Career Tech's Vice Principal, a former C-Suite executive with public, independent and charter school experiences, how a relatively small boutique-like career technical school by the sea is helping to equip, engage, and empower young people by infusing an innovative non-traditional approach to their education and growth experiences. Extending beyond the canon of American education, Career Tech offers traditional seafaring and navigation, unique elective courses, and unscripted student learning opportunities in order to foster a community-centered, culturally-rooted identity; deliver a platform to acquire specialized skills; and build upon a foundation for Guam's high school students to develop essential workplace and post-secondary learning as well as leadership skills. Listen in to how a study of the stars, immersing into 18' of water, electing to peer into artificial intelligence and social media content generation, empowering TAGA talks, real-world hands-on construction tools methods, applied CHamoru, and a classical liberal arts curriculum meld together to forge what is truly an innovative, highly flexible, and unique educational experience in the Mariñas.

