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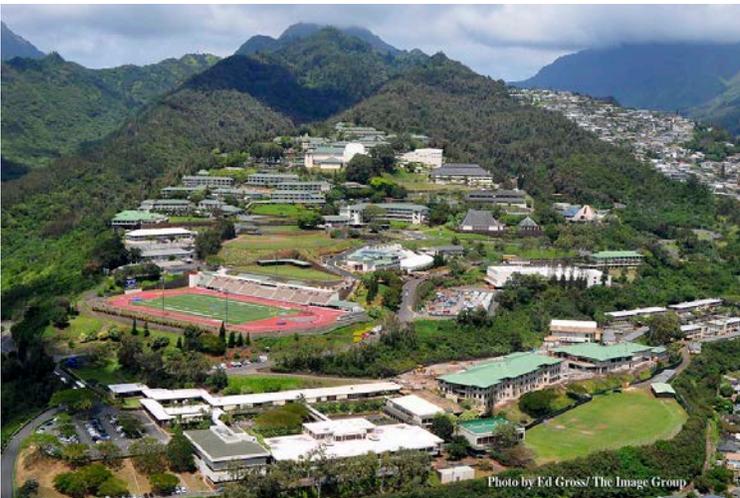


KAMEHAMEHA SCHOOLS®

High School Principal Kapālama Campus

HONOLULU, HAWAII

FOR A POSITION TO BEGIN IN JUNE OF 2015, KAMEHAMEHA IS SEEKING AN EXTRAORDINARY LEADER TO SERVE AS PRINCIPAL OF THE KAPĀLAMA HIGH SCHOOL AND AS THE CHIEF ADMINISTRATOR OF A LARGE AND COMPLEX SCHOOL WITH AN INSPIRING MISSION.



Founded in 1883 by Princess Bernice Pauahi Bishop, great-granddaughter of Kamehameha the Great, Kamehameha Schools exists to advance the condition of Native Hawaiians by providing high quality educational opportunities. Since its founding, KS has become a symbol of educational excellence graduating more than 24,000 young men and women. Like their benefactor, Kamehameha graduates are expected to care for their families, serve their communities, and apply their knowledge, skills and rich cultural heritage to enhance and benefit Hawai'i and the larger world.

Kamehameha Schools Kapālama is an independent college preparatory day and boarding school with a Protestant Christian program. Its kindergarten through grade 12 enrollment is 3,200. The high school includes grades 9-12 and enrolls 1,800 students. About 386 grade 9-12 boarding students, primarily from the neighbor islands, reside on campus.

Grounded in its commitment both to Protestant Christian beliefs and to the perpetuation of ancestral Hawaiian values and traditions, the school offers a comprehensive college preparatory curriculum integrated with the study of Hawaiian culture and language, as well as character education and religious instruction. A lively arts program and extensive athletic opportunities complement the academic studies.

The Po'o Kumu (Principal) of the Kapālama Campus High School will inherit an impressive learning community with a well-defined vision and the physical, financial, and human resources necessary to realize an ambitious agenda of continuous improvement.

On the web: www.ksbe.edu/careers

APPLICATION DEADLINE: JANUARY 9, 2015

THE KAPĀLAMA HIGH SCHOOL CAMPUS AT A GLANCE

Founded: 1887 (1930 at its current site)

Location: 600-acre hillside campus overlooking the city of Honolulu

Enrollment: 1,800
Day (9-12) 1,414
Boarding (9-12) 386

Students of Hawaiian ancestry: 100%

Faculty: 191 full-time, 5 part-time; 62% with advanced degrees

Average faculty tenure: 12 years

Total employees: 311

Tuition and fees, 2014-15:
Day (9-12): \$4,784
Boarding (9-12) \$8,491

Financial aid awarded: \$5.2 million

% of students receiving aid: 65%

Accreditation: Western Association of Schools and Colleges, Hawai'i Association of Independent Schools

Member: National Association of Independent Schools

Kamehameha Schools Vision, Mission, and Strategic Goals

Kamehameha Schools' mission is to fulfill Pauahi's desire to create educational opportunities in perpetuity to improve the capability and well-being of people of Hawaiian ancestry.

VISION

Kamehameha Schools is a dynamic and nurturing learning community committed to educational excellence. We assist people of Hawaiian ancestry to achieve their highest potential as "good and industrious men and women." We do so by contributing to their development as people who are:

- grounded in spiritual and Christian values;
- intellectually, emotionally, and socially self-reliant;
- resourceful, resilient, lifelong learners;
- equipped with the skills they need to succeed in endeavors of their choosing;
- responsible ethical, contributing members of their multi-cultural and diverse communities and
- prepared to practice and perpetuate the Hawaiian values and traditions of its founder, Princess Bernice Pauahi Bishop.

SUMMARY OF GOALS AND PRIORITIES

Goal 1: Network of Native Hawaiian Schools

Deliver world-class, culture-based education through a network of Native Hawaiian schools, inclusive of our KS schools and Native Hawaiian charter and immersion schools.

Goal 2: Improved Educational System

Contribute to communities' collective efforts to improve our education systems for Native Hawaiian learners to achieve key Educational Pathway Milestones.

Goal 3: Native Hawaiian Identity

Cultivate a strong Native Hawaiian identity to instill confidence and resiliency in our learners and to inform decision making and actions within our organization, for the improvement of the wellbeing of the Lāhui.

Goal 4: High-Performing Native Hawaiian Organization

Execute as a high-performing, mission-driven, Native Hawaiian organization with strong leadership, efficient processes and systems, and successful strategic partnerships.

Goal 5: Impact-Driven Resource Management

Prudently optimize the strength, breadth, and strategic alignment of our resources with an organization-wide focus.

ABOUT THE KAMEHAMEHA SCHOOLS EDUCATIONAL SYSTEM

Today, a combined preschool through Grade 12 enrollment of more than 6,700 students at three K-12 schools and 30 preschool sites makes Kamehameha Schools the largest independent school system in the United States. Families pay in tuition only a small portion of the cost of educating each student, with extensive financial aid available to students who demonstrate additional need. In addition to its campus-based day and boarding educational programs, Kamehameha also administers numerous educational programs and outreach efforts in local communities across the state, including a comprehensive college financial aid and counseling program that distributes \$18 million in aid each year to Native Hawaiian secondary school graduates.

The sole beneficiary of the Bernice Pauahi Bishop Estate, which has an estimated value of over \$10 billion, Kamehameha Schools also is the largest private landowner in the state of Hawai'i.

This Po'o Kumu opportunity is for Kapālama, which is the flagship campus and the oldest and largest of the three schools (the others are located on the islands of Maui and Hawai'i). As such, it occupies a particularly prominent place in the community and in the hearts of the thousands of passionate alumni who have passed through its doors.

THE KAPĀLAMA STUDENT BODY

Kamehameha's admissions policy is to give preference to applicants of Hawaiian ancestry to the extent permitted by law – a policy that has been repeatedly upheld by the courts in the face of several challenges. In addition, in keeping with the wishes of Princess Pauahi, the school allots approximately one-quarter of its spaces to indigent youngsters and orphans, defined as children who have lost at least one parent. Through a complex admissions process that also takes into account geographic location and standardized test scores as well as applicants' co-curricular activities and personal qualities, the Kapālama campus each year enrolls approximately one of every 10 children who apply. Standard entry points are grades K, 4, 7, and 9. Kapālama serves O'ahu and the neighbor islands.

Strong college preparatory in its focus, the Kapālama campus ensures that all graduates are accepted to institutions of higher learning. Typically, approximately 70 percent attend four-year colleges or universities and one-quarter attend two-year colleges or technical schools.

Colleges and universities enrolling five or more Kapālama graduates over the past five years include the following:

Academy of Art University	Harvard College	Point Loma Nazarene College	University of Miami
Arizona State University	Hawai'i Community College	Portland State University	University of Nevada, Las Vegas
Azusa Pacific University	Hawai'i Pacific University	Saint Martin's University	University of Nevada, Reno
Biola University	Honolulu Community College	San Diego State University	University of Northern Colorado
Brigham Young University (HI)	Humboldt State University	Santa Clara University	University of Oregon
Brigham Young University (UT)	Kapi'olani Community College	Seattle Pacific University	University of Portland
California Lutheran University	Kaua'i Community College	Seattle University	University of Puget Sound
California Polytechnic State University, San Luis Obispo	Leeward Community College	Southern Oregon University	University of Redlands
Chaminade University	Lewis & Clark College	Southern Utah University	University of San Diego
Chapman University	Linfield College	Stanford University	University of San Francisco
Colorado Mesa University	Loyola Marymount University	United States Naval Academy	University of Southern California
Colorado State University	Marist College	University of Colorado, Boulder	University of the Pacific
Concordia University	Menlo College	University of Colorado, Colorado Springs	University of Washington
Corban College	Northern Arizona University	University of Hawai'i, Hilo	Utah Valley College
Creighton University	Notre Dame de Namur University	University of Hawai'i, Mānoa	Washington State University
Dartmouth College	Occidental College	University of Hawai'i, West O'ahu	Western Oregon University
Dixie State College of Utah	Oregon State University	University of Hawai'i, Maui College	Whittier College
Embry-Riddle Aeronautical University	Pacific University		Willamette University
Evergreen State College			Windward Community College
Grand Canyon University			

CAMPUS AND FACILITIES

The striking Kapālama Campus features nearly 70 major buildings, seven miles of roads, and seven athletic fields. Major buildings include separate complexes for each of the three divisions; the Midkiff Learning Center, which houses 70,000 resource materials, a student media production center, and a television studio; a technology center including a sophisticated computer-assisted designing and drafting (CAD) system; a performing arts complex; 12 dormitories; and extensive athletic and recreational facilities, including an Olympic-size swimming pool, playing fields, four gyms, and a football/soccer/track stadium. The beautiful Chapel, with wooden doors made of koa, can accommodate 450 students and features an organ with 3,500 pipes. The school also maintains a fleet of 28 buses to transport 1,500 students.

Recent facility upgrades have included a new Athletics/PE complex, a Hawaiian Cultural Center and a seven-story parking garage.

HIGHLIGHTS OF THE KAMEHAMEHA KAPĀLAMA PROGRAM

The Kamehameha Kapālama educational program offers a broad college preparatory curriculum that is integrated at all grade levels with Hawaiian cultural knowledge, traditions, practices, and skills. Careful attention to moral development and character education permeates the program, as well; all students participate in Ekalesia Christian education classes and attend Chapel and devotions.

The Kapālama High School offers a comprehensive college preparatory curriculum designed to challenge students to think critically. All students must complete an extensive set of course requirements, including 4 years of English; 2 semesters of speech; 3 years of math; 3 years of science; 7 semesters of social studies, including Hawaiian culture, world history, U.S. history, Hawaiian history, and economics; two consecutive years of a language (Hawaiian, Japanese, or Spanish); 3 semesters of physical education; 1 semester of performing arts; 1 semester of visual arts; and 1 semester of health. Non-credit requirements include Christian education, guidance meetings, keyboarding proficiency, aerobics proficiency, swimming proficiency, two quarters of school service, and a one-day senior service project in the community. The 1:1 laptop program provides ready access to technology resources.

Approximately one-quarter of the High School student body is enrolled in the Honors Program, which includes 30 Honors and 15 Advanced Placement courses in six academic areas. Sixty-seven members of the Class of 2014 earned Academic Honors Diplomas by completing at least 7 honors credits, maintaining at least a 3.5 overall GPA, an cumulative GPA of 3.0 or higher in honors courses and completing at least two AP courses. In May 2014, students took 344 Advanced Placement exams in 11 subjects, with 71 percent receiving qualifying scores of 3 or higher.

For complete High School course descriptions:

<http://kapalama.ksbe.edu/high/home/academics/coursecatalog.php>

THE ARTS

The Kapālama Campus offers many high-quality opportunities in the arts, including dance, theater, band, and orchestra. The Marching Band performed in the inaugural parades for President Clinton and President Obama, and the Choir once sang at Carnegie Hall. Often, arts activities are integrated with Hawaiian cultural studies and celebrations, including Hawaiian dance and chant. A highlight of the year is the Song Contest, an *a cappella* choral tradition that is televised statewide.

At the High School, curricular offerings include art history, theory, and practice as well as two- and three-dimensional studio art through the advanced level. Performing arts groups include concert band, symphony band, orchestra, boys and girls choruses and glee clubs, theater and dance companies, as well as guitar and ukulele instruction.



ATHLETICS

Interscholastic athletics are a great source of pride and tradition at Kapālama, as well as an opportunity for students to pursue fitness goals and physical challenges. The athletic program is enormous – perhaps the largest in the country – with 114 teams in 36 sports. The school competes at the highest level in the state in all sports, playing other independent schools in the regular season and public schools in championship competition. More than 250 paid coaches and 50 volunteer coaches from the faculty and community oversee the teams, with the help of a first-class training staff.

Although Kapālama’s hilly campus poses challenges in siting adequate field space, the facilities are generally excellent. A new athletic facility, Koai’a, has provided a state-of-the-art weight room and training room, along with large locker rooms, ample classrooms and office space.

The school also offers comprehensive physical education programs in all divisions, with an emphasis on personal fitness. All 9th-graders participate in a 10K run and 10th-graders complete a biathlon.

THE BOARDING PROGRAM

The Kapālama High School Campus can accommodate up to 360 boarding students in 10 dormitories. The school offers a structured residential life program, including a curriculum taught by the dorm advisors. Unlike most independent schools, the Kapālama dorm advisors have no teaching responsibilities outside of the dorms, so that they can focus all of their efforts on caring for boarding students, including counseling, tutoring, and teaching life skills.

The dining program includes family-style dinners four days a week, a time to learn etiquette as well as to socialize. An afternoon intramural program and weekend activities offer recreational outlets.



THE POSITION: HIGH SCHOOL PRINCIPAL, KAPĀLAMA CAMPUS

The High School Po’o Kumu leads high school students, parents, alumni and staff in achieving the mission and realizing the vision for Kamehameha Schools Kapālama. Responsibilities include the effectiveness of the curricular and co-curricular education program, for the high school, totaling 1,800 students including 386 boarding students with varying levels of achievement from remedial to advanced; creating conditions that promote a purposeful, positive and progressive school ethos in which students and staff feel connected, known and valued; creating conditions and build capacity for institutional learning through powerful student, staff and parent learning communities; providing curriculum and instructional leadership; managing faculty and staff matters; maintaining effective and smooth school operations; directing budget preparation and execution; overseeing management of high school boarding program; supervising the high school’s athletics program and encouraging open communication with all stakeholders. The Po’o Kumu also develops and administers fair application of practice affecting admission and readmission to the school; ensures graduation requirements conform to policies approved by the Trustees and the rules and regulations covering Hawai’i private schools. Housing is a condition of employment.

In addition to the job duties, the next leader of our high school should have the following personal qualities:

- A student-centered leader who genuinely loves children and who will enjoy the many responsibilities associated with living in and guiding a Hawaiian educational community.
- A servant leader who demonstrates humility, compassion, graciousness, and tact while being an agent of change.
- A confident and strategic leader who seeks the opinions of others and is flexible in his or her approaches to accomplishing goals and knows when to be firm and steadfast.
- A community builder who will promote school spirit and inspire a unity of purpose as change unfolds.
- An energetic and hardworking person who can communicate and collaborate on a vision.
- A spiritually secure person who is comfortable leading a school grounded in Christian beliefs and values.
- A culturally secure person who is comfortable leading a school grounded in Hawaiian culture and values.

For a complete job description and requirements, visit www.ksbe.edu/careers, and search requisition #014947.

Compensation will be very competitive.

OPPORTUNITIES & CHALLENGES FOR THE NEXT PRINCIPAL

For most of its 127-year history, this high school on the slopes of Kapālama Heights has provided a traditional western educational program that has been heavily content-based with largely teacher-driven and centered instruction.

Today Kamehameha High School Kapālama is a dynamic and innovative *Kula Hawai’i* (Native Hawaiian School) whose *piko* (center of learning) is the *ahupua’a* (Hawaiian land division) of Kapālama. Kapālama is a place to nurture and cultivate Native Hawaiian *haumāna* (students) to become globally-minded servant leaders and successful lifelong learners who are college ready and prepared for life.

Our Kamehameha Schools Kapālama High School program:

- grounds curriculum in Hawaiian epistemology (language, culture, spirituality and ways of knowing)
- incorporates best educational practices to build a foundation based on the 21st century skills and attributes for Hawaiians that we have embraced
- promotes relationships, responsibility, respect, rigor, relevance, resourcefulness, resilience, and reflection.
- develops a worldview that integrates Hawaiian, Western, and other perspectives
- cultivates a commitment of service to *ke Akua* (the Lord), *’ohana* (family), community, *lāhui* (the Hawaiian people/nation), world, *’āina* (land/earth)
- advances the health and spiritual wellbeing of our community

In the spring of 2009, the high school leadership embarked on a journey to transform the high school with a greater integration of Native Hawaiian culture and language into the program while preparing students who are equipped with skills for success in the 21st century and in their post-secondary studies. The school is well on its way towards folding the Hawaiian culture-based Working Exit Outcomes (WEO) into its program. Since 2009, a modified block schedule as well as a one-to-one laptop program have been adopted to strengthen learning and students' technological capability. The key pieces of the school transformation plan that still remain to be fully launched are:

1. Small Learning Communities marked by the creation of four *hale* (houses) at the 9-10 campus. Each self-contained *hale* will have 225 students, half of them freshmen and half of them sophomores, who will be served by a core of teachers from the content areas of English, math, science and social studies.
2. A Multiple Pathways program for juniors and seniors which capitalizes on students' strengths or interests and allows for greater flexibility in how graduation requirements are met. Five pathways have already been identified: STEM, the Arts, Hawaiian Studies, Global Studies and Human Services.
3. An *'Ohana* Advisory System which will provide another small learning community environment, with 16 students in each advisory.

Common to all of the above will be greater inter-disciplinary, challenged-based and *'āina*-based learning opportunities for students as opposed to strictly subject-based instruction.

We believe that the above approaches will enable us to leverage the advantages of the large size of the school (with our 1800 students) by continuing to provide a diverse, robust, and rigorous program while effecting changes to acquire some of the advantages of smaller schools, all with the goal of preparing our students well for their post-secondary success.

It is hoped that the current work on the campus master plan will better position the high school to implement the three key changes identified above.



ANTICIPATED SEARCH CALENDAR

Application deadline:	January 9, 2015
Selection of semifinalists:	January, 2015
Semifinalist interviews:	February 2015
Finalist visits:	February/March 2015
Appointment:	No later than April 6, 2015

THE SEARCH PROCESS AND APPLICATION REQUIREMENTS

Kamehameha Schools is actively recruiting talented educational leaders who possess the skills, personal qualities, and experience necessary to meet the demands of this exciting and challenging position.

Applicants should apply by **Friday, January 9, 2015**, at www.ksbe.edu/careers. Applications should include a current résumé and at least three references with contact information.

After an initial review and interview of applicants, the Search Review Committee will select semifinalists, who will be interviewed in **February 2015**. Finalists will then be invited to the Kamehameha Kapālama Campus for a more comprehensive series of interviews with representatives of the school's constituents. Ideally, a final selection will be made no later than April 2015. Kamehameha Schools will keep all applicants informed of their status throughout the process.