



# KAPĀLAMA CAMPUS

## PO'O KUMU (PRINCIPAL) SEARCHES

Kula Ha'aha'a (Elementary), Kula Waena (Middle)  
and Kula Ki'eki'e (High)

Honolulu, Hawai'i



Carney  
Sandoe  
& ASSOCIATES

**Kamehameha Schools** is looking for outstanding Elementary, Middle and High School Po’o Kumu (Principals) to lead its **Kapālama** campus, a spectacular 600-acre hillside educational institution on O’ahu. The Po’o Kumu will lead students, faculty, families, alumni, and staff in achieving the compelling educational mission and vision of Kamehameha Schools that all haumāna (learners) achieve postsecondary educational success, enabling good life and career choices grounded in Christian and Hawaiian values, and will be leaders who contribute to their communities, both locally and globally.

These leaders will foster a world-class learning environment that promotes a purposeful, positive, and progressive school ethos in which students and staff feel inspired, engaged, safe, and valued. The Po’o Kumu will also create conditions and build capacity for student-centered teaching and learning through powerful student, staff, and parent learning communities.

## ABOUT KAMEHAMEHA SCHOOLS



Kamehameha Schools is a private educational trust founded in 1884 by Ke Ali’i Bernice Pauahi Bishop, the great-granddaughter of Kamehameha the Great. As the last royal descendant of the Kamehameha line, Bernice Pauahi Bishop dedicated her assets to improving and advancing the conditions of Native Hawaiians by providing high quality educational opportunities. Since its founding, KS has become a symbol of educational excellence, graduating more than 25,000 young men and women.

As an educational institution, students are at the center of Kamehameha Schools. Kamehameha School offers a dynamic, innovative, and collaborative work environment for individuals who embrace culture and diversity and are growth minded. Kamehameha Schools is deeply committed to strengthening Hawaiian identity through educational excellence, enabling our students to grow into culturally engaged local and global servant leaders.

The Kamehameha Schools’ \$12 billion endowment funds education for more than 47,000 learners and caregivers annually through a statewide educational system, a range of outreach programs, community collaborations, and financial aid opportunities in Hawai’i and across the continental United States. The educational network includes K-12 campuses on O’ahu, Hawai’i, and Maui, and 30 preschool sites across the islands. The combined PreK-12 student enrollment is more than 6,900 and makes Kamehameha the largest independent school in the United States. Kamehameha Schools gives preference to children of Hawaiian ancestry to the extent permitted by law.

The schools are accredited by the Hawai’i Association of Independent Schools and the Western Association of Schools and Colleges and employ 4,000 full and part-time faculty and staff.

# KAMEHAMEHA SCHOOLS MISSION, VISION, AND STRATEGIC GOALS

**Mission:** Kamehameha Schools' mission is to fulfill Founder Ke Ali'i Bernice Pauahi Bishop's desire to create educational opportunities to improve the capability and well-being of people of Hawaiian ancestry in perpetuity.

**Vision 2040:** Within a generation of twenty-five years, we see a thriving lāhui where our learners achieve postsecondary educational success, enabling good life and career choices. We also envision that our learners will be grounded in Christian and Hawaiian values and will be leaders who contribute to their communities, both locally and globally.



**Strategic Plan 2020:** Kamehameha Schools Strategic Plan 2020 commenced in 2015 as the first in a series of anticipated five-year plans that over the next 25 years will outline how Kamehameha Schools will accomplish its vision. The goals of plan are as follows:

## **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.*

Kamehameha Schools has chosen six **Educational Pathway Milestones** that promote its improved educational system (Goal 2):

- Ready for Kindergarten.
- Reading at grade level or higher in Grade 3.
- Academically prepared in Grade 8.
- Graduated from high school on time and prepared for the next step.
- Completed postsecondary education/training.
- Demonstrated local and global servant leadership and cultural engagement.

## THE KS KAPĀLAMA CAMPUS

The Kapālama campus, on the island of O‘ahu, is the oldest and largest of the school’s three K-12 campuses, containing three schools, each with its own Po‘o Kumu. The Kapālama campus currently enrolls 3,192 students grades K-12, 300 of whom board (grades 7-12).

Kapālama leadership will raise up and amplify promising practices and proven culture-based educational pedagogy in its pursuit to become a world-class, Hawaiian culture-based learning community that engages students in a dynamic, culturally rich, and personalized educational journey. To that end, four cornerstones serve as a unifying focus for the tri-campus system:

- Refocus learning through student-centered, culturally rich experiences and opportunities inspired by student interests and talents.
- Empower educators to employ nurturing and dynamic teaching methods that motivate learners to attain world-class outcomes.
- Elevate standards by developing a world-class curriculum and by setting student achievement benchmarks and global standards.
- Redefine systems and learning environments in a way that establishes leadership, faculty, and staff accountability for ambitious student outcomes.



Common amongst Kamehameha Schools’ learners is a fundamental understanding and application of ‘ike kūpuna (ancestral experiences and knowledge); aloha ‘āina (a love for the land and its people); and kūpono (honorable character founded on Hawaiian and Christian values). Kapālama seeks to strengthen and cultivate these foundational values and capacities by fostering a safe learning environment, ensuring inspiring kumu are in every classroom, and by providing a rigorous academic experience tethered in real-world relevance.

KS Kapālama seeks individuals who embrace this charge and kuleana (responsibility) to provide exceptional educational experiences for haumāna. An ideal candidate is grounded in the values KS seeks to foster in its learners and understands that pilina — relationship building — both internal and external are critical to the success of their school and the growth of their students.

## THE SEARCH AND APPLICATION PROCESS

Acting on behalf of Kamehameha Schools, Carney, Sandoe & Associates is actively recruiting talented individuals who are passionate about the Kamehameha Schools mission. Interested and qualified candidates should inquire with one of the consultants below to receive full position opportunity statements.

The search process will take place through the month of October with an application deadline of **October 31, 2018**.

**Ben Bolté | Kula Ha'aha'a (Elementary School) Po'o Kumu**  
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**Karen Neitzel | Kula Waena (Middle School) Po'o Kumu**  
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