



PRINCIPAL January 2010 Kaua'i Pacific School Kilauea, Kaua'i, Hawai'i

MISSION

Our mission is to ignite a passion for life-long learning and service by developing caring, curious and confident children.

CORE VALUES

Our Core Values inspire our children to be:

Successful 21st Century Learners

- Inquiring, engaged and collaborative
- Innovative, adaptable and self-reliant
- Adept in social, cultural, creative, physical, ecological, economic and technological literacies

Exemplary Stewards of Sustainability

- Contributing to 'green' communities
- Developing deep connections between man and nature
- Honoring oneself and one's environment

Humble Citizens of our Global Community

- Appreciating diversity, equality and justice
- Serving locally and globally
- Practicing Hawaiian cultural values and traditions

OUR SCHOOL

History

In 1986, a committed group of parents and educators founded the Na Kamalei Kaua'i Waldorf School in Kilauea on the rural north shore of Kaua'i. *Na Kamalei* means "beloved children." For several years the school prospered and served many families. In July of 1994, the school was restructured and renamed the Crater Hill School under a new board of directors.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i,
Hawai'i

OUR SCHOOL continued

In response to the expansion of the vision and mission of the school. The school maintained Waldorf roots and continued to serve many students and families. In 1998, the school was renamed *Na Kamalei* and continued to operate as a Waldorf School.

In 2003, the board of *Na Kamalei* approached the board of Kula High & Intermediate, an independent school in Kilauea, with a proposal to combine the schools. At that time Kula High & Intermediate agreed to manage the school, and the school name was changed once again to Kula Elementary at *Na Kamalei*. Although many elements of Waldorf were retained the first year, the school changed over the years to better align with the mission & philosophy of Kula High & Intermediate. The schools were formally kept as separate entities with distinct boards of directors but the goal was to eventually move the elementary school to the site of Kula High & Intermediate. Efforts were made to start joining the two schools including the sharing of administration, staff, & facilities. In the Spring of 2007, the schools had a joint accreditation visit from the Hawaii Association of Independent Schools and the Western Association of Schools & Colleges and received a three-year accreditation as one entity. During that time, Kula High & Intermediate also successfully procured permission from the county to construct elementary school buildings on its campus.

During the 2007-2008 school year, governance and administrative tension over philosophical differences began to build, and ultimately in October of 2008, the Kula Elementary Board of Trustees voted to develop a new, financially sound, 21st century, preK-12 school fostering a culture of challenge, creativity and innovation, global awareness, social and emotional connections, and providing access to technology. From January to March of 2009, the Kula Elementary Board of Trustees engaged the services of strategic planner to help develop a short term strategic plan. As a result of the successful strategic planning process, the school developed a new name, mission and core values and completed a strategic plan with benchmarks in the areas of governance, administration, marketing, finance, facilities, fund-raising/development and community relations. In March 2009, the school unveiled its new name, mission and core values to the greater community.

SCHOOL AT A GLANCE



Date of Founding: 1986

Enrollment (2009-2010)	
Grades Pre-K/K:	16
Grades 1/2:	14
Grades 3/4:	20
Grades 5/6:	<u>12</u>
TOTAL:	62

Faculty (including specialty teachers):	
Full-time:	6
Part-time:	6

Faculty-Student Ratio:

Tuition (2009-2010):	
Pre-Kindergarten:	\$6,500
K through 6:	\$9,500

Faculty Mean Salary:
\$45,000

Financial Aid:
\$81,903

Annual Giving:
\$124,997.07 (2008-2009)

Annual Op. Budget:
\$625,000

Grants: \$73,000



PRINCIPAL

January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

SCHOOL AT A GLANCE continued

OUR SCHOOL TODAY

Kaua'i Pacific School currently serves 62 students in Grades PK-6 with 5 full-time teachers, one full-time teaching assistant and 6 part-time teachers. We have a full-time principal, a qualified and committed board and an active parent community that invests time, energy and love into our community based school. The school is still located in Kilauea, a small town on the North Shore of Kaua'i. The surrounding community is primarily rural. Located directly off the main highway, the town of Kilauea is home to the historic Kilauea Lighthouse, two small shopping centers and a neighborhood center. The town is small, quaint, economically and ethnically diverse and includes everything from affordable housing to multimillion dollar estates overlooking the ocean.



KPS currently has 33 boys and 29 girls enrolled. Sixty-six percent of our students are Anglo, 10% Hispanic, 10% Asian, 5% Pacific Islander, 3% African American and 1% Native American. Fifty-nine percent of our families live in the Kilauea zip code. Fifteen percent live from Princeville to Hanalei, while 26% live south of the school from Anahola to Koloa. Fifty percent of our families receive some sort of tuition assistance or work trade in order for their children to attend Kaua'i Pacific School. Parents are mostly college educated and are employed in a wide range of professions including the medical, legal, real estate, and hospitality areas. Several parents are working artists and/or small business owners.

At Kaua'i Pacific, children are seen as key and equal members of the school community. Students formulate their own class guidelines and mechanisms are in place that ensure every child feels like a valued member of the community. Morning meetings, reflection circles and peace meetings are held regularly. Students participate daily in school-wide "kokua". Weekly Aloha Friday assemblies provide a forum for sharing and appreciation.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

SCHOOL AT A GLANCE continued

Student conflicts are handled using a method that promotes understanding, responsibility, empathy, and reconciliation.

An experienced and dedicated group of teachers form the core of the faculty. In keeping with its mission, KPS seeks individual teachers who will embrace the mission, engage and respect students, and teach by integrating inquiry and project based approaches. Teachers are expected to serve as role models to students as well as to fill other volunteer roles.

THE SCHOOL GOING FORWARD

In June of 2009, the school learned that it received a significant "Schools of the Future" grant from the Hawaii Community Foundation that is focused on digital storytelling. This grant is allowing the school to exponentially make progress toward becoming a 21st century school. In April of 2009, the school applied for and was granted a license to offer an Early Childhood unit adding 4 year olds to our Kindergarten class. In April 2010, KPS will have a joint HAIS/WASC progress report visit.

Understanding the depth of love and energy that has gone into sustaining the school over the years and the transformations that have occurred over time is essential in order to move the school forward thoughtfully and strategically. We are at an important crossroads in the school's history with an amazing opportunity to truly change the landscape of education on the North Shore of Kaua'i.

PROGRAM

Overall Philosophy

Kaua'i Pacific School is a school on the move. As a community, we have reflected on what our students truly need from a school in order to be successful learners and citizens in the 21st century. We have defined three core values: 21st century learning, sustainability and community.

21st century learning. Effective schools employing the 21st century educational philosophy boast project-based curricula aimed at engaging students in addressing real-world problems, issues important to humanity, and questions that matter.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

PROGRAM continued

This is a dramatic departure from the factory-model education of the past. It is abandonment of textbook-driven, teacher-centered, paper and pencil schooling. It means a new way of understanding the concept of "knowledge," and a new definition of an "educated person." Some critical attributes of a 21st century school include:

- Integrated and Interdisciplinary
- Global Classrooms/Globalization
- Relevant, Rigorous and Real-World
- Adapting to and Creating Personal and Social Change
- Lifelong Learning
- Project Based and Research-Driven
- Student-Centered
- Technologies and Multimedia
- 21st Century Skills

SUSTAINABILITY



From a school perspective, sustainability means that we look at our school as an interconnected system and we consider how this system can self-maintain its functions, diversity and productivity for the long haul. We ask ourselves at every level if what we are doing is healthy and sustainable. In the classroom, this means that we explicitly teach our children about sustainability whenever we have the chance. We ensure that students understand the interconnection between man and nature across ecosystems. Kaua'i Pacific has several programs in place to support our sustainable school efforts.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

PROGRAM continued

COMMUNITY



The central activity of a school should be learning and thus the idea of a community devoted to learning makes perfect sense. At our school, we recognize that our community is made up of students, teachers, parents, administrators, board members and members of the community at large. Much energy is devoted to ensuring that all members are valued. We teach our students that they are a part of different communities even in the school. They are part of their classroom community but also part of the greater school community out on the playground. We also believe that a school must serve its community. This means that we recognize that we are situated in the community of Kilauea on the island of Kaua'i in the middle of the Pacific Ocean and that we must actively find ways to interact with, learn from and serve our community.

CURRICULUM

Kaua'i Pacific students enjoy a myriad of offerings for such a small school. Our curriculum is based on six integrated units of discovery per grade with inquiry forming the basis for our teaching strategies. Reading is literature based in the upper grades with a balanced phonics and whole language approach in the younger grades. We use Everyday Mathematics, FOSS Science Kits and The Write Source. We have 18 HP Mini-Note laptops available for students in Grades 3-6 and 10 XO laptops from the One Laptop per Child Project for our PK-2 students.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

PROGRAM continued

Every week, students take an array of specialty courses including: Physical Education, Marine Science, Technology, Handwork, Art, Music, Creative Dance/Storytelling and Hawaiian Studies. Each trimester, students also sign up for 10 week courses in areas of interest. Courses have included watercolor, pottery, robotics, digital media, cooking, yoga, hip-hop, theatre arts, chess, storyline and garden club. Kaua'i Pacific is a safe haven where children are appreciated and cared for with love and reverence. We believe that every child is talented in their own way. Our job is to capture the beauty within each child and show each one how they can channel their strengths, find their passion and make a difference.

Instructional Philosophy



Kaua'i Pacific School (KPS) has created a custom inquiry and discovery-based curriculum emphasizing critical thinking and problem solving, collaboration, communication, curiosity and creativity, and research skills including accessing, analyzing and presenting information. Every unit of discovery includes articulated essential understandings and guiding questions. Students are encouraged to ask their own questions and to explore areas of interest within the units of study.

We understand that learning is in essence a social experience and that children bring much knowledge and wisdom to the classroom every day. Thus our teachers are "Knowledge Facilitators" rather than "Knowledge Dispensers".

We aim to inspire curiosity and a passion for lifelong learning. Process and project based learning is emphasized but all modes of instruction are used depending on the needs & interests of the students. Independent and cooperative learning strategies are intertwined in order to teach children both the value of learning from others and the value of individual mastery and reflection. Kaua'i Pacific teachers recognize that self-management, collaboration, research, communication, and thinking skills are the keys to success in the 21st century.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

CHARACTERISTICS, QUALIFICATIONS AND FIT FOR THE NEW PRINCIPAL

- Specialized experience in a growing school with budget balancing and proven strategies for attracting new students.
- Specialized experience in general fund-raising and grant writing.
- Personal and professional passions for excellence in learning and teaching.
- Enjoyment of working in a progressive environment with a small community feeling
- Enjoyment of and ability to connect with the students on a human level and work closely with interested and active parents.
- Strong academic background and degrees, including a Masters in Educational Administration and/or Administrative Certification.
- Commitment to ensuring that the school continues to deliver an outstanding quality 21st century educational experience.
- Commitment to being a visible educational leader within the north shore community and greater Kauai.
- Experience working with young Boards and willingness to expand and grow the school.
- Honesty & Integrity
- Collaboration
- Empowerment of others
- Excellent communication
- Active listening skills
- Courage
- Humility
- Confidence
- Joy
- Embraces the diversity and uniqueness of Hawai'i and Kaua'i

STRENGTHS OF THE SCHOOL

- An award-winning progressive 21st-century school embracing best practices anchored in inquiry and project-based learning, incorporating the arts and sciences.
- A commitment to teaching and modeling eco-friendly practices.
- A focus on and recognition of the arts as an integral part of developing the cognitive process.



PRINCIPAL
January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

STRENGTHS OF THE SCHOOL continued

- A group of experienced and dedicated teachers who embrace wholeheartedly the mission and core values of the school and who engage and respect their students.
- A very active and committed Board of Trustees who support the administration and faculty in every aspect of the school.
- A school community that is truly an "ohana" with interested and participatory parents who constantly volunteer in ways that create new experiences for the students.
- Students who absolutely love the school.

CHALLENGES AND OPPORTUNITIES, THE CHARGE TO THE NEXT PRINCIPAL



- Provide experienced financial leadership, particularly budget balancing.
 - Take a very active role in fund-raising, including annual giving campaigns, scholarship campaigns and grant seeking.
 - Work closely with the Board to implement the directives contained in the 2009 Strategic Plan.
 - Work closely with the Board to coordinate the future expansion of the school, including design and implementation of a capital campaign.
 - Continue the tradition of excellence in education and the 21st century school philosophy.
- Continue the collaborative relationship with staff and the culture of teamwork.
 - Continue the nurturing relationship with students and the feeling of "ohana."
 - Serve as an educational role model on the north shore and the greater Kauai community.
 - Lead the effort to expand the school to a full Pre-K through 12 curriculum within the next five years.



PRINCIPAL

January 2010
Kaua'i Pacific School
Kilauea, Kaua'i, Hawai'i

APPLICATION PROCEDURE



The search is being conducted by the Search Committee appointed by the Board of Trustees of Kaua'i Pacific School. Candidates who wish to apply for this position must email the following required documents in <.pdf> format to "info@kauaipacific.org" by February 1, 2010:

- letter of application, no longer than two pages, explaining the strengths of the candidate and reasons for interest in this position
- current resume, not to exceed two pages
- one-page statement of educational philosophy and leadership style
- one-page list of three references with phone numbers and e-mail addresses (not to be contacted by us without your express permission after the initial interview)
- a minimum of two and a maximum of four letters of reference that may already be in your possession

All applications will be kept strictly confidential. Interviews will be conducted in February and March. It is expected that appointment of the Principal position will be made by April 2010.

For additional information about the school, please visit our website:
www.kauaipacific.org

Kaua'i Pacific School does not discriminate in its policies based on race, religion, national origin, sexual preference or age.

