



Ke Kula 'o Kamehameha
KAPĀLAMA

PO'O KULA SEARCH

Information for Candidates



Information for Candidates

SCHOOL/ORGANIZATION

Ke Kula 'o Kamehameha ma Kapālama
(Kamehameha Schools, Kapālama Campus)

JOB TITLE

Po'o Kula (Head of School)

POSITION START DATE

June 1, 2026

GRADES SERVED

K-12

TYPE OF SCHOOL

- Day (K-12)
- Boarding (7-12)
- Indigenous Hawaiian, Christian

OF STUDENTS

- 3,200 at Kapālama Campus
- 7,231 across all Kamehameha Schools campuses (3 campuses, 30 preschools)

SCHOOL ADDRESS

1887 Makuakāne Street
Honolulu, Hawai'i 96817

WEBSITE

www.ksbe.edu

APPLICATION DEADLINE

November 15, 2025

On behalf of Jack Wong, Chief Executive Officer, Educators Collaborative is honored to assist Ke Kula 'o Kamehameha (Kamehameha Schools) in the search for the next Po'o Kula (Head of School) of the Kapālama Campus, to begin service on June 1, 2026. We present this *Information for Candidates* statement, which includes the Leadership Profile, on behalf of Kamehameha Schools.





Ke Aliʻi Bernice Pauahi Bishop

December 19, 1831 – October 16, 1884

History and Legacy

In 1883, Ke Aliʻi Bernice Pauahi Bishop, great-granddaughter of Kamehameha I, endowed her estate to establish schools dedicated to the education of Native Hawaiian children. Four years later, the Kamehameha School for Boys opened at Kaiwiʻula, now the site of the Bishop Museum, followed by a Preparatory Department in 1888, and the Kamehameha School for Girls in 1894. By the mid-20th century, all three schools had found a permanent home at Kapālama Heights.

At the first Founder's Day ceremony in 1889, Charles Reed Bishop, Pauahi's husband and founding trustee, affirmed her vision: "Bernice Pauahi Bishop, by founding the Kamehameha Schools, intended to establish institutions which should be of lasting benefit to her country.... These schools were provided for, in which Hawaiians have the preference, and which she hoped they would value and take the advantages of as fully as possible."



For more than 135 years, Ke Kula ‘o Kamehameha (Kamehameha Schools) has carried forward this sacred kuleana (authority and accountability; prerogative and responsibility): to steward the ‘āina (lands) entrusted to Ke Ali‘i Pauahi and to educate future generations to lead, excel, and uplift the lāhui (Hawaiian nation). Today, Ke Kula ‘o Kamehameha operates a pae ‘āina- (archipelago) wide educational system that, to the extent permitted by law, serves Native Hawaiian haumāna through three K–12 campuses on O‘ahu, Maui, and Hawai‘i Island, 30 preschools statewide, and broad support for community-based educational programs.

Rooted in the foundations of [E Ola!](#) and guided by [Strategic Plan 2030](#) (SP2030), Ke Kula ‘o Kamehameha is committed to cultivating ‘Ōiwi leaders who strengthen ‘ohana, kaiāulu (communities), lāhui, Hawai‘i, and the larger global context. SP2030 charges all staff to realize our theory of change: *When we operate world-class schools, develop ‘Ōiwi leaders through E Ola!, and regenerate ‘āina, we will, together with our communities, exercise the ea necessary for a thriving and self-determined lāhui.*

MISSION AND VISION

The mission of Ke Kula ‘o Kamehameha is singular and profound: “To fulfill Ke Ali‘i Pauahi’s vision of empowering Native Hawaiians in perpetuity by improving the well-being of our people through education.” Guided by this mission, Ke Kula ‘o Kamehameha places keiki (children) at the center of all we do—investing in kaiāulu and nurturing Hawai‘i’s next generations of leaders and change agents. The school’s vision is clear: “Grounded in Native Hawaiian and Christian values, our haumāna will succeed in postsecondary education and contribute, through ‘ōiwi leadership, to a thriving and self-determined lāhui.”

CAMPUS AND LOCATION

The 600-acre Kamehameha Schools Kapālama (KSK) campus is the oldest and largest of the three K–12 campuses, and in many ways mirrors the scale and vibrancy of a college campus. Nestled in Kapālama ma uka (inland and upland Kapālama), the campus overlooks the historic Kona moku (large regional land division) of O‘ahu.

With 70 state-of-the-art facilities, the campus provides a rich environment for learning, culture, and community. Facilities include a Performing Arts Center, three learning centers, a Chapel, a Heritage Center, a Hawaiian Cultural Center, residential life dormitories, an Olympic-sized swimming pool, four gymnasiums, and a football/soccer/track stadium. A dedicated campus operations team ensures that the campus remains safe, welcoming, and well-maintained, while numerous renovations and enhancements are actively shaping its next chapter. The Po‘o Kula residence, located near the dormitories, serves not only as a home but also a gracious setting for hosting small school gatherings.

About 15 minutes from the Kapālama campus in downtown Honolulu, Kawaiaha‘o Plaza serves as the enterprise’s main headquarters, where the Po‘o Kula is a member of the organization’s executive leadership team.

Honolulu, the capital and largest city of Hawai‘i, serves as the state’s center for government, commerce, and education, including some of the most significant historic buildings of the Hawaiian Kingdom. It is home to a highly diverse and dynamic population, a strong network of independent and public schools, and a robust nonprofit and civic sector. Considered the gateway for the Pacific Rim, Honolulu combines global connectivity with a strong sense of local identity, offering leaders the opportunity to work within a community that values cultural diversity, innovation, and collaboration. The city also offers a high quality of life, with excellent healthcare and higher education institutions, vibrant cultural and performing arts organizations, and year-round access to outdoor recreation in a spectacular natural setting.





OVERVIEW OF THE SCHOOL PROGRAM

At Ke Kula 'o Kamehameha ma Kapālama, Ho'ōla Lāhui is a focal point of the school program. Haumāna (students) are inspired and empowered to rise with purpose as confident 'Ōiwi leaders—reflecting deeply, acting boldly, and contributing uniquely to a thriving lāhui.

Each haumāna follows an intentionally designed journey across three divisions: Kula Ha'aha'a (Elementary School), Kula Waena (Middle School), and Kula Ki'eki'e (High School). This progression begins with the youngest learners at Kula Ha'aha'a, building a strong kahua (foundation) as they develop self-awareness and discover their place in the world. The foundation expands at Kula Waena, where haumāna gain greater choice, flexibility, and kuleana (responsibility), preparing them to enter high school as confident young adults. At Kula Ki'eki'e, student agency takes center stage as kumu (teachers) guide haumāna to transform their aspirations into reality, grounded in the values of the E Ola! Learner Outcomes. By graduation, this thoughtful progression ensures that KSK haumāna are prepared to thrive in college, career, and life as future 'Ōiwi leaders.

Faculty excellence drives this educational progression. The implementation of professional learning communities (PLCs) enhances teaching and learning by giving faculty autonomy while fostering collaboration, shared purpose, and continuous professional growth. These PLCs provide the essential structure for regular curricular reviews, ensuring the academic program remains dynamic and responsive to evolving student needs.

KSK's data-informed approach further strengthens the rigorous academic program, which exceeds the requirements set by secondary schools and colleges. In-house data experts, combined with regular

surveys and assessments, enable the school to measure climate, track progress, and guide thoughtful change management. This commitment to evidence-based decision-making ensures that programs evolve strategically while remaining aligned with student success.

The school's dedication extends well beyond graduation through a comprehensive alumni support program. KSK actively tracks and assists graduates as they transition into college, providing targeted support at critical moments. This reflects KSK's enduring commitment to the long-term success of the haumāna—academically, personally, and professionally.

A distinctive feature of KSK is the extraordinary dedication of the faculty and staff, many of whom are alumni themselves. Their decision to return stems from a deep sense of "giving back" for the education and life-changing opportunities they received—what many describe as "generational transformation." The long tenures of faculty and staff reflect their genuine love for the work and their unwavering devotion to students, whom they consistently identify as the most treasured part of KSK.

Haumāna reciprocate this dedication with extraordinary pride in their kula. Many travel hours each day across O'ahu to attend, demonstrating the school's profound importance to them and their entire 'ohana. They speak with deep appreciation for their teachers, the breadth of opportunities available, and beloved annual traditions such as Founder's Day and Song Contest. Looking ahead, these students hope for a Po'o Kula who embodies engagement, visibility, and genuine listening—a steady presence who will honor KSK's cherished traditions while guiding the school forward with both stability and vision.

THE ARTS

The arts are a vital part of the KSK experience, offering students opportunities for creativity, self-expression, and cultural connection. With a robust program in the visual arts, dance, drama, and music, the arts cultivate not only talent but also Hawaiian cultural practices and expressions. Haumāna explore both traditional and contemporary art forms, developing skills that nurture imagination, discipline, and confidence.

The program's reach extends well beyond the classroom. Haumāna participate in ensembles, clubs, and public performances that showcase their learning and foster collaboration. From traditional hula and Hawaiian music to band, orchestra, choir, and drama productions, the arts provide multiple pathways for students to deepen their artistic identity and engage with their community.

KSK is home to dedicated arts facilities that support the breadth of the program. The Ke'elikōlani Performing Arts Center houses dance studios, choral and instrumental rehearsal spaces, theatre stages, and the Ke'elikōlani Auditorium, which hosts performances by Keaka Kamehameha and other student productions. Additional performing arts classrooms in the Ka'ōleiokū building serve the Middle School, while the 'Akahi Dining Hall provides a flexible gathering and performance space for the High School. These facilities, paired with outstanding kumu, ensure students have access to the resources they need to pursue artistic excellence.

Grounded in E Ola! Learner Outcomes, the arts at KSK are deeply interwoven with Hawaiian values and identity. Haumāna are encouraged to see their artistic work as both a personal expression and a contribution to the larger lāhui, building responsibility, resourcefulness, and cultural pride alongside technical skill.

Faculty and kumu in the arts look to the next Po'o Kula as a champion of the creative spirit—a leader who recognizes the transformative power of the arts in student life, the reputation of the school, and the vitality of Hawaiian culture. They seek a Po'o Kula who will continue to elevate the arts alongside academics and athletics, ensuring every haumāna has the opportunity to grow as an artist, a learner, and a leader.

A treasured tradition at Kamehameha Schools is the annual Song Contest, which is now in its 106th year. This major musical competition

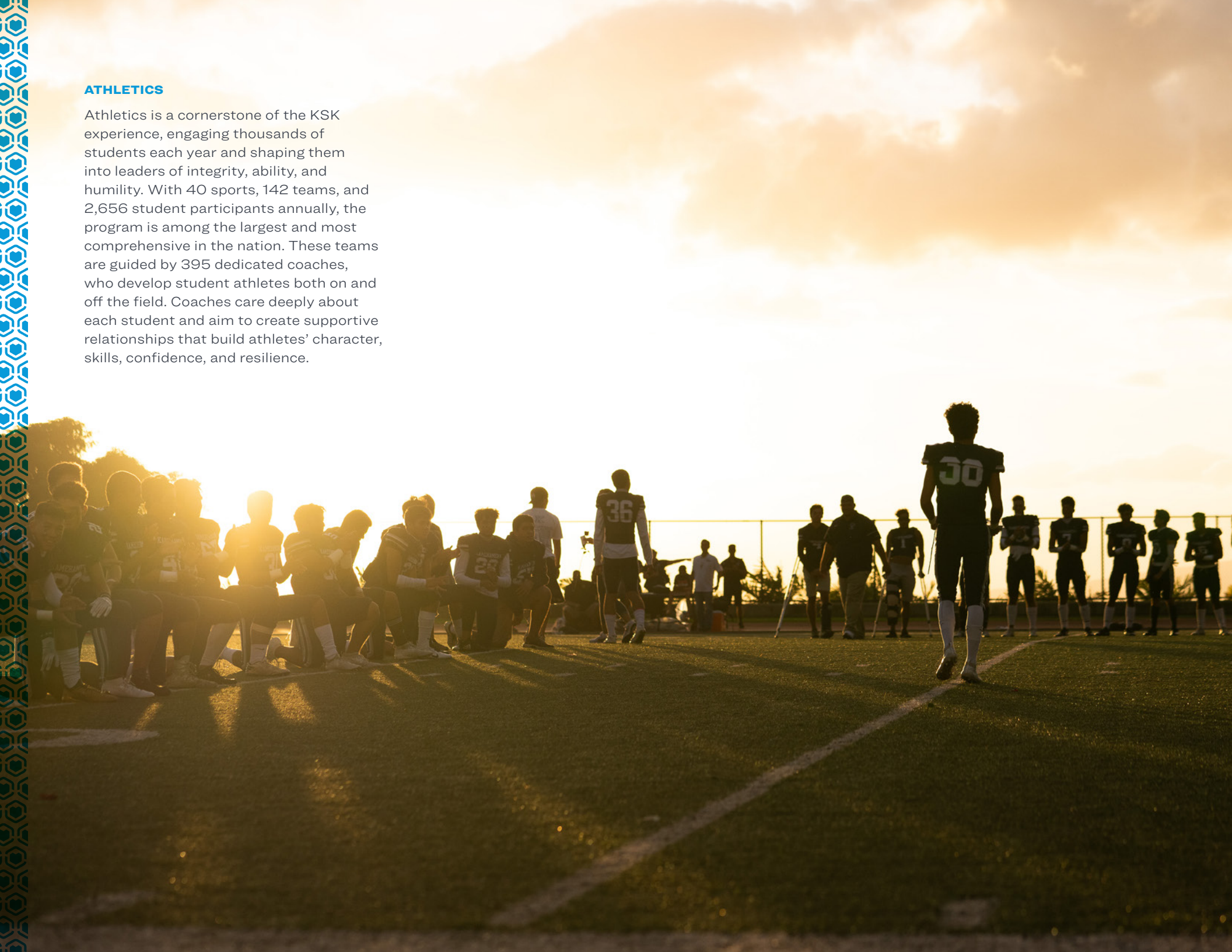


spotlights each grade level at the High School as they perform four- and eight-part acapella arrangements, including men's, women's, and coed songs, to celebrate and perpetuate a rich Hawaiian musical tradition. Song Contest is a major event for all of Hawai'i. It is held at a large Honolulu arena and broadcast live on television, with its highlights and outcomes featured on local news. The event culminates in awards for the best presentations, fostering leadership, unity, and perpetuating Hawaiian language and music for a broad audience of students, staff, and community.



ATHLETICS

Athletics is a cornerstone of the KSK experience, engaging thousands of students each year and shaping them into leaders of integrity, ability, and humility. With 40 sports, 142 teams, and 2,656 student participants annually, the program is among the largest and most comprehensive in the nation. These teams are guided by 395 dedicated coaches, who develop student athletes both on and off the field. Coaches care deeply about each student and aim to create supportive relationships that build athletes' character, skills, confidence, and resilience.





The program's reach is wide-ranging—embracing not only traditional sports but also emerging opportunities such as e-sports and sports media—ensuring that every haumāna can find a pathway to growth, teamwork, and pride. Athletics are strengthening in the Elementary School and begin as early as kindergarten, where affordable leagues give young students opportunities to participate, build confidence, and develop skills. Older athletes serve as mentors and even coaches to younger peers, creating a strong pipeline of leadership and community spirit.

KSK has world-class athletic facilities that rival those of top collegiate programs and are regularly rented by college and professional teams for training. These include a gymnasium, wrestling and judo rooms, a six-court tennis complex; Kūnuiākea Stadium for football, soccer, and track; practice fields, basketball courts, and an Olympic-sized pool, named after Kalani'ōpu'u. The Koai'a building features advanced weight training and conditioning spaces, therapy and recovery pools, and top-of-the-line athletic training facilities, underscoring the school's ongoing investment in athletic excellence.

Athletics at KSK is grounded in the E Ola! Learner Outcomes, weaving culture and character development into the athletic experience. Coaches emphasize values such as grit, humility, camaraderie, and class—ensuring that haumāna not only compete at a high level but also represent their 'ohana, school, and community with pride.

Faculty and coaches envision the next Po'o Kula as a supportive partner and visionary collaborator—a leader who recognizes the vital role athletics plays in the life of the campus, the reputation of the school, and the development of Warrior student athletes. They seek a Po'o Kula who “is authentically present and visible” and will continue to champion the integration of athletics, academics, and cultural practice in ways that inspire excellence and nurture the next generation of leaders.

RESIDENTIAL LIFE

The purpose of the Residential Life program is to cultivate an experiential living and learning community, rooted in Christian and Hawaiian values, that empowers haumāna to fulfill Pauahi's legacy.

Currently, the program serves 328 students in grades 7–12, representing Kaua'i, Hawai'i Island, Moloka'i, Lāna'i, Maui, as well as Singapore, Oregon, California, and Washington. Haumāna live in nine dorms under the care of 64 dedicated staff members, many of whom were boarders themselves or parents of boarders. For generations, 'ohana across Hawai'i and beyond have found an extended home at KSK, where Residential Life provides not only safety and care, but also a unique living–learning experience based on Christian and Hawaiian values.

The Residential Life program fosters a close-knit, diverse community where haumāna form lifelong friendships and strengthen their 'ōiwi identity. The environment is designed to complement KSK's academic program, offering guidance and support as students learn independent life skills and develop into respectful, responsible, and resourceful members of the lāhui.

Members of Residential Life often describe the program as their “home away from home.” They view the next Po'o Kula not only as a Head of School, but also as a neighbor—one who walks alongside them, advocates for their needs, and upholds Pauahi's legacy with aloha, vision, and presence. They seek a leader who values their role in educating and nurturing haumāna in every dimension of their growth.

For many, experiences in Residential Life at KSK are life-changing. Residential Life is a supportive, caring community where student well-being comes first, academic success is supported, cultural identity is strengthened, and the next generation of leaders is cultivated.

HEALTH AND WELLNESS

Kamehameha Schools embraces a “whole child” philosophy supporting physical, emotional, social, intellectual, and environmental health and wellness. The Mālama Ola Health Services department, under the leadership of Kamehameha Schools' Administration group, provides comprehensive physical, mental, and behavioral health services to students. The program integrates health and wellness into various aspects of the curriculum and student life.





BISHOP MEMORIAL CHAPEL

The 'Ekalesia program at KSK is centered in Bishop Memorial Chapel, which is the official church of Ke Kula 'o Kamehameha. It was organized in 1908 in connection with the Hawai'i Conference of the United Church of Christ. Bishop Memorial Chapel, dedicated in 1987, serves as the spiritual heart of the campus. The program reflects Ke Ali'i Pauahi's strong Christian faith and commitment to Protestant practices, which are central to KSK's identity and are emphasized in the vision and mission.

The kahu (pastor) plays a vital role in campus life, leading worship, guiding spiritual formation, and supporting students and staff in their faith journeys. Through the kahu's leadership, Bishop Memorial Chapel serves not only as a place of Christian prayer and worship, but also as a source of inspiration, comfort, and community and as a space for honoring school traditions. Students engage deeply with these principles through regular chapel services, which are required of all students and serve as a focal point of spiritual life at Ke Kula 'o Kamehameha.

KE ALI'I BERNICE PAUAHI BISHOP HERITAGE CENTER

Next to the Chapel is the Ke Ali'i Bernice Pauahi Bishop Heritage Center, a space dedicated to honoring the history of the Kamehameha dynasty and preserving the artwork, artifacts, and personal effects of Ke Ali'i Pauahi. Each piece offers a window into her life, character, and enduring impact. Together, these collections preserve not only her story but also the cultural and historical context that shaped her vision for her people.



GOVERNANCE

The governance structure of Kamehameha Schools is distinctive and differs significantly from that of other independent schools. In accordance with the will of Ke Ali'i Pauahi, governance is vested in a five-member Board of Trustees. Trustees are selected through a process approved by the Probate Court of the State of Hawai'i.

Since 1999, Kamehameha Schools has operated under a CEO-management model that includes the Board of Trustees, the Chief Executive Officer (CEO), and the executive leadership team. Within this framework, the Board of Trustees sets the strategic direction for Kamehameha Schools and oversees and monitors to ensure that the organization's performance furthers and fulfills its mission. The Trustees delegate authority to the CEO to lead and manage the organization.

The CEO is responsible for advancing the mission of Kamehameha Schools through the oversight of day-to-day operations, working in close collaboration with the executive leadership team, which includes the heads of schools (Po'o Kula), to manage and operate their respective areas. The Po'o Kula at Kapālama is charged with carrying out the educational mission and ensuring excellence in program delivery.

The new Po'o Kula will report directly to the CEO, who is responsible for this hiring appointment. The governance model underscores the importance of the Po'o Kula as both an educational leader for the Kapālama campus and an executive who functions as an enterprise leader in fulfilling Ke Ali'i Pauahi's vision for Native Hawaiian learners.



Leadership Profile

As part of the Po‘o Kula search process, the consultants from Educators Collaborative surveyed the KSK community and visited the campus to collect input from members of the faculty, administration, staff, students, ‘ohana, executive leadership, and alumni. These insights helped to identify KSK’s strengths, challenges, and opportunities and informed the leadership profile of the next Po‘o Kula, as summarized here.

Notable Strengths

Kamehameha Schools Kapālama is the original and longest-running school within the system of Kamehameha Schools and is one of the most remarkable schools in the world. For a leader with vision and integrity, with a deep knowledge of and commitment to Hawaiian and Christian values, this is an opportunity to guide a values-driven, world-class school into the future.

MISSION-DRIVEN FACULTY AND STAFF

A diverse set of faculty, staff, and administrators is deeply dedicated to the goal of growing ‘Ōiwi leaders at KSK, with many enjoying long tenures. Their longevity reflects a profound sense of purpose and loyalty. Underscoring this commitment, a notable number of faculty and staff are themselves alumni, giving back to KSK in service to the next generations of Native Hawaiian learners.

FACILITIES AND LOCATION

The Kapālama campus is expansive and exceptional, providing facilities that support rigorous academics, robust co-curricular programs, and the safety, security, and well-being of the community. The location, overlooking the Kona moku, offers a unique environment for learning, while the scale and self-sufficiency of the campus—including the operation of its own water system—reflect the remarkable resources available to students, ‘ohana, and staff. The breadth of the campus makes it comparable to a small town, enhancing the sense of community while providing unparalleled opportunities.

HAWAIIAN CULTURE-BASED EDUCATION (HCBE)

KSK is part of a larger Hawaiian education landscape, including other institutions that, in many ways, have helped to grow KSK’s adoption of HCBE as its foundational educational approach. Today, the E Ola! Framework and the many culturally engaged faculty and administrators enable KSK to stand among a growing set of schools where Hawaiian culture, ‘ōlelo Hawai‘i, and ‘āina-based learning play key roles in all aspects of school life. The school’s progress in deepening the HCBE foundation remains a focus of its continuous improvement.

SPIRITUAL AND CULTURAL GROUNDING

Daily and weekly practices such as chapel programs and morning assembly or piko (gathering at the core of the learning community) provide faculty and students with a holistic foundation of spiritual grounding and connection to heritage and kūpuna (ancestors) through oli (chants), mele (songs), and pule (prayers). These traditions strengthen the KSK ‘ohana by rooting school life in the cohesive integration of Hawaiian and Christian principles, fostering aloha, grace, and forbearance, and reinforcing common values that build a shared identity and a commitment to growing a stronger lāhui and Hawai‘i.

DATA-INFORMED PRACTICE

Ke Kula ‘o Kamehameha emphasizes evidence-based decision-making for program development, climate assessment, and continuous improvement. Guided by the CEO’s [Nā Kula ‘o Kamehameha HCBE Standards](#), which outline system-wide E Ola! expectations, measurements, empowerment guardrails, and performance standards—each campus is accountable for meeting shared goals while retaining the autonomy to respond to its unique strengths and needs across Hawaiian culture-based education and other academic and climate priorities. This balanced approach empowers each Po‘o Kula to harness the resources, talents, and ideas of the campus community in pursuit of excellence and innovation.

ROBUST EDUCATIONAL PROGRAM

KSK offers a comprehensive educational program delivered by highly qualified faculty, coaches, and staff, with a clear focus on excellence, professional growth, and student success. The program addresses a range of Hawaiian language developmental needs across divisions, ensuring that haumāna grow in both cultural linguistic proficiency and academic strength. Elementary classrooms that open to the outdoors extend learning into the natural environment, advancing Hawaiian culture-based education objectives and fostering a sense of connection to place. From Middle School through High School, an expanding array of elective offerings allows students to discover new interests at younger ages and pursue their passions more deeply in upper grades, preparing them for success in higher education and beyond.

ENDOWMENT

Established as a charitable trust, KSK benefits from a sizable endowment (more than \$15 billion) left by Ke Ali'i Pauahi through her will. These resources are intended to support Ke Kula 'o Kamehameha in perpetuity and are equally distributed across time, so that they are not over- or under-expended in any one generation. The endowment enables every 'ohana to have Pauahi's generous gift provide for a majority of a student's education costs. Generous additional financial assistance is available to a significant number of students.

ENROLLMENT

KSK consistently has more qualified applicants than the school can accommodate. For every 18 or so students who apply, only one student can be admitted. Enrollment application occurs in the fall, with results provided to 'ohana in the spring.

ARTS AND ATHLETICS

Both programs are vibrant, well-supported, and valued as essential elements of student development. The arts inspire creativity, expression, and confidence, while athletics foster teamwork, discipline, and resilience. Recent expansion of athletic offerings—including fitness and strength training—has broadened opportunities for student participation. Efforts are also underway to better align physical education in the early grades with athletic programs, building foundational skills and progressively expanding access to a variety of competitive sports as students advance through Middle and High School.

RESIDENTIAL LIFE

The recent transition from a boarding model to a residential life program reflects the commitment to a holistic educational experience. Residential Life staff are integral to the teaching and learning mission of the school. Their work fosters a supportive and enriching environment for students and families, extending education beyond the classroom. The proximity of the dormitories to the Po'o Kula's residence underscores the close connection between school leadership and residential life, highlighting its importance as a core component of the overall KSK experience.

WELLNESS PROGRAM AND CENTER

KSK demonstrates a deep commitment to the well-being of the haumāna through a robust wellness program and center, staffed with counseling and health professionals across the divisions. Centrally located on campus and embedded within each division, these services provide accessible, proactive, and responsive care to support students' physical, emotional, and mental health. This integrated model underscores KSK's dedication to nurturing the whole child.

ALUMNI ENGAGEMENT

From the three Kamehameha campuses, there are currently more than 28,000 living alumni, most of whom are KSK graduates. KSK therefore benefits from a deeply committed and proud alumni network that actively supports the school and the mission. Alumni play a vital role in sustaining traditions, mentoring students, volunteering, donating to scholarships for postsecondary opportunities, and contributing to the broader lāhui. Engagement is strengthened through dedicated staffing support both from Kawaiaha'o Plaza and at the Kapālama campus, ensuring robust connections, effective programming, and meaningful opportunities for alumni to give back to the school community.

ACCREDITATION AFFIRMATION

KSK had its decennial accreditation recently through Hawai'i Association of Independent Schools and Western Association of Schools and Colleges. The report was positive and highlighted many strengths of the school.

STRATEGIC PLAN

[SP2030](#) is a roadmap for the next five years at Kamehameha Schools. The plan emphasizes continuity in striving for postsecondary educational success and a thriving lāhui, while advancing strategic goals to achieve greater impact in four key areas: haumāna, kaiāulu, 'āina, and enterprise.

PARENT ASSOCIATION

KSK is fortunate to have a highly engaged parent body, supported by generous and committed parent leaders of the Association of Teachers and Parents (ATP). Parents deeply recognize the gift and privilege of a KSK education, and this appreciation is reflected in their active commitment to the school. ATP offers meaningful support to the Po'o Kula, to families, and to teachers.



Challenges and Opportunities

As the next Po'o Kula of the Kapālama campus, the new leader will inherit both extraordinary strengths as well as challenges and opportunities. This role calls for vision, competence, humility, and a deep sense of kuleana (a commitment to take on the responsibilities and linked charge to exercise the roles and authority granted through the fulfillment of responsibilities) to guide a complex K–12 community with pono (integrity and balance), to honor Ke Ali'i Pauahi's legacy, and to advance E Ola! while addressing the evolving needs of Hawai'i and the lāhui. The following challenges and opportunities will shape the next chapter of leadership at KSK.

TRUST AND COMMUNITY

- **Build strong partnerships:** Deepen relationships with faculty, staff, 'ohana, alumni, and community stakeholders to strengthen trust, communication, and shared purpose. Bring diplomacy and knowledge to working with the faculty union.
- **Demonstrate strong communication:** Foster trust and collaboration through consistent, transparent, and inspiring communication.
- **Empower student voice:** Promote agency and leadership by listening actively, engaging meaningfully, and incorporating student perspectives into school decisions.
- **Leverage the parent association:** Partner with this trusted group to gain insights and strengthen connections with students and families.
- **Engage the wider Hawaiian community:** Honor Ke Ali'i Pauahi's intent by expanding pathways for Native Hawaiians to access educational opportunities, strengthening trust between KSK and the broader lāhui. The Po'o Kula must be a visible presence both on campus and in the community.



LEADERSHIP AND GOVERNANCE

- **Unify and lead a campus the size of a small town:** With more than 3,200 students and their ‘ohana across grades K–12, the Kapālama campus is a large and complex community that requires coherence in programs, pedagogy, and culture. At the same time, the scale of the campus—with its expansive facilities, utilities, transportation systems, and even the operation of its own water supply—makes the Po‘o Kula’s role comparable to that of a mayor. The next Po‘o Kula must balance the immense operational responsibilities of leading a community the size of a small town with the educational charge to keep Hawaiian culture-based education and student learning at the heart of every decision.
- **Evaluate leadership structures:** Assess the many interim positions currently in place and make thoughtful, transparent, and equitable hiring decisions to build a strong, stable, and enduring leadership team.
- **Lead with kuleana in times of change:** Guide the community with vision and steadiness amid evolving educational landscapes, shifting societal needs, and internal transitions. Be prepared to engage on any challenge regarding Kamehameha Schools’ admissions policy, which is to give preference to applicants of Native Hawaiian ancestry to the extent permitted by law.
- **Steward resources wisely:** Manage substantial human, financial, and physical resources responsibly and transparently, ensuring prudent use of KS funds consistent with fiduciary standards. Demonstrate leadership in protecting the long-term sustainability of the campus, while aligning with the broader mission and values of Ke Kula ‘o Kamehameha. Given KSK’s role as part of a larger enterprise that supports partners that serve learners in the community, a sense of balance must be considered in seeking what is needed for a world-class educational experience at KSK, and what might be directed toward other programs and learners in the community.





CULTURE AND LEGACY

- **Honor and advance Ke Ali'i Pauahi's legacy:** Continue to embody Pauahi's vision of uplifting Native Hawaiians through education, ensuring that the Kapālama campus remains a beacon of excellence and cultural grounding. Encourage innovation while ensuring decisions and actions remain aligned with Hawaiian and Christian values and traditions.
- **Embody cultural and spiritual foundations:** Ensure that school life reflects the harmony of Hawaiian and Christian principles, expressed through practices that nurture aloha, grace, and forbearance, and grounded in shared values that strengthen identity, unity, and commitment to a thriving lāhui and Hawai'i.
- **Lead with authenticity and visibility:** Be genuinely present in daily school life and at important events, building relationships across the KSK community through openness and accessibility.
- **Model servant and 'ōiwi leadership:** Prioritize the needs of students, kumu, and staff in advancing E Ola! and reinforcing the values of humility, service, and excellence—grounded in 'ike kupuna, aloha 'āina, and the manifestation of a thriving lāhui.

ACADEMIC AND PROFESSIONAL EXCELLENCE

- **Sustain cultural education excellence:** Deepen the foundational role of Hawaiian language, culture, values, and pedagogy across the curriculum, strengthening academic rigor through E Ola!
- **Support professional growth:** Align leadership practices with the E Ola! Growth and Evaluation process, supporting kumu and staff through coaching, feedback, and professional development.
- **Reinforce residential life as education:** Build on the successful transition from a traditional boarding model to a residential life program by providing clear direction, resources, support for staff, and vision for the future. The next Po'o Kula will be called to strengthen the value of residential life as a core part of the educational experience—supporting residential life staff's role in their overall teaching and learning, deepening connections with families, and ensuring that the program continues to enhance both academic and personal growth for students.
- **Advance a comprehensive approach to wellness:** The next Po'o Kula will be called to sustain and expand the school's strong commitment to student well-being. This includes ensuring alignment and collaboration among counseling, health, and wellness services across divisions; elevating the visibility and impact of wellness programming; and placing cultural education at the forefront, thereby embedding wellness more deeply into the overall educational experience.

QUALIFICATIONS & ALAKA'INA (LEADERSHIP) QUALITIES

Educators Collaborative (EC) has worked closely with Kamehameha Schools to ensure this Information for Candidates highlights the opportunities, challenges, and context of the role. View the [Po'o Kula job description](#), which includes a glossary of terms, as the guiding source for the qualifications and alaka'ina qualities of an ideal candidate.

APPLICATION PROCESS

Candidates interested in the position must submit the following materials in a **SINGLE** merged PDF document in the **EXACT** order indicated below by November 15, 2025.

- [EC Candidate Summary Sheet](#)
(You'll be asked to make a copy before completing)
- Cover Letter addressed to Jack Wong, CEO
- Résumé
- Statement of Leadership Philosophy
- A list of five professional references:
Name, email, phone contact, and relationship to you
- [EC Disclosure Form](#)
(You'll be asked to make a copy before completing)

Send applications via email to
Educators Collaborative Partners:

Carole Everett
ceverett@educatorscollaborative.com
917-494-2574

Carol Santos
csantos@educatorscollaborative.com
860-839-5757

COMPENSATION AND BENEFITS

Kamehameha Schools offers a highly competitive compensation package, with an anticipated salary range of \$440,000 – \$560,000, commensurate with experience and qualifications. The comprehensive benefits program includes exceptional medical, life, and other insurance coverage, as well as a robust retirement plan featuring a 401(k) with up to a six percent employer match and an additional non-elective employer contribution of up to four percent of eligible pay.

Beyond compensation, Kamehameha Schools is deeply committed to the ongoing professional growth and development of leaders, who are encouraged to grow their skills, expand their influence, and make a lasting impact on the communities they serve.

Search Calendar

The following are projected dates

- **Application Deadline**
– November 15, 2025
- **Semifinalist Interviews (Virtual)**
– January 6–7, 2026
– January 10, 2026
- **Finalist Campus Visits and Interviews**
– February 2–3, 2026
– February 5–6, 2026
– February 9–10, 2026
– February 11–12, 2026
- **Announcement**
– March/April 2026
- **Start Date**
– June 1, 2026



Ke Kula 'o Kamehameha
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