Island School – HEAD OF SCHOOL
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Educating the mind, inspiring the heart.
Preparation Kauai’s youth to lead lives of significance.
HEAD OF SCHOOL OPPORTUNITY

Island School has a well-established reputation as an academically high achieving school with strong ties to its Kauai traditions. Established in 1977, the school has experienced stable leadership that has allowed it to grow and refine its programs and become Kauai’s largest accredited independent school. Its current Strategic Plan is the result of extensive collaborative work among the Board of Trustees, administrators, faculty, parents, alumni, and community members. With a clear vision of personal excellence, the plan reflects an understanding of and commitment to preserving and expanding its nurturing and challenging program.

Island School seeks an experienced, passionate and visionary leader with strong knowledge of all facets of independent school education to begin July 1, 2020.

THE SCHOOL

Island School is the largest accredited independent nonprofit college preparatory school on Kauai for prekindergarten through high school. It is situated on 38.4 acres in Puhi, Kauai, with classrooms, administration building, athletic center, teaching gardens, and 20 acres of playing fields. The annual budget is $6 million, 85% of which comes from tuition and fees. Salaries, wages and related costs are 69% of annual expenses.

Academically, our students rank in the top one-third of US students, with AP scores at 4.0, well above the 2.90 state and 3.02 national levels. Our students’ 2019 College Board SAT scores are in the top three for private schools in Hawaii. Island School’s aim has always been to be a school for all of Kauai, and our student body reflects Kauai’s diversity. Current enrollment is 423. Tuition is notably lower than most independent schools in Hawaii, and 43% of our students receive tuition aid. Typically, 100% of our graduates are college-bound, receiving substantial merit scholarships. This fall, Island School entered into a multi-year partnership with Kamehameha School to provide educational opportunities for native Hawaiian students.

Island School is an asset to the community. Island School is known for a rigorous curriculum that adapts to a plurality of learning styles and fosters critical thinking, initiative, and respect for self and others. This high-quality education answers the needs of island families who want their children to be prepared for college and attracts new families to Kauai. More than 20 community groups use our facilities and grounds each year, most free of charge or at reduced rates. Our facilities are used throughout the year for island wide college fairs, SAT testing, athletic competitions, and other events and activities. For several years, demand has been higher than space available. Our faculty and students participate in various community service projects, and community service is a graduation requirement.
MISSION:

Educating the mind, inspiring the heart. Preparing Kauai’s youth to lead lives of significance.

VISION

Where we are the premier small independent school in Hawaii, delivering a college preparatory curriculum, with a regional and national reputation for excellence.

Where students become independent thinkers who explore, investigate, and communicate with curiosity, creativity, and confidence.

Where students feel safe to struggle with new ideas, explore different solutions, and seek new challenges because they understand that failure is a normal part of the learning process.

Where an inspired education challenges students to be confident, passionate learners who embrace their unique interests and learning styles.

Where faculty are passionate, knowledgeable, creative teachers and mentors committed to their profession and to the success of their students.

Where students, faculty, and staff value personal accountability; respect differences in beliefs, ideas, personalities, styles, and preferences; and accept the responsibility to act with integrity and virtue.

Where students, faculty, and staff expect excellence from each other and from themselves.

Where courses and lessons are not restricted by traditional disciplines, and faculty have the freedom and flexibility to design learning to meet the varying needs of students.

Where ample and flexible learning/activity space is available, indoors and out, that is conducive to both collaborative and independent study.

Where learning extends beyond the classroom, and students are actively engaging, evaluating, and applying information to ask and answer questions, discover and solve problems, create and conduct experiments and explore possibilities and technology relevant to the contemporary world.
Where faculty and students pursue their work with academic integrity and intellectual honesty.

Where care, compassion, and kindness are essential to all aspects of school life.

Where the rich tradition of our host culture is understood, respected, and celebrated.

Where all constituents - students, faculty, staff, board members, parents, and families — are engaged and invested in the success of the school and its students.

Where leadership from Board, staff, and all constituents recognizes the need for continued diligence in stewardship.

**QUICK FACTS**

**School Profile**

- Mission statement: Educating the mind, inspiring the heart. Preparing Kauai’s youth to lead lives of significance.

- Island School is the largest accredited independent nonprofit college preparatory school on Kauai for prekindergarten through high school.

- Island School’s high-quality, college preparatory programs and activities answer to the needs of both longtime Kauai residents and new families who are attracted to business opportunities on Kauai.

- Academically, our students rank in the top one-third of US students, with AP scores at 4.0, well above the 2.90 state and 3.02 national levels.

- Our students’ 2019 College Board SAT scores are in the top three for private schools in Hawaii.

- Typically, 100% of our graduates are college-bound each year, receiving substantial merit scholarships.

- Our campus is located, on 38.4 acres in Puhi, Kauai, adjacent to Kauai Community College, with classrooms, administration building, athletic center, teaching gardens, 20 acres of playing fields.

- Our pre-kindergarten program is carried out in collaboration with Kauai Community College at their campus.
• We collaborate with Kamehameha School to provide summer enrichment programs on our campus.

• Island School’s aim has always been to be a school for all of Kauai, and our student body reflects Kauai’s diversity.

• Tuition is notably lower than most independent schools in Hawaii, and 43% of our students receive tuition aid.

• We recently entered into a significant multi-year agreement with Kamehameha Schools to enroll Native Hawaiian students at Island School. The program’s first students will be admitted to Island School in the Fall of 2019.

• Island School seeks to partner and engage with our island community in many ways, such as:
  o Hosts various island-wide sports competitions, SAT testing, and college fairs.
  o Shares meeting space and sports fields for a variety of community activities and events.
  o Led the development of the island-wide robotics team that meets on campus.
  o Participates in a variety of community service projects each year, and students are required to perform community service as a graduation requirement.

Student Achievements

• Three of our students received National Merit Commendations, scoring in the top 1% nationally on the PSAT in 2019. Since 2015, there have been 15 Island School students honored by the National Merit Scholarship Program earning finalist, semi-finalist and students of commendations.

• Our Science Olympiad Team won the Regional Championship. (2017-18 school year)

• Our Mock Trial team won the State Championship and participated in the National Championships (2017-18)

• Twenty-five students qualified for the History Day State Competition, where three qualified for Nationals. (2017-18)

• Twenty-six student athletes participated in State Championships in 2018-19.

• The Boys Cross Country Team has won the KIF (Kauai Interscholastic Federation) Championship for the past three years and finished 3rd in Division 2 at this year’s State Championship.

• In the 2018-19 school year, an Island School Cross Country girl runner finished 2nd in the state championship, and two track athletes finished in the top three places in the 800-meter run. Island School has had athletes medal at the state championships for the past three years.
• Thirteen students earned awards in the state-wide Young Artists of Hawaii contest. (2017-18)

• Our Chorus earned a “Superior” rating at the State Choral Festival. (2017-18)

• A student team’s Business Plan won a state competition and received a $25,000-grant from American Savings Bank. (2017-18)

ABOUT KAUAI

Kauai lies 72 miles northwest of Oahu island across the Kauai Channel. The northernmost and geologically the oldest of the major Hawaiian Islands, it is also the most verdant and one of the most scenic and is known as the Garden Isle. The nearly circular island is dominated by Mount Waialeale, rising to 5,243 feet (1,598 meters) at the island’s center. The mountain slopes are dissected by fertile valleys and deep fissures. Kauai’s Waialeale summit is considered one of the wettest places on Earth, averaging some 450 inches (11,430 mm) of rain annually. Kauai has Hawaii’s only consistently navigable rivers.

While Kauai has more than two dozen distinctive towns and communities, the County of Kauai can be broken down into four main areas plus the neighboring island of Niihau which is privately owned and inhabited exclusively by native Hawaiians. Kauai has a population of about 72,000 with the greatest concentration of businesses and homes on the east side of the island, between the residential area of Puhi, the county seat of Lihue, neighboring Hanamaulu, Wailua (Homesteads and House lots), Kapaa Town and the adjacent Kawaihau area.

The seat of the local government is in Lihue, which is the island’s chief port and business center, located in the southeast. Sugar was formerly the main agricultural product, but production ceased in the early 21st century after a decades-long decline. Tourism is now the main economic activity. There is diversified manufacturing, especially of tourist-oriented goods. Coffee and cattle also contribute to the economy. The Pacific Missile Range Facility on the West side of the island is also a major economic contributor. The island’s primary airport is in Lihue.
HEAD OF SCHOOL POSITION OVERVIEW

**Professional Competencies**: The ideal candidate is expected to:

1) Bring an informed perspective on college preparatory education with specific emphasis on the use of technology

2) Implement recruitment, retention and development plans that ensure and support an exceptional faculty

3) Lead the administrative and operational functions of the school by developing and communicating expectations, managing personnel, and measuring progress

4) Obtain financial support from external sources such as alumni, other donors, and foundations

5) Develop a compelling vision, in collaboration with key constituencies, that consolidates the gains of the past to address the needs and opportunities of the future

6) Lead the faculty in systematically developing curriculum and instruction

7) Participate in the life of the school by being present, visible, and involved

8) Communicate clear and positive expectations for student achievement and behavior

9) Welcome parents and families as valued members of the school community

10) Appreciate and incorporate Hawaiian cultural values in school life

**Personal Qualities**: The ideal candidate should be a person who:

1) has clear personal values, strength of character, and unquestionable integrity

2) is an excellent communicator who is dynamic and compelling

3) can energize groups of people to accomplish goals

4) is approachable, attentive and kind

5) creates a school culture which is respectful of all

6) seeks excellence in all areas of school life and has criteria by which to measure it

7) engages easily with all school constituencies

8) has strategies to deal with conflicts and works to resolve significant differences

9) embraces a leadership role that values collaboration, considers alternatives, and is decisive
HOW TO APPLY

Please send the following to headsearch@ischool.org:

- A cover letter expressing your interest in this particular position;
- A current résumé
- A statement of educational philosophy and practice
- A list of five professional references with name, phone number, and email address of each (references will not be contacted without the candidate’s permission)

ISLAND SCHOOL IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER.