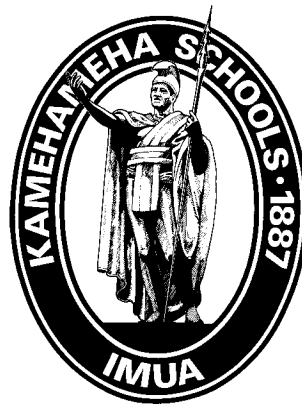


# Kamehameha Schools Strategic Plan 2000-2015



## Strategic Implementation Plan Phases I and II

Approved October 23, 2001

For further information contact Office of Strategic Planning  
at [spg@ksbe.edu](mailto:spg@ksbe.edu) or (808) 523-6211

# Kamehameha Schools Strategic Plan 2000-2015

- Goal 1:** Provide and facilitate a wide-range of educational programs to serve more people of Hawaiian ancestry
- Goal 2:** Work with families and communities
- Goal 3:** Cultivate, nurture, perpetuate and practice 'Ike Hawai'i
- Goal 4:** Foster the development of leaders who focus on service to others
- Goal 5:** Optimize current resources and develop new resources
- Goal 6:** Steward lands and resources
- Goal 7:** Develop a dynamic, nurturing learning community

# Kamehameha Schools Strategic Plan 2000-2015

## Education Priorities:

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- K-12
- Prenatal-pre-kindergarten
- Literacy skills
- Hawaiian culture & language
- Diverse career development opportunities

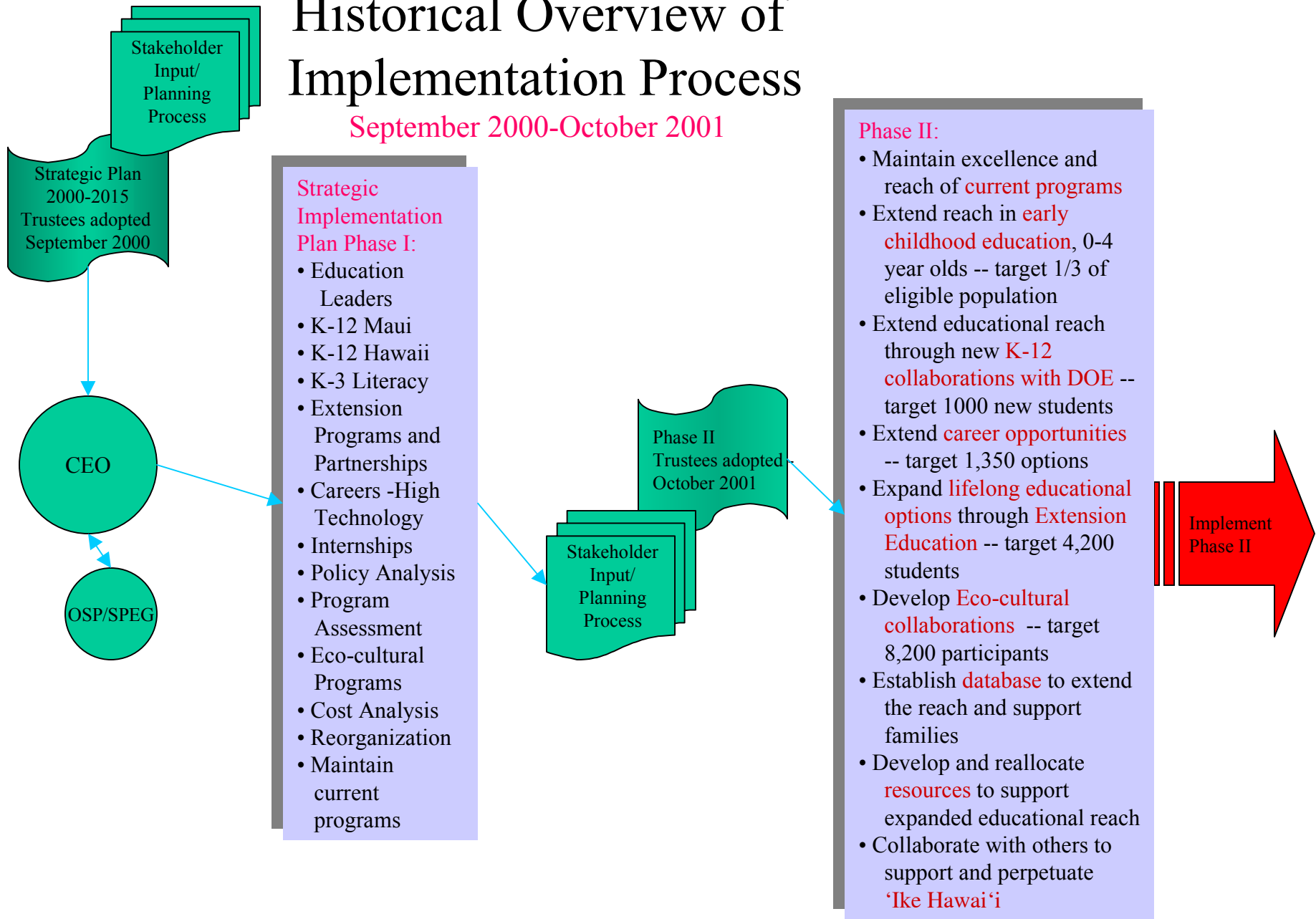
## Endowment Priorities:

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- Stewardship of land & resources
- Balance educational & cultural values
- Protect land legacy
- Develop new resources
- Create new learning opportunities & scholarships

# Historical Overview of Implementation Process

September 2000-October 2001



# KS Five-year Strategic Implementation Plan-Phase II

## Phase II:

- Maintain excellence and reach of **current programs**
- Extend reach in **early childhood education**, 0-4 year olds -- target 1/3 of eligible population
- Extend educational reach through new **K-12 collaborations with DOE** -- target 1000 new students
- Extend **career opportunities** -- target 1,350 options
- Expand **lifelong educational options** through **Extension Education** -- target 4,200 students
- Develop **Eco-cultural collaborations** -- target 8,200 participants
- Establish **database** to extend the reach and support families
- Develop and reallocate **resources** to support expanded educational reach
- Collaborate with others to support and perpetuate **'Ike Hawai'i**

- Extend KS early childhood programs
- Assist non-KS programs to achieve accreditation
- Offer needs-based scholarships to non-KS accredited schools

- Collaborate with DOE to expand K-12 reach
- Partner with others serving Native Hawaiian communities
- Utilize distance learning technology to enable access to education

- Partner to increase number of career education opportunities
- Scholarships to support entering fields needed by the Hawaiian community
- Establish institution/world-wide internships & on-the-job training network

- Offer enrichment and leadership educational opportunities year round
- Develop educational opportunities based on our cultural & natural resources
- Establish or expand KS learning centers in the Hawaiian community

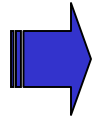
- Involve parents/families in all KS programs and collaborations
- Commit to continuous assessment & improvement informed by data
- Partner with community to define the capabilities & critical elements of well-being in the Hawaiian community

- Increase resources to meet the educational needs of the Hawaiian community
- Seek greater operational efficiency throughout the institution
- Involve parents, families, community in sharing the cost of education

- Develop and disseminate materials and curriculum
- Support Hawaiian cultural centers on each KS campus
- Utilize distance learning technology to enable access to cultural materials

Kamehameha Schools is committed to extending educational reach in collaboration with others

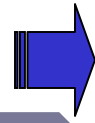
## Strategic Implementation Plan - Phase II Begins



Annual Projected Trust Spending Target = 4%  
of 5-year moving average market value of endowment

- Maintain excellence of existing programs and services
- “Maximize Sustainable Spending”
- “Optimize the value and use of current financial and nonfinancial resources”
- Allocate and reallocate to extend the reach of Pauahi’s legacy

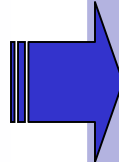
# Strategic Implementation Plan - Phase II Begins



Goal 1: Provide and facilitate a wide-range of educational programs to serve more people of Hawaiian ancestry

## Phase I

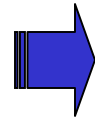
- Expansion of Maui Campus
- Expansion of KS-Hawai'i Campus
- K-3 Literacy
- Initial collaborations for extension & career options
- Collaborations with DOE to expand summer school offerings
- Maintain excellence in current programs



## Phase II

- Expand access to early childhood education, 0-4, to reach a third of the eligible population
  - ✓ Expand 0-4 year old educational programs
  - ✓ Provide needs-based scholarships
  - ✓ Assist non-KS schools achieve accreditation
  - ✓ Assist in professional development
- Partner with others to provide KS involvement in selected K-12 in Hawaiian communities -- target 1000
- Create opportunities to explore career choices -- target 1200
- Utilize distance learning technologies to expand educational reach -- target 0-adult world-wide Hawaiian community

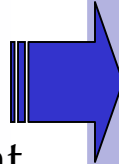
# Strategic Implementation Plan - Phase II Begins



Goal 2: *Work with families and communities*

## Phase I

- K-3 Literacy & Read Aloud
- Family involvement in pre-school programs
- Maintain family involvement in current programs
- Explore collaboration with community groups

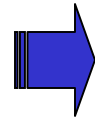


## Phase II

- Enhance community-based efforts to provide lifelong education options
- Expand extension education to reach 4200 more students
- Expand eco-cultural education to reach 8200 more participants
- Establish and expand learning center approach
- Incorporate family involvement in all programs -- target involve 100% of families associated with all KS programs



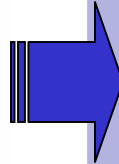
## Strategic Implementation Plan - Phase II Begins



Goal 3: Cultivate, nurture, perpetuate and practice 'Ike Hawai'i

### Phase I

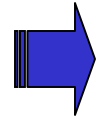
- Incorporate Hawaiian literacy components in K-3 Reading
- Emphasis on Hawaiian culture and language in existing programs
- Initiate use of legacy lands for cultural education
- Develop curriculum materials for KS/DOE summer partnerships



### Phase II

- Support development & dissemination of materials & projects to promote 'Ike Hawai'i
- Publish more materials through Kamehameha Press
- Support Hawaiian culture centers throughout the KS system -- target is to serve KS programs and the Hawaiian community
- Utilize distance learning technologies to expand cultural reach into the Hawaiian community -- target 0-adult world-wide Hawaiian community

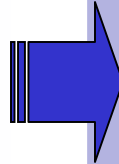
## Strategic Implementation Plan - Phase II Begins



Goal 4: Foster the development of leaders who focus on service to others

### Phase I

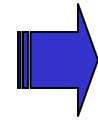
- Emphasis of leadership development in current programs
- Work to define institutional inclusive decision-making process
- Participation in community service events and projects



### Phase II

- Seek opportunities for Hawaiians and Kamehameha Schools to assume leadership roles
- Include emphasis on leadership development in extension and eco-cultural education

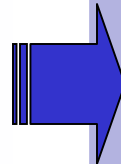
## Strategic Implementation Plan - Phase II Begins



Goal 5: Optimize current resources and develop new resources

### Phase I

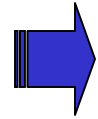
- Review & analysis of financial & management polices
- Current cost analysis
- On-going program assessment
- Institutional reorganization
- Establish Ke Ali'i Pauahi Foundation (KAPF)



### Phase II

- Develop & reallocate resources to expand educational reach
- Seek greater operational efficiency
- Benchmark cost per student
- Explore wide range of approaches to develop and leverage new resources
- Increase resources of KAPF
- Collaborations with others to generate new resources

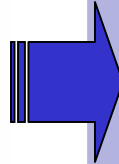
# Strategic Implementation Plan - Phase II Begins



Goal 6: **Steward lands and resources**

## Phase I

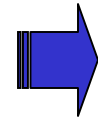
- Initiate educational collaborations which emphasize stewardship
- On-going management of land and resources to protect our natural and cultural assets



## Phase II

- Expand eco-cultural education collaborations
- Increase educational access to Kamehameha Schools' lands and cultural sites
- Increased emphasis on long-term stewardship efforts

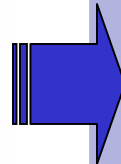
## Strategic Implementation Plan - Phase II Begins



Goal 7: *Develop a dynamic, nurturing learning community*

### Phase I

- Support professional development
- On-going policy and program assessment
- Establish Strategic Plan Enhancement Group
- Emphasis on Policy Assessment & Systems Evaluation (PASE) data analysis



### Phase II

- Expanded emphasis on life long learning
- Enhance learning environment through educational partnerships
- Increased emphasis on data collection and analysis
- Establish Office of Strategic Planning
- On-going integration & alignment of Strategic Plan in all efforts
- Insure quality standards system-wide
- Commitment to continuous improvement
- Act as catalyst to achieve well-being in the Hawaiian community



KAMEHAMEHA SCHOOLS

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