



STATE OF HAWAII BOARD OF EDUCATION

P.O. Box 2360 • Honolulu, Hawaii 96804 • (808) 586-3334

Seeks a Superintendent of Department of Education

We believe in the unique strengths and potential of each and every child in our public schools. To fulfill our commitment to each student, Hawaii's public schools will achieve equity and excellence, so that all students can successfully discover and embark upon their chosen path in life. State offices, Complex Areas, and schools—Department and charters—will apply their resources to ensure that all students have equal opportunity for a high-quality education. This education, integrated with our uniquely Hawaiian values and sense of place, will equip students for local and global leadership and the ambitious community, career, and college goals of their choice. Our students have high hopes for their future and by working together, all of us—including families, communities, state leaders, businesses, and partner organizations—can support the future of Hawaii's keiki and our island home.

Vision

Hawaii's students are educated, healthy, and joyful lifelong learners who contribute positively to our community and global society.

Mission

We serve our community by developing the academic achievement, character, and social-emotional well-being of our students to the fullest potential. We work with partners, families, and communities to ensure that all students reach their aspirations from early learning through college, career, and citizenship.

History and By The Numbers

Hawaii's public school system, founded on October 15, 1840 by King Kamehameha III, is the oldest such system west of the Mississippi.

290 schools

- 256 public, 34 charter
- 174 elementary, 41 middle, 33 high, 42 mixed
- 45 military-impacted schools
- 19 schools offer Pre-K

15 Complex Areas

Complex: a high school and its feeder schools.
Complex Areas: regional groupings of 2 to 4 complexes.

1 district

The only Local Educational Agency (LEA) and State Educational Agency (SEA) in the nation.

180K+ students

We serve ALL Hawaii's children, and a diversity of socioeconomic, cultural and developmental backgrounds.

12.7K+ teachers

Including classroom and nonclassroom teachers such as librarians and counselors.

Visit us at:
<http://boe.hawaii.gov>

Deadline to Apply: April 6, 2017



The Hawaii Board of Education Seeks a Superintendent Who:

- ❖ Inspires teamwork (building trust and empowering others to achieve a common purpose).
- ❖ Encourages innovation and visionary risk-taking to develop new educational opportunities and uses and encourages creative problem solving to overcome challenges.
- ❖ Understands and can effectively implement change management in large, complex organizations and has the ability to foster a culture that generates genuine enthusiasm for positive and meaningful change.
- ❖ Is a transformational leader with a record of motivating employees to exceed expectations.
- ❖ Understands or demonstrates the ability to become familiar with Hawaii's people, culture, history, environment, geography, and politics.
- ❖ Is able to attract, identify, build, and retain a strong leadership team that is capable of advancing the Board and Department's educational vision.
- ❖ Has knowledge of research and best practice in the area of educational data and accountability systems, including knowledge of how such systems can support student achievement and equity.
- ❖ Embraces and demonstrates a strong commitment to make all decisions based on what is best for our students.
- ❖ Is able to develop, improve, and communicate strategic goals, objectives, and a vision of high quality public education.
- ❖ Is able to demonstrate openness and transparency and communicate effectively with diverse audiences to achieve desired results.
- ❖ Demonstrates a deep commitment to helping all students maximize their potential.

Salary and Benefits

The salary will be in the range of \$240,000 plus an excellent benefit package. The final salary for the successful candidate will be determined based upon proven experience, qualifications, and meeting Board of Education criteria.

Requirements

The candidate must meet the requirements described in the Position Description, available at the Board of Education website at boe.hawaii.gov.

Apply online at:

www.rayassoc.com

Questions should be directed to:

Ray & Associates, Inc.

4403 First Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: 319-393-3115 Fax: 319-393-4931

glr@rayassoc.com

Please do not contact the Department or Board of Education directly.

Deadline and Selection

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law. After all applications have been reviewed and preliminary interviews conducted, the names of the semifinalists will be presented to the Hawaii Board of Education for its consideration. More information on the process is available on the Board of Education website at boe.hawaii.gov. Candidates selected for interviews should expect that their names and resumes will become public information. Persons wishing to be considered for the position should submit an application file online including:

- A cover letter stating personal qualifications, experiences, and reasons for interest in the position.
- The online application form and a resume.
- 4 current letters of recommendation.

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