

# POSITION STATEMENT

# MID-PACIFIC

HONOLULU, HAWAII



PRESIDENT SEARCH  
START DATE: **JULY 1, 2027 OR 2028**



# OVERVIEW

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Every school has its own history and culture, but some are truly distinctive. Mid-Pacific is one such place - A school whose spirit, sense of purpose, and commitment to students have shaped generations of learners in Hawai'i and beyond. Mid-Pacific is a coeducational, independent, college and career-preparatory school enrolling approximately 1,400 students from preschool through grade 12. It is situated on a striking 43-acre campus adjacent to the University of Hawai'i in lower Mānoa Valley on the island of O'ahu in Honolulu, Hawai'i.

Since its beginnings in 1908, Mid-Pacific has charted a bold course, combining academic excellence with authentic self-discovery, innovation, and purpose-driven learning. Its founders envisioned a school that prepares students for a global perspective, creative problem-solving, and social responsibility within a diverse and welcoming community of many backgrounds, traditions, and cultures. Today, Mid-Pacific is recognized for its signature programs, its innovative teaching, and its commitment to helping students discover their passions and develop their individual talents. Signature programs such as the International Baccalaureate Diploma Programme, Mid-Pacific School of the Arts (MPSA), and innovative interdisciplinary learning experiences reflect a school that has long embraced new ideas while remaining true to its core values. Throughout the community, Mid-Pacific is known as a place where students are known, supported, and encouraged to become their best selves.

The entire program is propelled by values that honor 'Ohana (family), caring, creativity, innovation, diversity, and belonging. Mid-Pacific's attention to its students, families, and broader community reflects a belief that education should prepare young people not

only for college and career, but also for lives of meaning, purpose, and contribution. The school's culture is welcoming, inclusive, and deeply rooted in relationships. Students are encouraged to pursue their interests, develop confidence in their abilities, and engage thoughtfully with the world around them.

The school now seeks a new President at an important time in its 118-year history. Its faculty and staff are dedicated, the administrative team is committed, families care deeply about the school and its people, the Board of Trustees is steadfast in its focus on the school's mission and future, and students thrive with confidence, adaptability, and integrity. Guided by the principles of Generosity, Justice, Compassion, and Gratitude, Mid-Pacific is well-positioned for its next chapter of growth and continued excellence.



# MISSION AND VISION AND CORE VALUES

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The school is authentic and intentional in design and practice. Its **mission** is clear:

“To create a place of belonging that cultivates compassionate, world-ready learners who make a positive impact through purpose-driven passions and creativity, rooted in our Christian heritage.”

The school’s **vision** offers clarity and aspiration for its present and future.

“To empower students to thrive with confidence, adaptability, and integrity.”

**Core values** are not only instinctive to Mid-Pacific, but are embraced by the thoughtful and caring community that honors ‘Ohana, Caring, Creativity, Innovation, and Diversity.

For a fuller description of these foundational and guiding principles, consult <https://www.midpac.edu/about/core-values.php>

## A HISTORY OF FIRSTS

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Mid-Pacific is a school of firsts and a renowned pioneer in innovative educational practices:

**1986 - First International Baccalaureate, Diploma Programme in Hawaii**

**1991 - First pre-professional School of the Arts in Hawaii**

**1991 - First to offer high school certificate programs in Hawaii**

**2004 - First Reggio Emilia-inspired Preschool and Elementary school in Hawaii**

**2009 - First to launch Deeper Learning professional development academy in Hawaii**

**2011 - First independent school in Hawaii to offer an integrated project-based learning curriculum (MPX)**

**2012 - First independent school in Hawaii to offer a 1:1 iPad program**

**2013 - First in Hawaii and the 8th school in the nation to partner with Research Schools International and faculty at the Harvard Graduate School of Education**

# ACADEMICS

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Teaching and learning at Mid-Pacific are grounded in a simple but powerful belief: every student brings unique talents, perspectives, interests, and aspirations to the educational journey. The School seeks to nurture intellectual curiosity, creativity, character, and purpose while preparing students to thrive in a world defined by constant change and increasing complexity.

From Preschool through Grade 12, students engage in a rigorous, engaging academic experience that emphasizes inquiry, critical thinking, collaboration, communication, and real-world problem-solving. Creativity, innovation, entrepreneurship, and global perspectives are woven throughout the curriculum, encouraging students not simply to acquire knowledge but to apply it in meaningful ways.

A hallmark of the Mid-Pacific experience is its commitment to deeper learning (see below). Students are encouraged to ask questions, pursue passions, take intellectual risks, and apply their learning in meaningful ways. This approach comes to life through signature programs such as the International Baccalaureate Diploma Programme, the nationally recognized Mid-Pacific School of the Arts (MPSA), and Mid-Pacific eXploratory (MPX), an innovative interdisciplinary program that blends inquiry, creativity, and real-world problem solving. Together, these programs exemplify Mid-Pacific's belief that students learn best when they are challenged to think deeply, create authentically, and engage fully with the world around them.

Learn more about the specific nature of the MPX program here:

<https://www.midpac.edu/mpx/>



# DEEPER LEARNING

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A cornerstone of Mid-Pacific's academic philosophy is Deeper Learning. The Deeper Learning Hub (a center for this mindset and academic approach) describes Deeper Learning in this way: higher-order thinking skills, learning dispositions, and collaboration skills needed for students to succeed in twenty-first-century work and civic life. Deeper Learning competencies promote the ability to transfer learning and apply it to new and complex situations in an ever-changing global environment. The Deeper Learning philosophy, mindset, and approach are infused throughout the programs at Mid-Pacific.

As a leader in this work, Mid-Pacific created The Center for Advancing Education to remove the boundaries of school walls, by creating hubs of connection and community for educators and students to apply Deeper Learning principles in classrooms, careers and communities. The Kupu Hou Academy is designed for educators who embrace challenges and possibilities, changing the way learning happens in schools and classrooms. Global Exchange Academy provides students with authentic learning experiences beyond the school day. You can learn about how Mid-Pacific spreads the tools and support of Deeper Learning throughout their campus, across Hawai'i, and into the world through The Center for Advancing Education here:

<https://www.midpac.edu/the-center>



# ARTS

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The arts are a defining feature of the Mid-Pacific experience and reflect the School's longstanding commitment to creativity, self-expression, and deeper learning. Through the nationally recognized Mid-Pacific School of the Arts (MPSA), students have opportunities to explore and develop their talents in dance, hula, instrumental music, media, musical theatre, theatre, visual arts, and voice. Whether pursuing accelerated conservatory-style training or engaging in the arts as part of a well-rounded education, students are encouraged to take creative risks, collaborate with others, and develop both artistic skill and personal confidence.

A hallmark of the program is its faculty, accomplished educators and practicing artists who bring professional expertise and real-world perspective to their work with students. The result is a vibrant culture where creativity is celebrated, artistic excellence is nurtured, and students learn to see themselves as creators, performers, innovators, and storytellers.

Learn more about the MPSA here:

<https://www.midpac.edu/arts/>

# ATHLETICS

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Athletics are an important part of the Mid-Pacific experience and reflect the School's commitment to educating the whole child. Students are encouraged to challenge themselves, develop resilience, build teamwork and leadership skills, and pursue excellence both on and off the field. Consistent with the School's broader philosophy, students are not expected to choose between athletics, academics, and the arts; many participate fully in multiple aspects of school life, developing the confidence and discipline that come from balancing diverse interests and commitments.

The athletic program is characterized by broad participation, strong school spirit, and a culture that celebrates both individual growth and competitive achievement. Mid-Pacific athletes and coaches are regularly recognized at the state level, and many graduates continue their athletic careers in college. Mid-Pacific girls track and field team captured the 2026 Hawaii High School Athletic Association (HHSAA) State Co-Championship. The ESports White Team won their fourth consecutive HHSAA Spring Esports State Championship in Super Smash, with successes in baseball and boys' volleyball. Just as importantly, athletics serve as a powerful vehicle for building community, fostering belonging, and strengthening connections across the School.

A complete listing of athletic offerings can be found here:

<https://www.midpac.edu/athletics/>



# COMMUNITY

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## The Students

The students at Mid-Pacific are intellectually engaged, caring, poised, respectful, and confident. Hailing from neighborhoods throughout the island of O’ahu and abroad, the School attracts individuals motivated by intellectual growth and the opportunity for student-directed, inquiry-based Deeper Learning, both in and out of the classroom. The collective student body embodies substantial diversity of experience, interests, socio-economic status, and racial and ethnic backgrounds. Students’ passion and energy spark classroom dialogue, fuel the accomplishments of the many signature offerings throughout the grades, and ignite the creativity and success of its Artists, Innovators, and Individuals.

Supported by the high school counseling office, Mid-Pacific students matriculate to the country’s finest colleges and universities. The inter-divisional programs, the Reggio Emilia-inspired Preschool Program, the Inquiry-based Learning Elementary Program, the Project-based Deeper Learning Middle School, and the globally recognized International Baccalaureate Diploma Programme, or individualized academic and arts high school program, foster relationships across the full PK through grade 12 community.

Sixty-eight percent of students in grades 9-12 participate in at least one sport, and the school retains more than 100 athletic teams. Almost 70% of students in grades 9-12 participate in at least one Performing Arts class. There are over 40 student clubs at the middle and high schools. Approximately 32% of the student body receives need-based financial aid, totaling more than 6.5M annually.



## The Faculty

The faculty are talented, professional, and supportive of the School’s Mission. Most especially, they are committed to their students’ success. Faculty are both experienced in their fields and deeply interested in educational theory and practice. These teachers are committed to understanding each of their students — what makes them tick, their sensitivities and temperaments, and their budding interests. Faculty is represented by the Mid-Pacific Teachers Association (MPTA). Students report that access to teachers and trusting relationships with them are some of the very best attributes of the School. Mid-Pacific has also maintained reasonable faculty teaching loads and supports a generous budget for faculty and staff professional development.



### **The Parents**

Many choose Mid-Pacific for a good mix of the School's offerings and expectations, while avoiding alternatives they see as highly pressured and unhealthy. Parents appreciate the School's commitment to strong academics in a well-balanced atmosphere, as well as the kindness and caring of the faculty, staff, and larger community. Many alumni parents and grandparents also select the school for their children/grandchildren because they understand the unique opportunity to be at a safe, yet dynamic PK-12 program, where every student is empowered to take responsibility for learning through a dynamic approach that goes beyond memorization and test-taking and into real-world discovery, connection and meaning.

The School utilizes a parents-as-partners approach, and the Parents' Association (PA) plays a vital role in the School community. The PA sponsors a wide variety of projects and programs designed to support Mid-Pacific's Mission by improving and enhancing the educational experience of PK-12 students, supporting the faculty and administration, helping create a spirit of community, and facilitating communication and strong connections.

### **The Alumni**

Alumni report that the bonds and relationships formed at Mid-Pacific remain strong and meaningful. The alumni, known for their "Pueo Pride", are spread globally and are very loyal to the School. There is an active and growing Alumni Association, and, in partnership with the Alumni Engagement Office, there are periodic events primarily in the country's major metropolitan areas and throughout the world. Mid-Pacific was founded as a boarding school and transformed into a day school between the 80s and early 2000s, lending to a vibrant international community throughout Asia. Alumni contribute their talents and stay involved in the life of the School through gatherings and celebrations, including, but not limited to, the Alumni Pa'Ina, the Annual Alumni Scholarship Golf Tournament, alumni speaker presentations, reunions, pau hana gatherings, and college and career connections.

## **FACILITIES**

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The Mid-Pacific campus encompasses 43 verdant acres at the mouth of the majestic Mānoa Valley, adjacent to the University of Hawaii. It is one of the most beautiful school campuses in Hawaii. The Preschool and Elementary school campus was built just 20 years ago, constructed when Mid-Pacific School merged with the Epiphany School. The grade 6 space was recently renovated, and plans are in place to renew the rest of the Middle School. There are three small theaters, dance and visual arts studios, state-of-the-art technology centers, newly renovated athletic facilities, a remodeled gym area, and a newly completed track & field facility. Near the main entrance of campus is Atherton House, the spacious and historic residence of the Mid-Pacific School President.

# STUDENT ENROLLMENT

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Mid-Pacific serves approximately 1,400 students from Preschool through Grade 12 and has maintained strong enrollment within Hawai'i's competitive and evolving independent school landscape. In recent years, the School has adopted a comprehensive enrollment management approach that aligns recruitment, retention, financial aid, student experience, and community engagement efforts in support of its mission and strategic priorities. Nearly one-third of students receive financial aid, with an average award of approximately \$15,000.

Like many independent schools across the country, Mid-Pacific must remain thoughtful and strategic in its enrollment efforts. Recent trends reflect positive momentum, driven by strong retention, healthy demand in key grades, and sustained interest in the School's distinctive programs and community. Looking ahead, opportunities exist to build on that momentum by deepening family engagement, enhancing the student and family experience, and continuing to evolve in response to the changing needs and expectations of students and families.



# FINANCES AND FUNDRAISING

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Mid-Pacific remains in a strong financial position as it continues to invest strategically in its students, teachers, programs, and campus facilities. Revenues for the 2024-2025 school year were approximately \$57M, derived primarily from tuition and fees, philanthropic support, and investment income. This healthy financial picture is the result of prudent fiscal management and oversight, solid enrollment, and sustained financial support.

Over the past several years, the school has transformed its fundraising from a largely annual giving model to a comprehensive advancement program. Mid-Pacific is currently in an ambitious and inspiring "World Ready" fundraising campaign that has already generated more than \$29M in total giving, which is funding campus improvements, endowment growth, and program innovation. The continued generosity of alumni, parents, grandparents, and friends has played a vital role in advancing the school's mission and key initiatives. Supported by a robust pipeline of prospective donors and an expanding advancement leadership team, the capital campaign will continue under the leadership of the next President. He/she will be expected to be an active and inspiring communicator and relationship-builder while partnering with trustees, the advancement staff, and the school's generous stakeholders.

## GOVERNANCE

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There are currently 19 members of the Mid-Pacific School Board of Trustees, with an additional 5 Honorary trustees who are former board members. It is a self-perpetuating Board. The school's trustees are diverse, dedicated, loyal, supportive, and appropriately engaged. Their work is primarily done through 5 active standing committees and 7 ad hoc committees. A strength of the Board has been its prudent financial oversight and support for the President. The healthy partnership and relationship between the Mid-Pacific trustees and the school's President have ensured the longevity and continuity of Presidential leadership at Mid-Pacific. The last three school Presidents have each served an average of 14 years.



## STRENGTHS

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Mid-Pacific is a school with a distinctive spirit and a deep commitment to seeing and supporting the whole child. Its strengths are both programmatic and relational, creating an environment where students are known, challenged, and encouraged to discover and pursue their passions. Rooted in Hawai'i and shaped by more than a century of history, Mid-Pacific offers a learning experience that is innovative, inclusive, and deeply human.

Key strengths include:

- A distinctive educational model grounded in deeper learning, innovation, creativity, and real-world application, encouraging students to think critically, solve problems, and engage meaningfully with the world around them.
- Signature programs, including the Reggio Emilia-inspired early childhood program, International Baccalaureate (IB), Mid-Pacific School of the Arts (MPSA), and Mid-Pacific Exploratory (MPX), provide exceptional opportunities for students to pursue their interests at a high level while cultivating intellectual curiosity and personal growth.
- Dedicated faculty and staff who care deeply about students and are committed to helping young people thrive.

- A student-centered culture that prioritizes the growth, well-being, and individual development of each learner. Students are known, supported, and encouraged to find their own path to success. As one community member observed, “Many schools bend students toward excellence; Mid-Pacific bends toward students.”
- A welcoming and internationally minded community where students from diverse backgrounds experience a genuine sense of belonging while developing global awareness, cross-cultural understanding, and an appreciation for diverse perspectives.
- Families and alumni who care deeply about Mid-Pacific and its future. Parents are highly invested in their children’s growth and in the life of the School, while alumni maintain strong connections to one another, creating a community that spans generations.
- A commitment to developing well-rounded students who excel across academics, athletics, and the arts without being forced to choose among them, allowing students to explore multiple passions and interests.
- Recently developed internships.
- A beautiful Mānoa campus that reflects the natural beauty of Hawai‘i and provides exceptional spaces for learning, creativity, athletics, and community life.

## THE OPPORTUNITY

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Mid-Pacific stands at an exciting and important moment in its history. Guided by an ambitious strategic vision and supported by a deeply committed community, the School is well-positioned to build on its considerable strengths while addressing several opportunities that will shape its future. The opportunities ahead are interconnected and offer the next President the chance to strengthen community pride, deepen engagement, and further define Mid-Pacific’s place among Hawai‘i’s leading independent schools.

### **Elevating and Sharing the Mid-Pacific Story**

Mid-Pacific has a distinctive identity, a compelling educational model, and much to celebrate. As the School continues to build on its strengths and strategic vision, there is an opportunity to more clearly articulate what makes a Mid-Pacific education unique and to share that story more broadly and consistently. The next President will have the opportunity to champion the School’s accomplishments, strengthen community pride, and help more people understand the impact and possibilities of a Mid-Pacific education.

### **Building Community and One-School Cohesion**

Community is one of Mid-Pacific’s greatest strengths and opportunities. While students, families, faculty, staff, and alumni care deeply about the School, there is a desire to strengthen connections across constituencies and create an even stronger sense of shared purpose. There is also an opportunity to build greater alignment across divisions and programs, creating a more seamless Preschool –12 experience and reinforcing a stronger one-school culture.

### **Investing in People and Leadership**

Recent years have brought considerable leadership transitions across several key positions. Continued investment in leadership development, succession planning, faculty and staff retention, and organizational clarity will help ensure stability and position the School for long-term success. Building on a strong foundation of commitment and care, the next President will have the opportunity to foster collaboration and strengthen relationships across the adult community, including faculty, staff, administrators, and union leadership, through transparency, trust, and shared purpose.

### **Enhancing Campus and Learning Environments**

Mid-Pacific's beautiful Mānoa campus is one of the School's defining assets and an important part of its identity. As the School continues to evolve, there is an opportunity to further align its facilities and resources with the quality of its programs and the aspirations of its strategic vision. Thoughtful investments in campus spaces can continue to support excellence in

teaching and learning, the arts, athletics, and student life while enhancing the experience of future generations of Mid-Pacific students.

### **Deepening Philanthropy and Alumni Engagement**

Mid-Pacific has made significant progress in building its culture of philanthropy and strengthening advancement efforts. Looking ahead, there is a substantial opportunity to deepen alumni engagement, cultivate philanthropic support, and strengthen connections across generations of Mid-Pacific graduates whose experiences with the School span many eras of its history.

### **Navigating a Changing Educational Landscape**

Like many schools, Mid-Pacific faces demographic, economic, and workforce shifts that will require thoughtful planning and adaptability. Sustaining enrollment strength, remaining innovative, and ensuring programs continue to meet the needs of future learners will require both strategic vision and disciplined execution.



# THE SUCCESSFUL CANDIDATE

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The successful candidate will be a strategic and relational leader who embraces Mid-Pacific's mission, understands the unique context and culture of Hawai'i, and is inspired by the opportunity to lead a dynamic and evolving school community. The next President will bring:

- A strategic mindset and the ability to translate vision into clear priorities, thoughtful decisions, and meaningful action.
  - Exceptional relationship-building skills and a genuine interest in engaging with students, families, faculty, staff, alumni, trustees, and the broader Hawai'i community.
  - Presence, confidence, and sound judgment balanced by humility, authenticity, and a desire to serve.
  - Clear and effective communication, characterized by transparency, active listening, consistency, and follow-through.
  - Financial, operational, and organizational acumen necessary to lead a complex institution and align resources with strategic priorities.
  - The capacity to inspire confidence, build alignment, and unite diverse constituencies around a shared vision for Mid-Pacific's future.
  - A deep commitment to innovation, creativity, deeper learning, and the entrepreneurial spirit that has long distinguished the School.
- Courage and the ability to make difficult decisions while preserving strong and respectful relationships.
  - Cultural humility and an appreciation for Hawai'i's history, traditions, and communities, coupled with a genuine desire to become part of the life of the islands.
  - A visible and engaged leadership style that reflects optimism, curiosity, integrity, and a commitment to being present in the daily life of the School.
  - The ability to serve as Mid-Pacific's chief ambassador, strengthening enrollment, philanthropy, alumni engagement, and community partnerships while confidently articulating the School's distinctive story and value.



# SALARY RANGE AND BENEFITS

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The anticipated salary range for this role is \$350,000 - \$400,000. Compensation slightly above this range may be considered for candidates with exceptional experience. Mid-Pacific offers a generous and comprehensive benefits package, including on-campus housing, a retirement plan with employer contribution, comprehensive insurance benefits, support for professional growth, and more.

# APPLICATION PROCESS

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Mid-Pacific has retained Resource Group 175 to support its search for a new President. If you wish to submit your application, you may do so at:

<https://rg175.com/candidates/signup>

Applications include:

- Letter of interest (cover letter)
- Resume or CV
- One additional document that could be either a Personal Statement, your Leadership or Educational Philosophy, or a writing sample of your choice
- Names of four current references and contact information (references will not be contacted until the semifinalist stage of the process).

**The deadline for receipt of full application materials is Friday, September 4, 2026.**

The School anticipates appointing its next President to begin on July 1, 2027. While this remains the preferred timeline, the Search Committee recognizes that some highly qualified candidates may require additional transition time and is open to discussing a July 1, 2028, start date when appropriate.

The Search Committee intends to interview semi-finalist candidates in the early fall.



Finalists will be invited to campus for a 2-day visit in the fall. Any questions or further information about the position, please contact either of the consultants below:

- Jim Scott, Resource Group 175, [jim.scott@rg175.com](mailto:jim.scott@rg175.com)
- Doreen Oleson, Resource Group 175, [doreenoleson@gmail.com](mailto:doreenoleson@gmail.com)
- Steve Morris, Resource Group 175, [steve.morris@rg175.com](mailto:steve.morris@rg175.com)

Mid-Pacific welcomes and encourages applications from diverse candidates. The School does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, disability, national or ethnic origin, or other legally protected classes.