



Mid-Pacific Institute

Middle/High School Principal

Position Statement

Honolulu, HI
Start Date: July 1, 2024



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OVERVIEW

Vision and innovation have been a vital part of the fabric of Mid-Pacific Institute since its beginnings in 1908. The idealism of its founders envisioned a school that prepares students for a global worldview, continuous change, creative problem-solving, and social responsibility within a school community comprised of diverse backgrounds and cultures. Today Mid-Pacific Institute is a well-established and respected independent school known for its leadership in instructional innovation. School facilities are excellent on a campus situated on beautiful 43 acres adjacent to the University of Hawaii in lower Manoa Valley in Honolulu.

Mid-Pacific Institute is an independent, co-educational, college-preparatory school serving

students in Preschool through Grade 12. It is considered one of Hawaii's most dynamic and forward-thinking schools. The school is recognized for innovative educational, technological, and artistic programs - including the International Baccalaureate Diploma, the Mid-Pacific Exploratory Program (a project-based approach to learning), the acclaimed Mid-Pacific School of the Arts, an English Language Development program for the international students on campus, and a cutting-edge Immersive Technology Program.

For more on how Mid-Pacific programs are preparing Innovators, Artists and Individuals see: <https://www.midpac.edu/about/>

A HISTORY OF FIRSTS

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

1986 - First International Baccalaureate World School in Hawaii

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

1991 - First to offer high school certificate programs

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

2009 - First to launch deeper-learning professional development academy in Hawaii

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

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2012 - First 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

VISION

Mid-Pacific Institute will prepare students to make a difference in the world by embracing change with creativity, collaboration, critical thought, and global awareness, guided by moral and ethical values.

MISSION

Mid-Pacific Institute—a Preschool through High School college-preparatory community founded on Christian values—nurtures and challenges students to develop intellectual, emotional, artistic, spiritual and physical strengths to become compassionate and responsible lifelong learners and global citizens.

CORE VALUES

‘Ohana – Caring – Creativity – Innovation – Diversity

See how Mid-Pacific defines and embraces these values: <https://www.midpac.edu/about/core-values.php>



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THE PROGRAM

Mid-Pacific is thoughtfully complex in its program. The school offers pathways for exploration and success to a diverse range of learners. Individual students are able to create pathways that will stretch them as innovators and artists and prepare them as deep thinkers for life beyond Mid-Pacific.

The program is exemplary. Consistent with school's core values, the Mid-Pacific community is committed to its long-term growth and development. The strategic framework for "Aspirations 2035" is being finalized and will describe the school's big-picture conversations through the first half of the next decade.

ACADEMICS

At Mid-Pacific, students are seen as individuals with original ideas and perspectives, and with dreams, emotions, tastes and insights in unique combinations. The school believes that in order to prepare students for a rapidly changing world, one must reflect the specific skills and practices required in the 21st century: An ethical approach to collaboration and communication, critical thinking and problem solving, and assessing and analyzing information.

These necessary skills are developed from Preschool through 12th grade by infusing creativity and imagination, entrepreneurship, and global approaches across a rigorous and robust academic continuum.

The Middle years at Mid-Pacific are marked by a period of rapid and intense change, when children are growing physically, socially, academically and personally. The Middle years program combines two crucial elements that represent the Mid-Pacific continuum: The cognitive learning that occurs through inquiry and discovery and the academic learning that ultimately becomes the foundation for learning in our highly rigorous and acclaimed high school programs. Learn more about the exemplary Middle School program here: <https://www.midpac.edu/academics/ms/>



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The High School years are the culmination of deep cognitive and academic learning at Mid-Pacific. Students prepare for college and beyond by participating in the prestigious International Baccalaureate Diploma program (offered at Mid-Pacific for over 20 years), the School of the Arts (an unparalleled experience in the performing, visual, and digital arts), and the Mid-Pacific eXploratory (MPX) program, regarded as a leading example for innovative, interdisciplinary project-based curriculum in Hawaii. The dynamic high school program is described in greater depth here: <https://www.midpac.edu/academics/hs/>

Learn more about the specific nature of the MPX program here: <https://www.midpac.edu/mpx/>

ARTS

Mid-Pacific Institute offers intensive arts training in dance, hula, instrumental music, media, musical theatre, theatre, visual arts, and voice. Students have the opportunity to immerse themselves in art - its technique, theory, history and, of course, performance. Whether they are fulfilling their arts elective requirements for graduation or are pursuing accelerated training through the School of the Arts Certificate Program, all students are trained by faculty who are accomplished teachers as well as noted working artists in their respective fields.

Learn more about the signature MPSA here: <https://www.midpac.edu/arts/>

ATHLETICS

In keeping with the philosophy of preparing well-rounded citizens, Mid-Pacific students enjoy many opportunities to participate in athletics.

There is a very strong culture of supporting student-athletes at Mid-Pacific, as more than 63 percent of students participate in at least one team throughout the year.

Many athletes find opportunities to excel at Mid-Pacific that they may not find at larger schools. Athletes and coaches are frequent recipients of statewide recognition, and the school has a strong history of sending athletes on to compete at the collegiate level. For the full slate of Athletic offerings can be seen here: <https://www.midpac.edu/athletics/>



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DEEPER LEARNING

A cornerstone of the academic philosophy at Mid-Pacific 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 to new and complex situations in an ever-changing global environment. The Deeper Learning philosophy, mindset, and approach are infused throughout the program at Mid-Pacific.

As a leader in this work, Mid-Pacific has designed the Kupu Hou Academy. You can learn about how Mid-Pacific spreads the tools and support of Deeper Learning throughout their campus, across Hawaii, and into the world through the Kupu Hou Academy here: <https://kupuhou.midpac.edu/>



KEY POINTS ABOUT MID-PACIFIC INSTITUTE

School Name:	Mid-Pacific Institute
Year Founded:	1908
Grades Served:	Pre-School – Grade 12
Total Enrollment:	1,399
Lower School Enrollment:	292
Middle School Enrollment:	389
Upper School Enrollment:	718
Boys %:	51%
Girls %:	49%
Students Receiving Aid %:	26%
Total Aid Given:	\$4,184,870
Total Faculty:	131
Female Faculty %:	62.6%
Male Faculty %:	37.4%
Student/Faculty Ratio:	11:1
Average Class Size:	21
Average Faculty Tenure at School:	10
Highest Tuition:	\$28,611 per student (2022-2023 SY)
Annual Budget:	\$38M Revenue (2022-2023 SY)
Endowment:	\$19,941,000 (FYE 7/31/22)
Most Recent Accreditation:	WASC: 2023; HCPS: 2023
Accreditations, Memberships, Affiliations:	Accreditations - WASC; HCPS; IB, Memberships - HAIS, NAIS, NBOA, EMA, ISM

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THE OPPORTUNITY

This is an attractive and compelling leadership opportunity. Mid-Pacific Institute seeks a Middle/High School Principal who is an experienced and innovative school leader with a proven track record as a skilled communicator, collaborator, and community builder. He/she will help to shape and inspire a faculty and staff that will continue to support student learning through a broad and challenging program that cultivates their academic and personal success. The next Principal will be a key part of the school's senior leadership team that is positioning Mid-Pacific Institute for continued success in preparing a talented and motivated student community of innovators, artists, and individuals.

The Mid-Pacific Institute Middle School has approximately 400 students in grades 6-8. The High School has approximately 720 students in grades 9-12. Both divisions were combined under one Principal three years ago. Elementary and Middle/High School Principals both report to the Vice-President of Academic Affairs, Elizabeth Cleary, who will begin at Mid-Pacific Institute this next school year after serving as Head of School at Miami Valley School in Dayton, Ohio. President Paul Turnbull will be an actively engaged presence and mentor with these key transitions in instructional leadership. The Interim MS/HS Principal, Paris Priore Kim, will be a key partner in this leadership transition during the 2023-24 school year.



The Middle/High School Principal will be responsible for the day-to-day operation of both Divisions serving students, families, and teachers while working closely with Assistant Principals and faculty leaders. He/she will be a thought partner with the President, the Vice-President, the Elementary School Principal, and the senior leadership team around three major strategic directions for Mid-Pacific Institute:

- Strengthening the school community
- Educating students for deeper learning
- Developing faculty and administrative talent and professional growth

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LEADERSHIP ATTRIBUTES AND PERSONAL QUALITIES OF THE NEXT MIDDLE/HIGH SCHOOL PRINCIPAL

- Successful school leadership experience and instructional innovation within a dynamic and energetic Middle and High School setting.
- Strong and decisive leader who possesses an inclusive and collaborative leadership style.
- Skillful and effective communicator who is highly relational, visible, warm, and a welcoming campus presence.
- Active listener along with the emotional intelligence to develop positive pathways to accomplish group and individual goals.
- Accomplished and charismatic community builder and curricular leader.
- Steady and balanced decision maker.
- Forward-thinking educational thought leader and systems thinker who will inspire, challenge, and support teachers and students who are diverse and talented.
- Humble servant-leader curious about the diversity of community experiences and perspectives within a vibrant multicultural community.
- A collaborative teammate, with demonstrated experience in building teams.
- A thought leader, who is forward thinking, with demonstrated success in leading faculty through institutional change.

APPLICATION PROCESS

Candidates interested in applying to be the next Middle and Upper School Principal may apply online at: <https://rg175.com/candidate/signup>

The application includes:

- Letter of Interest that addresses: Why Mid-Pacific Institute and why now?
- Resume
- Personal Statement/Education Philosophy
- List of Five References with contact information (References will not be contacted without prior notice)

The deadline for receipt of full application materials: **JULY 15, 2023.**

If you have any questions about the search, please contact the consultants from Resource Group 175 who are supporting the search:

adam.peichert@rg175.com or jim.scott@rg175.com

Thank you for your interest in Mid-Pacific Institute. We look forward to hearing more about your interest in this rare opportunity for an outstanding educator.

Mid-Pac maintains a strict policy of nondiscrimination in regard to employment. All aspects of employment at Mid-Pac are governed on the basis of competence, merit, and qualifications, and will not be influenced in any manner by race, color, religion, sex, age, national origin, ancestry, veteran's status, disability, or any other classes referred in applicable state and federal laws.