



**Student safety  
and  
well-being**

**Kamehameha Schools®**

SCHOOL YEAR 2023-2024

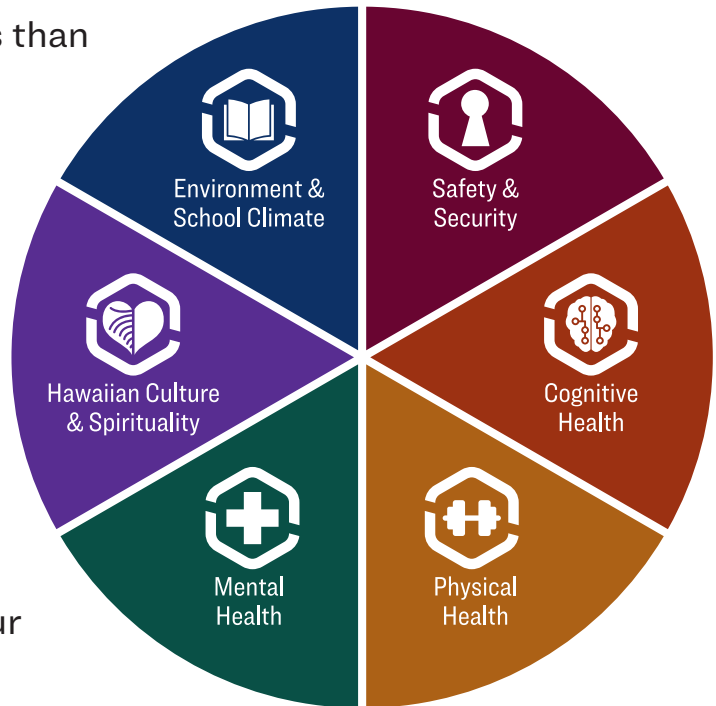


# Caring for the whole child

There is nothing more important to us than our keiki.

Our keiki must be healthy and safe to learn and succeed in school and life. By taking a whole-child approach, we can better support and equip each student with the skills they need toward reaching their fullest potential.

We all share in this kuleana. Support from ‘ohana and our lāhui help to reinforce all of these efforts so that our keiki and lāhui can thrive.



## Mālama Ola



Mālama Ola is the enterprise division responsible for medical clearance and physical and mental health clinical services provided to KS students. It is comprised of the Health Services, Behavioral Health, and Athletic Health departments that support the three campuses, 30 preschools, and summer programs. The Mālama Ola division contributes to E Ola! by supporting child well-being, which helps optimize student learning.

[www.ksbe.edu/malama-ola](http://www.ksbe.edu/malama-ola)

## Assisting those in need of healing

We recognize our responsibility to provide help and healing to those who experienced harm while in our care. The **Ho’opakele Fund** has been established by Kamehameha Schools to provide access to counseling for survivors of past sexual misconduct or physical abuse. A confidential phone line has been set up for those who are eligible to file a claim and access support services.

Confidential phone line:

**1 (888) 961-9273**

Monday through Friday, 6 a.m. to 6 p.m. HST

Saturday and Sunday, 6 a.m. to noon HST

Voice messages left after hours will be promptly returned.

[www.ksbe.edu/hoopakele\\_fund](http://www.ksbe.edu/hoopakele_fund)

# Safety and security

We prioritize safety and security across the enterprise, ensuring appropriate governance, planning, and resourcing. The Student Safety Steering Committee (SSSC) is charged with oversight of enterprise-wide safety efforts that consist of cross-functional staff from across the KS enterprise. The Committee meets regularly throughout the year, ensuring continued improvement.



## Community Outreach

### Enterprise Governance

The Student Safety Steering Committee is comprised of leaders in the organization who advise on specific issues of safety and well-being affecting our students and staff going forward. Likewise, we engage current students for their mana‘o on concerns and suggested improvements.

### Education & Training

All KS employees and regular volunteers undergo regularly updated training aimed at creating greater sensitivity for and awareness of the signs and symptoms of abuse, as well as reinforcing responses to such occurrences. These sessions have deepened our ability to prevent and detect abuse.

Our progress also includes a new online resource — this student safety website — to keep people informed about student safety activities, ways to report abuse, channels where community can share mana‘o with us, and other important resources.

### • Security

- Well-trained security and safety resources are employed at all campuses. Kamehameha Schools is committed to providing a safe and secure environment for students, staff and visitors at all three campuses. KS officers are on duty 24/7, and campus access is strictly controlled at the main gate during school hours (8 a.m.-2 p.m.) and overnight (10 p.m.-5 a.m.).
- Access to trained security and safety resources at each preschool is in place as needed based on location at our 30 preschools. Our KS campus security staff and independent security resources are available as needed to assist and respond to security concerns that may arise.

- Schools are equipped with fire alarms and smoke detectors. Fire drills are conducted regularly.
- Kamehameha Schools has established a campus-wide emergency response plan for each school that is designed to provide staff with guidance in the event of emergencies including communication to parents.
  - All emergency response plans are documented and tabletop exercises are routinely held to ensure staff knowledge is current. Students participate in regular emergency drills throughout the year.
- **Incident Reporting**
  - Safety and well-being related incidents are formally reported, tracked, and trends are analyzed for potential interventions or initiatives that may prevent future incidents.
  - Students who wish to report any concerns/ask questions that affect the health, safety and or well-being of any student (e.g. abuse and neglect, harassment, intimidation, bullying, sexual misconduct, violence or threats of violence, suicidal thoughts or action, or drug or alcohol use) should immediately contact a trusted adult on campus, including the school nurse, a counselor, a faculty member, any administrator, or the Po’o Kula (collectively, “Student Supporters”). If the student reporter is a victim, the student should immediately report the incident to a Student Supporter so that KS may assist the victim and take other appropriate actions. Reports may be received verbally and/or in writing.

Students are also encouraged, but not required, to make a report online with KS’ Hi’ikua Student Helpline. While reporters are encouraged to identify themselves in order for KS to ensure efficient attention to any concern or issue, anonymous reports are accepted and investigated to the fullest extent possible. The Helpline is not intended to replace traditional reporting methods should students or families feel comfortable doing so. To access the Hi’ikua Helpline:

Online: [www.hiikuahelpline.ethicspoint.com](http://www.hiikuahelpline.ethicspoint.com) or [www.ksbe.edu/hiikua](http://www.ksbe.edu/hiikua)

Toll free: 1-844-284-2640

- Adults (including Kamehameha Schools staff) who wish to report any suspicious activity, whether reasonably suspected, alleged, or actually witnessed, may file a report in KS’ EthicsPoint system at [secure.ethicspoint.com/domain/media/en/gui/13061/index.html](http://secure.ethicspoint.com/domain/media/en/gui/13061/index.html).

*Kamehameha Schools does not tolerate retaliation against anyone who in good faith, reports a concern. It is a violation of KS policy to knowingly report false allegations. A student or staff member who is found to report a false allegation may be subject to disciplinary action. KS reports known or suspected child abuse and neglect to the government authorities.*

- **Safety in Technology**

- KS' Enterprise Technology Division continuously partners with the SSSC to evaluate technology solutions that can evolve and enhance enterprise safety and well-being efforts.
- KS employs information security practices to protect KS' Information Technology assets. The privacy of KS data and data about students, staff, employees and constituency and community partners is protected against unauthorized use or disclosure. Protection of IT assets considers requirements for the preservation of confidentiality, integrity and availability.
- Mandatory Digital Citizenship training for parents and students occurs on all three campuses at the middle and high school levels. "Digital Citizenship" refers to the responsible use of technology by anyone at KS who accesses computers, the Internet, and digital devices to engage with society on any level. In this training, haumāna and mākua learn about the following:
  - Access Control
  - Screen Time
  - Appropriate Content
  - Technology Etiquette
  - Social Media Posting

- **Field Trips**

- When haumāna are scheduled for field trips or other off-campus school activities, routine site inspections occur prior to ensure the safety of our students and staff during field trips to minimize potential dangers.
- At least one employee is trained in CPR/First aid/epi-pen on every field trip if medical care is not otherwise available.

## **Survivors Reporting Past Abuse**

As we continue to build a strong culture of safety and well-being, we are mindful of our kuleana to those survivors who attended Kamehameha and were the victims of abuse by former KS employees or agents. Over the last few years, we have cultivated a culture of open communication and provided channels for survivors to come forward. This was intentional and necessary to create an environment where we can offer help, care and aloha for each survivor. We appreciate the strength and courage it takes for survivors to come forward, and we are committed to listening to them.

All reports of claims of abuse involving current students and/or current KS personnel are investigated. As part of the investigation, claimants may be asked to provide information and documents including a detailed summary of the incidents and identity of the perpetrator;

the claimant's education, employment and life circumstances; and medical, psychological evaluations and counseling received. The CEO notifies the Trustees of any abuse claims.

### **Ho'opakele Fund**

KS established the Ho'opakele Fund in 2018 to provide counseling support to individuals who are survivors of past sexual misconduct or physical abuse while enrolled in a KS campus or program. Praesidium, an independent organization and national leader in sexual misconduct and abuse prevention, confidentially assists KS survivors to obtain counseling. Praesidium and the counselor's services are funded by the KS's Ho'opakele Fund.

### **Community Advisory Council**

We gathered a group of prominent leaders who are experts from the community in the field of sex abuse and trauma from the clinical, spiritual and cultural points of view — to serve as an Advisory Council. We received valuable feedback and resources on best practices in policy development and care for survivors.



# Cognitive health

We use personalized and place-based learning to bolster engagement, academic excellence, and social emotional learning.



## E Ola! Learner Outcomes are implemented across KS.

Collectively, E Ola! contributes to the goal that haumāna will become local and global servant leaders who are culturally engaged and play significant roles in creating strong 'ohana and communities through ka pae 'āina o Hawai'i and beyond.

**E Ola!**  
**Learner Outcomes**

Haumāna will become local and global servant leaders who are culturally engaged and play significant roles in creating strong 'ohana and communities throughout ka pae 'āina o Hawai'i and beyond.

The metaphor of a Native Hawaiian forest conveys Kamehameha's learner outcomes needed to achieve these goals. Students are likened to the array of plants thriving in fertile 'āina—diverse individuals with unique talents nurtured by common experiences inherent in a Kamehameha Schools education.

**Roots provide constant nourishment and are the LEARNERS' STRONG FOUNDATION.**

**'Ike Kūpuna**  
*Ancestral experiences, insights, perspectives, knowledge, and practices*

**Aloha 'Āina**  
*Hawaiian patriotism; love for the land and its people*

**Kūpono**  
*Honorable character founded on Hawaiian and Christian values*

**The Trunk and Branches draw their substance from the roots and form the LEARNERS' NATIVE HAWAIIAN IDENTITY.**

**Mālama and Kuleana**  
*Social agency, community consciousness*

**Alaka'i Lawelawe**  
*Servant leadership*

**Kūlia**  
*Excellence*

**Leaves spring from the branches and embody the LEARNERS' PRODUCTIVE COURSES of ACTION.**

**Academic Competence**

**Growth Mindset**

**Self-efficacy**

**Problem Solving**

**Innovation and Creativity**

**Collaboration**

**Global Competence**

**Fruits are not only the result, they are also the seeds that perpetuate the vibrancy of the forest, the LEARNERS' WELL-BEING and the well-being of the contexts in which they live.**

**E Ola! [Live on!]**  
*Students cultivate their own well-being—cultural, spiritual, social, economic, physical, emotional, and cognitive—so they can thrive and help to ensure the vibrancy of their 'ohana, community, ka lāhui Hawai'i, ka pae 'āina o Hawai'i, and ka honua.*

Grounded in E Ola! our academic program is designed to nurture students who are:

- Globally minded servant leaders
- Culturally and spiritually grounded
- Passionate lifelong learners
- Self-advocates
- Stewards of 'āina, culture, and language

- Confident and empathetic, and who
- Advance the health and well-being of the lāhui

Kamehameha’s educational leaders have identified four key tactics that are the unifying focus for the tri-campus system and foundation to the ideal E Ola! learner. These tactics guide KS to becoming a world-class, Hawaiian-based education system:

## Elevating Standards for Student-Centered Learning

Refocus learning through student-centered, culturally rich experiences and opportunities inspired by students’ unique interests and talents. Each student will be prepared to meet their highest potential through diverse academic, athletic, artistic, and co-curricular programs and by leveraging media, technology, community partners, and Kanaeokana, the network of Native Hawaiian schools. Student-centered learning will include personalized learning, a career and college mindset, and student health, safety, and well-being.



## Empower Educators

Empower educators to employ nurturing and dynamic teaching methods that motivate learners to attain world-class outcomes. KS will recruit, develop, and retain world-class educators who are empowered to produce rigorous, relevant, and relationship-rich Hawaiian culture-based education learning environments. Empowered educators demonstrate distinguished teaching and engage in professional development to inspire higher learning and performance results for students.



## Elevate Standards

Elevate standards by adopting a world-class curriculum and by setting student achievement benchmarks and global standards via world-class, Hawaiian culture-based education. Use discipline-specific standards of excellence to provide the highest-quality educational



programs designed to prepare every graduate to be ready for post-secondary success and career opportunities. Elevating standards includes a shared commitment to world-class, Hawaiian culture-based education, developing and applying student growth outcomes, and advancing Christian values and Hawaiian culture.

## **Redefine Systems and Learning Environments**

Redefine systems and learning environments in a way that establishes leadership, faculty, and staff accountability toward achieving high-level student outcomes. Education output and learner outcomes will be the primary kuleana of tri-campus education leaders and faculty. Accordingly, decision-making authority will be as close to the teacher and learner as possible. Redefining systems and learning environments include refining a governance model, improving student learning, and participating in Kanaeokana, the network of Native Hawaiian schools.

- Campus curriculum is assessed regularly to provide relevant, age-appropriate lessons to students in the future
- All haumāna educated on health and well-being through specialized age-appropriate curriculum, including age-appropriate curricula addressing the important topics of sex abuse prevention, substance abuse prevention, social-emotional learning, digital citizenship, and safety
- School counselors provide a comprehensive school counseling and guidance program to students and families. Our counseling team works closely with our Behavioral Health Specialists (BHS) and Learning Support professionals to ensure continuity in providing whole child support and resources to the Student Success Team. The primary goal of student support services is to nurture the educational growth of our haumāna by helping them develop a positive self-image, embrace personal responsibility, and learn to make great decisions. We provide a foundation, based on our E Ola! Learner Outcomes, that nourishes strong and healthy relationships on campus while understanding the individual needs of each haumāna. Kamehameha student support staff also consult with parents, teachers, and administrators on issues related to learning styles, emotional needs, post-high / career opportunities and more.

# Physical health

We provide quality care to maintain good health and provide curriculum, activities, and opportunities to learn lifelong healthy habits.



- Medical resources and services for haumāna through the Mālama Ola division, including 24-hour staffing at the KS Kapālana Hale Ola infirmary to support our Residential Life community
- KS continuously monitors resourcing to ensure the capacity of KS' Mālama Ola Division meets the needs of our students
- Standardized health and medical procedures across all campuses, preschools, and programs to streamline support
- Required annual concussion and heat stroke training for all appropriate education, health service and athletic staff
- Mo'omō'ali Olakino, an Electronic Health Records System, facilitates health care information coordination and communication with 'ohana



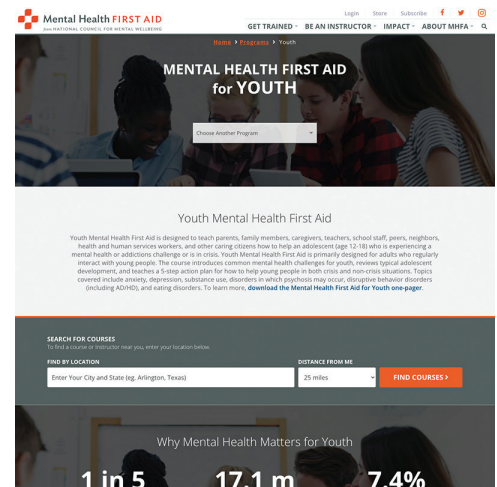
# Mental health

We employ early detection tools for mental health wellness and provide support to meet the psychological and emotional needs of our haumāna.



## Training

KS is committed to supporting the mental health of our students through various educational forums such as [Youth Mental Health First Aid](#) (YMHFA) Training which is offered to school administrators, staff and other support functions to ensure all employees and contractors have the tools to recognize unique risk factors and warning signs of mental health problems in adolescents, builds understanding of importance of early intervention, and teaches individuals how to help an adolescent in crisis or experiencing a mental health challenge.



## Suicide Prevention 101

KS offers [Suicide Prevention 101](#) to our educators across the enterprise. Suicide Prevention 101 is a basic yet foundational presentation that introduces audiences to the major suicide prevention concepts and skills.

KS also offers [LivingWorks](#) safeTALK workshop. LivingWorks safeTALK is a four-hour face-to-face workshop featuring powerful presentations, audiovisuals, and skills practice.



## Support

Mental and behavioral health support is an important element of our Multi-Tiered System of Support framework and is available for all haumāna with greater needs through our certified and licensed Behavioral Health Specialists (BHS). Behavioral Health offers a variety of services such as crisis risk assessments, depression risk screenings, mental health counseling and training/education for staff and students.

Students can access behavioral health services by contacting a BHS directly. They can also be referred by kumu, school counselors, administrators, friends, and 'ohana. Nurses may also refer students and perform regular depression screening in the middle school and high school health rooms.

Students in crisis are assessed and screened by Behavioral Health Specialists for safety using clinically recognized tools that evaluate thinking, learning and behavior. If there are safety concerns, a student may be evaluated by our KS contracted Psychiatrist or sent to the ER. Parents are always contacted if Behavioral Health staff have a safety concern after assessing their child.



# Hawaiian culture and spirituality

Following the example of Princess Pauahi, we uphold the cultural and spiritual values that instill Native Hawaiian identity and pride within our haumāna.



- Ground our focus and work in Hawaiian cultural principles and culture-based education
- Affirm our commitment to Christian values of aloha for Ke Akua, each other and ‘āina
- Hawaiian Culture Based Education is at the core of all that we do
- ‘Ōlelo Hawai‘i established as a core graduation requirement
- Nā Kahu provide guidance to all staff and students across all campuses
- Baibala Project: utilizing the Baibala in classroom instruction

Ke Ali‘i Pauahi recognized that one’s spiritual development is as important as academic achievement. Accordingly, Christian Education is an integral aspect of KS’ educational program. All students are expected to meet Christian Education requirements:

- Chapel devotions consist of monthly chapel services that include Bible scripture readings, prayers, singing and short thought-provoking meditations.
- Christian Education class is a course that all students attend throughout the year. A tri-campus theme is selected each year to serve as the focus for the Christian Ed program.



# Environment and school climate

Kamehameha Schools' greatest priority is to provide a safe learning and working environment for our haumāna and staff. In order to create a strong culture of safety, we expect all employees, with steadfast determination, to exemplify KS' core values of:

<b>VALUES IN ACTION</b> <b>OUR SHARED VALUES ARE:</b>	
<b>ALOHA</b> <i>Love, compassion</i>	
<b>'IMI NA 'AUAO</b> <i>To seek wisdom</i>	<b>MĀLAMA</b> <i>To care for, protect</i>
<b>'IKE PONO</b> <i>To do the right thing</i>	<b>KULEANA</b> <i>Responsibility</i>
<b>HO'OMAU</b> <i>To perpetuate</i>	<b>HA'AHA'A</b> <i>Humility, modesty</i>

We are grounded by our core values that embody a culture of understanding, openness, inclusivity and acceptance, collaboration, respect, and care for one another.





## Training

Kamehameha Schools conducts annual training for its staff and volunteers on creating safe and healthy relationships with students in the learning environment. A centralized online learning management system, Ka'i Hana, has allowed for the efficient and comprehensive delivery, completion and tracking of all required training using modules that summarize applicable policies and test for general understanding. These trainings are evaluated regularly as part of Kamehameha Schools' holistic approach to ensuring that all individuals who interact with each other are doing so in a safe and healthy learning environment. These trainings, which include modules on topics ranging from workplace safety to appropriate interaction with students, provide staff an easy and efficient way to fulfill and track their own annual safety training requirements established by leadership. Training is also available to temporary employees and third-party contractors such as consultants and vendors.



Annual Enterprise Student Safety and Compliance Training is required of all KS employees, and is also available to temporary employees and third-party contractors such as consultants and vendors. Our annual, online review of KS policies and procedures helps to ensure that we remain diligent in fulfilling our kuleana and that the safety of all who participate in the learning environment remains at the forefront of all we do.

Kamehameha Schools has a robust Volunteer Program across the enterprise to ensure a safe and healthy volunteer experience for everyone — staff, students and volunteers. To maintain a safe learning environment for everyone, all volunteers who work in close proximity to students for prolonged periods of time are required to undergo a criminal background check, obtain TB clearance, and be supervised by KS staff.

## Reporting

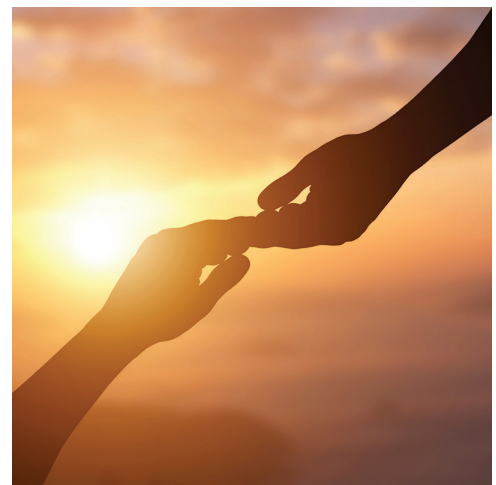
Students and parents have access to several incident reporting systems in the event there is a concern about inappropriate or concerning student or adult behavior. In addition to reporting safety concerns to a supervisor in person, Kamehameha Schools staff can anonymously report questionable or unethical behaviors through our online EthicsPoint helpline which provides the option to report anonymously. This helpline: is available 24 hours a day, seven days a week, 365 days a year.

In the event there are concerns about abuse that occurred in the past by KS personnel, the [Praesidium Helpline](#) and [Ho'opakele Fund](#) are available to help survivors with confidential reporting and access to support services.

All Kamehameha Schools Trustees and employees are mandated by KS policy and procedure to report any known or alleged abuse or neglect of a child by a household family member, KS trustee, employee, volunteer, or contractor. Kamehameha Schools also has designated liaisons that can assist employees in making reports to [Child Welfare Services](#) or the police and can facilitate additional services for the student as needed.

## Support Systems

A Multi-Tiered System of Support (MTSS) framework described below will provide consistent guidelines and processes to support all aspects of a student's overall well-being and ensures the academic, social-emotional, and mental health needs of our haumāna are being met. The process consists of the simplest teacher-student support and interventions to more complex supports coordinated through a Student Success Team (SST), which is a multi-disciplinary team consisting of: kumu, 'ohana, school counselor, administrator, and Behavior Health Specialist.





## **MTSS Levels of Support**

- Tier 1: Core supports provided to ALL haumāna. KS provides all students with a safe and nurturing learning environment. With a focus on student-centered learning, kumu provide personalized instruction as needed for every haumāna to be successful.
- Tier 2: KS supports that are provided to SOME haumāna. Haumāna who are identified as needing additional supports are reviewed by the Student Success Team (SST) to develop a Student Success Plan. Mākua (parents) are kept closely involved.
- Tier 3: Kaiāulu (community) supports provided to FEW haumāna. As part of a Student Success Plan, the SST, in partnership with ‘ohana, recommends and helps to coordinate support in the community beyond what KS can provide. If the haumāna’s needs cannot be adequately addressed with Tier 3 and lower supports, a recommendation may be made for a school leave or release from the program.
- Tier 4: Haumāna may be on leave and not actively attending or participating in the program but may be receiving some support from School Counselor or Behavior Health Support. Haumāna may be on leave to receive support from external services.

KS has a Gender Inclusivity policy and provides supports for students who wish to express their own gender Identity and expression. This effort also includes working closely with staff to build capacity and understanding using both internal and external subject matter experts.

## **Communication**

‘Ohana are provided regular updates as well as multiple educational materials and resources related to student safety and well-being via:

- Leadership communication
- Mālama Ola website
- Mālama Ola Minute e-newsletter to all KS ‘ohana and staff which promotes healthy conversations about safety, health and well-being
- Various school and community events hosted or sponsored by KS

Students and parents have access to Hi‘ikua — an independent reporting service facilitating anonymous reporting.

Convened stakeholder advisory group sessions, consisting of students; parents; faculty; administrators; and alumni, to gather perceptions and feedback of the current state of student safety at Kamehameha Schools. Based on the most recent survey, Kamehameha Schools is considered a safe place to go to school and to work.

# Hiring and Background Check Requirements

## Background Check Requirements

In keeping with our philosophy of student safety and well-being, KS conducts mandatory pre-employment and post-employment background checks on all of its full and part-time employees.

### New Hires

All new hires are subject to criminal background checks which include FBI fingerprinting and criminal felony and misdemeanor history which also includes the National Sex Offender Registry. Applicable education, reference and regulatory health and physical examinations are also a part of the background check process.



### Background Checks/Students

Student applicants and student volunteers, who are 18 years or older, may be subject to applicable background checks.

## Current Employees

KS' policy is to conduct periodic background checks on current employees. Failure by an employee to cooperate in completing the background check may result in disciplinary action.