



KŪHANAUUNA

A GENERATION ON THE RISE

STRATEGIC
MAP 2025



Kamehameha Schools®

‘ŌLELO HAWAI‘I
VERSION

ENGLISH
VERSION

I kona hala ‘ana ma ka lā 16 o ‘Okakopa, 1884, ua ho‘okumu ‘ia Ke Kula ‘o Kamehameha ma o paukū 13 o ka **palapala kauoha hope** o Ke Ali‘i Bernice Pauahi Bishop, ko kākou Haku Ali‘i. Ma ia palapala kauoha i wehewehe ‘ia ai ke kumu o kā kākou hana: (a) e ho‘okumu ‘ia ‘elua kula, kekahi no nā keikikāne, a kekahi a‘e no nā kaikamāhine, e mālama ana i nā haumāna noho kula a me nā haumāna hele lā, (b) e ho‘olilo i kekahi māhele o ka mo‘ohelu kālā no ka pono o nā keiki makua ‘ole a me nā keiki ‘ilihune, (c) e ho‘omakakoho ‘ia ka po‘e Hawai‘i, (d) e ho‘ona‘auao ‘ia nā haumāna ma nā kumuhana ma‘amau o nā kula ‘ōlelo Pelekānia, me ke a‘o pū ‘ia ‘ana i ka nohona kūpono a me ka ‘ike e pono ai ka lilo ‘ana i kanaka makua pono a pa‘ahana.

MANA‘O KAHUA

O ka mana‘o kahua o Nā Kula ‘o Kamehameha ka ho‘okō ‘ana i ko Pauahi ‘i‘ini e waele i ke ala ‘imi na‘auao no nā kau a kau i mea e pī‘i a‘e ai ka ikaika, ka mākaukau, a me ke ola o ka Hawai‘i.

KE‘ANO HAWAI‘I

Aia i loko o E Ola! **kēia mau kahua** no kā kākou hana: (1) Ka ‘Ike Kūpuna; (2) Ke Aloha ‘Āina; (3) Ke Kūpono (ke ‘ano o ke kanaka i pa‘a kona kahua no‘ono‘o ma luna o nā ‘ano Hawai‘i a Kalikiano); a me **kēia mau mea i kū i ke ‘ano Hawai‘i**: (4) Ka Mālama a me ke Kuleana (ka no‘ono‘o i ka pono o ka lehulehu a me ka ‘auamo kuleana); (5) Ke Alaka‘i Lawelawe; (6) Ke Kūlia (i ke kūlana ‘oi po‘okela o ka hana); a me **kēia mau ki‘ina hana**: (7) Ka Holomua ma ka Ho‘ona‘auao; (8) Ke Kūpa‘a i ka Ho‘oikaika Mau; (9) Hilina‘i iā ‘oe iho a me kou mākaukau; (10) Ka ‘Imi Ha‘ina; (11) Ke kū i ka makakū me ka hakuhi; (12) Ke alu like ma ka hana; a (13) Ka mahalo, launa, a hana kūpono pū me nā lāhui ‘oko‘a o ke ao.

KA ‘ŌLELO NU‘UKIA 2040

I loko o ka ho‘okahi hanauna — he iwakāluakumamālīma ho‘i m akahiki, e ola māhuahua ka lāhui, ‘o ia kekahi mana‘olana o ko ua mau kula nei. E holomua nā haumāna ma ke kulanui a ma nā ‘ano papahana like ‘ole e ho‘omākaukau ana iā lākou no kekahi ‘oihana. No ka mea, mai laila mai e waiho kāhelahela ana nā koho maika‘i e wae aku ai no ka ‘oihana a me ka nohona. ‘O ka no‘ono‘o a lawena Hawai‘i a me ke Kalikiano ke kumupa‘a e kū ai nā haumāna. E lilo nō ho‘i nā haumāna he mau alaka‘i ‘ike loa e ho‘oikaika ana i ko lākou kaiāulu kūloko a me ke kaiāulu nui o ka honua a puni.

PAHUHOPU 1: NĀ KULA KŪLANA ‘OI PO‘OKELA A PUNI KA HONUA

E ho‘ona‘auao a e ho‘āmana i nā alaka‘i ‘ōiwi, i pa‘a iā lākou ke kahua no‘ono‘o o E Ola!, ma ka mālama ‘ana i nā kula ‘oi po‘okela o ka honua a puni a me ke kūpa‘a ‘ana o kēlā me kēia kahua kula i ka ho‘ona‘auao kahua mo‘omeheu Hawai‘i.

Nā Ana Holomua

- 1.1 No nā haumāna ma nā kahua kula a me ko lākou mau mākuā, ke ‘ike nei lākou i ka palekana o ka nohona.
- 1.2 Holomua nō ka haumāna puka ma ka ho‘okō i nā ana ho‘ohālike o E Ola!, ma nā ana holomua kālai‘ike, a ma nā hana pili papahana kula ‘ē a‘e

Nā Ka‘akālai Hikiloli

- 1A ‘O ka palekana a me ke ola pono o ka haumāna ko kākou makakoho ko‘iko‘i loa, a he kahua ia no kā kākou hana.
- 1B He mau ki‘ina hana ‘oko‘a ko kēlā me kēia kahua kula no ka ho‘okō i ka holomua haumāna ma o E Ola! E ‘ike ‘ia ka holomua ma ka ho‘ona‘auao kahua mo‘omeheu Hawai‘i, ma ka ho‘omākaukau kumu, ma ke kūlia ‘ana i nā ana mākaukau ki‘eki‘e, ma ke kōkua a kāko‘o i nā haumāna, a ma nā ki‘ina hana pono‘ī o nā kahua kula.
- 1C E ho‘okumu ‘ia ka waihona pūnaewehe o nā lako ho‘ona‘auao, e kāko‘o ana i ko kākou mau kahua kula a me ka ho‘ona‘auao ma nā kaiāulu.

PAHUHOPU 2: NĀ KAIĀULU IKAIKA

E alu pū me nā kaiāulu ma ka ho‘ona‘auao a ho‘āmana i nā alaka‘i ‘ōiwi e kūkulu i nā ‘ōnaehana ho‘okele waiwai ikaika.

Nā Ana Holomua

- 2.1 Holomua nā haumāna Hawai‘i ma ka ho‘ona‘auao a me ka ‘oihana, i hō‘oia ‘ia ka holomua ma ke kō o nā ana holomua hou (Next-Gen EPMs)
- 2.2 Aia nā alaka‘i ‘ōiwi ma nā ‘oihana ho‘oholomua, ‘o ia ho‘i, ka ho‘ona‘auao, ka pā‘oihana, ka ho‘oikaika kaiāulu, ke olakino, a me ka mahi ‘ai.

Nā Ka‘akālai Hikiloli

- 2A E kūkulu kākou i waihona pūnaewehe ho‘ona‘auao e ho‘olako ana i nā mea a‘o like ‘ole i kū i ka mo‘omeheu Hawai‘i no ka holomua ma ka ‘imi na‘auao a me ka ‘oihana.
- 2B E noho kahu kākou ma ko kākou mau ‘āina no ke kāko‘o i nā ‘ōnaehana ho‘okele waiwai ikaika, nā waiwai o ka ‘āina, nā ala ho‘ona‘auao like ‘ole, a me nā koho ‘oihana like ‘ole.
- 2C E hana pū kakou me nā pakanā ma ka ho‘ona‘auao a me ke kāko‘o ‘ana i nā alaka‘i ‘ōiwi e kūkulu ana i nā ‘ōnaehana ho‘okele waiwai ikaika.

PAHUHOPU 3: KŪLIKE KA HANA ME KĀ NĀ ‘OI PO‘OKELA O KA HONUA

Ma ke ‘ano he ‘oihana ho‘olōkahi e ho‘okō ‘ia ai ka nu‘ukia, ma ka pae like me ko nā ‘oi po‘okela o ka honua ma nā māhele hana like ‘ole o ka ‘oihana.

Nā Ana Holomua

Ke ho‘ohālikelike me ko ka honua, e ‘oi po‘okela kā kākou hana:

- 3.1 ma nā kula o kākou
- 3.2 ma ka ho‘oikaika a ho‘oulu i nā kaiāulu kūloko a kūwaho
- 3.3 ma ka ho‘opukapuka kālā ‘ana
- 3.4 ma ke kūkulu hale ‘ana a me ka noho kahu ‘ana i ko kākou mau ‘āina
- 3.5 ma ka mālama limahana, i kū ka ‘eleu o nā limahana ma nā māhele like ‘ole o ka ‘oihana

Nā Ka‘akālai Hikiloli

- 3A E kālele ‘ia nā ‘ano hana ho‘oholomua, me ke kālailai pū i ka ‘ikepili no ka ho‘okā‘oi koke aku i ka hana.
- 3B E kāko‘o ‘ia nā ke‘ena pā‘oihana no ka ho‘oholo ‘ana i nā papahana a me nā lako; ka ‘imi, hai, a mālama limahana; me nā ki‘inahana ‘oko‘a e pono ai kēlā me kēia ke‘ena pono‘ī iho nō i mea e kō ai ka hana.
- 3C Na nā ke‘ena kāko‘o e ho‘oholo i nā papahana ka‘akālai ko‘iko‘i no ka ho‘olōkahi ‘ana i ka hana (e like me ka EFI, ERM, EIM, Brand) a me nā kāko‘o o ka pae like me ko nā ‘oi po‘okela ma kēlā me kēia māhele hana.



Hānai i ke keiki, ola ka lāhui

Upon her passing on October 16, 1884, our founder Ke Ali‘i Bernice Pauahi Bishop, through Article 13 of her **Will**, established the Kamehameha Schools. This Will, as our enduring legacy, provides, in relevant parts, that we (a) operate two schools, one for boys, one for girls, with boarding and day students, (b) devote a portion of our budget to orphans and others in indigent circumstances, (c) give preference to Native Hawaiians, and (d) provide a good education in the common English branches, with instruction in morals and in such other useful knowledge as may tend to make good and industrious men and women.

MISSION

Kamehameha Schools’ mission is to fulfill Pauahi’s desire to create educational opportunities in perpetuity to improve the capability and well-being of people of Hawaiian ancestry.

IDENTITY

E Ola! includes **these foundations**: (1) ‘Ike Kūpuna (ancestral experiences, insights, perspectives, knowledge, and practices); (2) Aloha ‘Āina (Hawaiian patriotism; love for the land and its people); (3) Kūpono (honorable character founded on Hawaiian and Christian values); **these aspects of identity**: (4) Mālama and Kuleana (social agency, community consciousness); (5) Alaka‘i Lawelawe (servant leadership); (6) Kūlia (excellence); and **these courses of action**: (7) Academic Competence; (8) Growth Mindset; (9) Self Efficacy; (10) Problem Solving; (11) Innovation and Creativity; (12) Collaboration; and (13) Global Competence.

VISION 2040

Within a generation of twenty-five years, we see a thriving lāhui where our learners achieve postsecondary educational success, enabling good life and career choices. We also envision that our learners will be grounded in Christian and Hawaiian values and will be leaders who contribute to their communities, both locally and globally.

GOAL 1: WORLD-CLASS SCHOOLS

Educate and empower ‘ōiwi leaders who are grounded in E Ola!, by operating world-class campuses that share a commitment to Hawaiian culture-based education.

Markers

- 1.1 Campus students and parents feel safe
- 1.2 Campus graduates are successful through E Ola!, academic quartiles, and co-curricular excellence

Adaptive Strategies

- 1A Student safety and well-being will be affirmed as our highest priority and a core value.
- 1B Each campus will follow its own theory to deliver E Ola! student success, through HCBE student-centered learning, empowered educators, elevated standards, and supportive environments, and using campus-specific theories to drive transformation toward E Ola!
- 1C We will develop a KS digital learning platform to optimize investments in campuses and communities.

GOAL 2: RESILIENT COMMUNITIES

Engage with communities to educate and empower ‘ōiwi leaders to build resilient economies.

Markers

- 2.1 Hawaiian students succeeding in education and careers, expressed by Next-Gen EPMs
- 2.2 ‘Ōiwi Leaders empowered in fields of impact, e.g., education, business, civic, health, and agriculture

Adaptive Strategies

- 2A We will build a KS digital learning platform to provide families with access to a broad range of culturally-relevant educational and career development offerings.
- 2B We will steward our ‘āina to support resilient economies, cultural landscapes, diverse learning, and career pathways.
- 2C We will engage in strategic partnerships focusing on educating and supporting ‘ōiwi leaders who contribute to resilient economies.

GOAL 3: GLOBALLY-COMPETITIVE PERFORMANCE

Deliver as an integrated enterprise that is globally competitive in each of its lines of business.

Markers

- 3.1 World-Class Schools Performance
- 3.2 Global Social Change Enterprise Performance
- 3.3 Top-Tier Endowment Performance
- 3.4 Market-Leading Real Estate Developer/Land Steward
- 3.5 Employee engagement and alignment across all lines of business supporting a culture of competitive performance

Adaptive Strategies

- 3A We will focus on impactful lines of business, using data to evaluate and rapidly adapt practices.
- 3B Business units will be supported to deliver results through unit-driven plans and resources, market leading talent management, and differentiated processes.
- 3C Support units will provide essential integration strategies (e.g., EFI, ERM, EIM, Brand) and market-competitive support services.



Nurture the child and the lāhui thrives