

OBJECTIVE

To support and positively impact the Hawaii School Facilities Authority, as it uses standards-based designs, the latest construction methods, sensible budgets, and maintainability of buildings while it fulfills its goals of building preschools, Central Maui schools and workforce housing; thus, enhancing the quality of the community.

EMPLOYMENT

January 2017 – December 2024

State of Hawaii Department of Education, North Side Central District

Position: Complex Area Superintendent

- Highest ranking educational leader closest to the schools and responsible for modeling collaborative community leadership attuned to the local and cultural context, setting direction and holding complex area staff and principals accountable.
- Responsible for a portfolio of 20 schools in the Leilehua, Mililani and Waialua area functioning to meet the needs of the schools, students, parents, employees and community stakeholders to focus on transforming school design and learning experiences through strong leadership, student voice, and educator and school community collaboration that leads to strong student outcomes.
- Responsible for balancing supervising and mentoring principal performance with the equally critical responsibility to support and develop principals and their teams.
- Provided frequent and actionable feedback focused on instruction, data analysis, and aligned interventions.
- Conducted reviews of the total school program of all schools in the portfolio.
- Conducted principal evaluations and provided high quality feedback on actions and behaviors of successful leadership.
- Implemented talent management procedures for the complex area, school leaders and non-instructional personnel as well as recruiting, selecting, onboarding, assigning, and retaining quality people.
- Interfaced with relevant state offices to resolve matters of fiscal and resource management, school safety and culture, civil rights, personnel issues, investigations, and reporting.
- Created systems for reducing the number of procurement violations, systems for fiscal audit findings, and reduction of IEP process-based settlements.

August 2012 – January 2017

State of Hawaii Department of Education, Ka'ala Elementary School

Position: Principal

- Provided executive leadership by setting and modeling high expectations and demonstrating cultural sensitivity.
- Provided leadership for the accreditation self-study process resulting in a Maximum Six-Year Term with Mid-Term Report, the highest and most prestigious awarded by the WASC Commission.
- Identified and coached individuals who possessed leadership qualities to develop their skills and provided them opportunities to strengthen their proficiencies.
- Planned and facilitated differentiated professional development for school personnel tailored to their experiences, strengths and/or expertise.
- Navigated the challenges of staff recruitment to successfully employ high quality individuals.
- Utilized student performance and behavior data to initiate program and organizational improvements that have resulted in an improved student achievement (***ELA and math growth above state average, drop in chronic absenteeism, fewer student referrals***) and school culture.
- Managed the full scope of responsibilities required of an elementary school principal.

February 2010 – August 2012

State of Hawaii Department of Education, Central District Office

Position: Personnel Regional Officer

- Managed certificated personnel actions for all 42 schools in a positive, proactive and supportive manner.
- Provided comprehensive support for CASs and school principals to effectively address a myriad of personnel issues and situations including investigations and grievances.
- Provided leadership to our induction and mentoring program.

February 2001 – February 2010

State of Hawaii Department of Education, Leilehua High School

Position: Vice Principal

- Proven ability to work in unison with staff, colleagues and community.
- Worked in unison with staff, colleagues and community members to strengthen the school culture.
- Directed complex projects from concept and design to completion and/or implementation.
- Demonstrated the qualities of a servant leader to inspire others to continually improve and work collaboratively.
- Managed the full scope of responsibilities for the vice principal position by establishing strong working relationships, two-way communication and trust.
- Provided leadership to resolve complex issues by collaboratively working with diverse populations to achieve common understandings and meaningful action.

July 1998 – February 2001

State of Hawaii Department of Education, Leilehua High School

Position: High School Counselor

- Student advocate.
- Teacher leader facilitating learning teams.
- Budget chair that developed indicators of success for department teams.
- Trained in Behavioral Support Plans.
- Trained in Positive Behavioral Support.
- Trained facilitator for Anger Management group.

July 1995 – July 1998

State of Hawaii Department of Education, Leilehua High School

Position: High School Teacher

- Teacher of special education and regular education students.
- Class of 1998 advisor.
- Founder of Leilehua High School Lettermen's club.
- Athletic coach for 12 years.

ACCOMPLISHMENTS

- Thesis abstract accepted into the Journal of Medicine and Science of Sports and Exercise in 2000
- 1997 Oceanic Educator of the Year
- Department of the Army Public Service Commendation Medal
- Inducted into the Tropic Lightning Foundation 2025

ACTIVITIES

- High School athletic coach (12 years football and 5 years soccer)
- Police Activities League coach (3 years football, 2 years volleyball and basketball)
- Class advisor for the class of 1998
- School Community Council at Iliahi School as parent representative from inception to 2007

EDUCATION

University of Hawaii Manoa

1991 – 1999

Master Degree in Curriculum and Instruction

Thesis presented and accepted

University of Hawaii Manoa

1985 – 1990

Bachelor of Secondary Education

Leilehua High School

1981 - 1985

REFERENCES

Fred Murphy

Mililani High School Principal

Dana Tokioka

President of Island Insurance Foundation

Heidi Armstrong

Deputy Superintendent of Hawaii Department of Education