

JOEL KAWACHI

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PROFESSIONAL SUMMARY

Veteran athletic administrator with over 20 years of experience managing complex athletic programs, coordinating capital improvement projects, and navigating Hawaii's public education and facilities systems. Proven leader in Title IX compliance, stakeholder engagement, and long-term planning for athletic infrastructure. Committed to public service, equitable access, and maximizing community impact of sports and facility use. Skilled in managing multimillion-dollar programs, overseeing personnel and construction, and collaborating with state and legislative partners.

CORE COMPETENCIES

- Athletic Program Administration
- Capital Project Oversight
- Title IX and Legal Compliance
- DOE & State Government Navigation
- Stakeholder & Community Relations
- Strategic Planning & Budgeting
- Facility Management & Scheduling
- Event & Risk Management
- Digital Media & Public Communication

PROFESSIONAL EXPERIENCE

- Moanalua High School – Athletic Director

Honolulu, HI | 2003–Present

- Lead all athletic operations for a comprehensive high school program with 20+ sports and over 1000 student-athletes annually
- Manage multimillion-dollar budgets, facility scheduling, capital improvements, and compliance
- Directed major upgrades including a fitness center, weight room construction, resurfaced tennis courts, locker room renovations, new video scoreboards, softball/baseball field upgrades and track and field improvements
- Partner with contractors, HIDOE, state legislators, and DOE Facilities on long-term athletic infrastructure planning
- Host and manage state and OIA championship tournaments; oversee risk mitigation and event execution
- Implement NIL policies and technology solutions to support modern athlete development and visibility

- Oahu Interscholastic Association (OIA) – Executive & Advisory Roles

2003–Present

- Serve on league and state-level committees shaping policy, competitive equity structures, and tournament oversight
- Lead reviews of HIADA proposals, advocating for balance between public and private institutions
- Coordinate with athletic directors across the state on governance, compliance, and operations

- Moanalua High School – Assistant Athletic Director

2002–2004

- Managed media, graphic design, and scheduling systems
- Served as acting AD and site lead during absence of Athletic Director
- Created and maintained the school's athletics website and communication systems

- Moanalua High School – Special Education Teacher & Department Head

1993–2003

- Taught and led the Special Education department, managing 19 teachers and 18 EAs
- Modernized technology systems, improved instructional practices, and enhanced team cohesion

EDUCATION & CERTIFICATION

California State University, Chico

B.A. – Social Science, 1993

University of Hawai'i / DOE R.I.S.E. Program

Special Education Certification, 1995

NFHS & NIAAA

- Certified Athletic Administrator (CAA)
- Completed professional coursework in athletic leadership, Title IX law, employment law, and equity compliance

COMMUNITY LEADERSHIP & SERVICE

- Moanalua LEO Club Advisor – Community Service Volunteer
- Organizer – Moanalua Booster Golf Tournaments
- Wrestling Coach – 3X HHSAA Girls State Champions (3x OIA Coach of the Year)

REFERENCES

Upon Request