

Vision and Goals
of
Na Kumu o Kamehameha

Na Kumu o Kamehameha is an organization of the faculty of Kamehameha School whose primary purpose is to do what is right for our students. We define and implement what is right in partnership with the administration and are guided by the spirit of Pauahi and her wishes as expressed in her will. We believe the following conditions would enhance our ability to fulfill our purpose:

School Management:

1. The partnership between the faculty and the administration requires both parties to recognize and respect the responsibilities and capabilities of each.
2. The faculty wants to be consulted in advance of decisions that affect school operations or how students learn and be offered the opportunity to make recommendations.
3. The faculty wants these administrative decisions to be expressed in writing and state who made them and the justification. When a decision is counter to a faculty recommendation, the reason for not following our recommendation must also be explained in writing.
4. In the interests of efficiency and innovation, that faculty encourages the administration to adopt the objective of delegating decision-making authority to the lowest appropriate level.

Communications:

1. To keep informed, solve problems, and inspire excellence, the faculty must be allowed to communicate freely with itself without fear of reprisals.
2. Teachers should be encouraged to work closely with parents of their students.
3. Na Kumu o Kamehameha is a talented professional organization with views that are of important interest to the public. When acting for the organization, our representatives must be allowed to communicate publicly without fear of individual punishment.
4. Representatives of Na Kumu o Kamehameha need to meet regularly with all levels of the administration to help solve problems and make improvements.

Conduct and Values:

1. As students learn by instruction and example, the conduct of the faculty and the administration must reflect the values we want our students to embrace.
2. The faculty and administration must respect the culture and traditions of Kamehameha Schools and exemplify the values in our mission statement: *Pono, 'Imi 'Ike, Laulima, Na'au Pono, Malama, and Ha'aha'a.*
3. As the faculty and the administration are engaged in a cooperative effort to do right by our students the overlying value of *Aloha* should govern our behavior and attitude.