



STATE OF HAWAII
DEPARTMENT OF EDUCATION

P.O. BOX 2360
HONOLULU, HAWAII 96804

OFFICE OF THE SUPERINTENDENT

January 16, 2020

TO: The Honorable Dwight Takeno
Chairperson, Human Resources Committee

FROM: Dr. Christina M. Kishimoto 
Superintendent

SUBJECT: **Committee Action on Recommendation Concerning Appointment of the
Complex Area Superintendent for the Kapaa-Kauai-Waimea Complex Area**

I am recommending the following appointment effective July 1, 2020.

Paul Zina
Complex Area Superintendent (CAS)
Kapaa-Kauai-Waimea Complex
Position No. 66026
Annual Salary: In accordance with the CAS salary range approved by the Board of
Education on September 19, 2019

Additional information to support this recommendation:

The position of the Complex Area Superintendent stipulates that the candidate must possess strong programmatic, leadership, communication and collaboration skills in order to lead a K-12 portfolio of diverse schools and serve as a community leader for the island residents.

On October 16, 2019, Deputy Unebasami and I met with Kauai complex area principals to collaborate on the needs of the Kauai schools and the expectations for the new Complex Area Superintendent. On October 31, 2019, Deputy Unebasami and Assistant Superintendent Covell met with the complex area staff to hold a similar discussion. As a result of those conversations, clarity was achieved around the critical needs of the Kauai schools.

In addition, based on the meetings with the principals and complex area staff, the search committee reviewed the desired attributes and agreed on a set of questions to ask each of the candidates.

AN AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY EMPLOYER

These attributes included: a strong communicator across multiple stakeholder groups, and an instructional leader who could advocate for resources and partnerships that would empower purposeful school designs to address the learning needs and aspirations of the Kauai students, including our most vulnerable learners.

Mr. Zina's name was forwarded by the search committee consisting of the Deputy Superintendent, principals, a parent, and a community member. Because the island of Kauai is unique, it was deemed important to have an individual in this position who understood both the Department of Education's (Department) strategic direction and the Kauai community. The committee found him to be articulate, energetic and motivated to make a difference for the children and families of Kauai. His skillset and knowledge as a Kauai principal will be foundational in creating the Kauai Complex Area strategies linked to the Promise Plan. He is eager to orient himself to the new position with the help of his complex area, fellow CASs, and with the support of the State Offices.

Mr. Zina possesses the requisite knowledge, skills and abilities to be successful as the next Kauai Complex Area Superintendent. I have complete confidence in his ability to lead the Kauai complex to success through his focus on innovation, commitment to student success, and passion for educators and education.

As a veteran educator and leader in the State of Hawaii, Paul Zina's tenure with the Department has allowed him opportunities to design and establish outreach services and programs for children and their families in aina-based learning with a strong focus on Nā Hopena A'o, facilitate collaborations and agreements in partnership with other organizations through the blending of resources and shared kuleana, and build capacity for the community leaders to tell their own story as well as strategically determine the course of their improvement.

In an effort to ease the transition and to better prepare him for the role of CAS, I plan to place Mr. Zina into a Deputy CAS position for the second semester of the 2019-2020 school year. This will allow him to work alongside and learn from the current outgoing CAS.

Attached is Mr. Zina's resume describing his background and work experience.

CMK:sb
Attachment



Resume in Brief:

Professional Profile

Eager to bring public school students into a twenty-first century sustainable community using a unique combination of education experience coupled with twenty-three years of an education background on the island of Kauai.

- Hold Hawaii Public School Administrators Certificate, Bachelor's Degree in Secondary English Education.
- Experienced using many forms of educational technology and social networking.
- Dedicated to an enthusiastic and dynamic system of education as a means of creating and nurturing an inquiry-driven project-based model of learning to solve real community problems.

Qualifications, Certifications and Community Groups

Public School Administrator Certificate

Hawaii Department of Education, 2006

Bachelor of Education Secondary English/Teacher Licensed

University of Hawaii, HI./Hawaii Department of Education, 1997

Hawai'i Innovative Leaders Network Inaugural Member

Kaua'i Educational Leaders Network

Grow Your Own Teachers on Kaua'i Board Member

West Kaua'i Community Plan Focus Group

County of Kaua'i Lima Ola Housing Development Planning/Focus Group

National Association of Elementary School Principals

Hawai'i Elementary and Middle School Administrators Association

(HEMSAA Kaua'i Complex Area Nominee for State Principal of the Year 2019)

Phi Theta Kappa International Honor Society

Sigma Phi Epsilon National Fraternity

Kauai Lodge Free and Accepted Masons

(See work experience page 2)



Work Experience

Administration of full school operations with facilities, financial and academic planning for school budgets ranging from approximately 3 to 8.6 million dollars at:

1. 'Ele'ele Elementary School (480 students pre-K to gr.5 Principal 2014-present)
2. Wilcox Elementary School (900 students pre-K to gr.5 Vice Principal, Acting Principal) 2010-2014
3. Kauai High School (1200 students gr.9-12 Vice Principal) 2007-2010
4. King Kaumualii Elementary School (550 students pre-K to 5 Vice Principal) 2006-2007

English Teacher / School wide Curriculum Coordinator / WASC Self-study Coordinator

(Waimea High School gr.9-12) 1998-2000, 2003-2006

- Planned, implemented and evaluated lessons.
- Management classroom behavior.
- National Honor Society Advisor.
- Cross Country and Track and Field Coach.
- FOL Self-study Coordinator.
- Test Data Analysis Coordinator.
- Curriculum Mapping Database Designer/Coordinator.
- Lotus Notes Programming Consultant.

English Teacher / Department Chair / Team Leader

(Chieffess Kamakahelei Middle School gr.8) *2000-2003

- Planned, implemented and evaluated lessons.
- Managed classroom behavior.
- Coordinated curriculum, budgeting and all administrative duties for English Department.
- Planned and facilitated 8th grade multi-disciplinary teacher team meetings.

Student Teacher English / Special Education Math Teacher

(Kapaa Middle School gr.7) *1997-1998

- Planned, implemented and evaluated lessons and classroom behavior.
- Conduct/facilitate IEPs and managed related classroom instruction for identified IDEA students.

*Educational experiences include opening two new schools and work in all three Kaua'i Complex Areas and at all educational levels PK-12.

'A'ohe hana nui ke alu 'ia. No task is too big when done together by all...