

SHAWN MALIA KANA'IAUPUNI

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PROFILE

An action-oriented, confident professional with a strong record of commitment and success in organizational leadership to improve the lives of children and communities. Brings experience and expertise in public and private education, management, and community engagement guided by core values of aloha, teamwork, and excellence.

- Highly motivated, strategic, and creative problem solver committed to social change and clear results.
- Demonstrated ability to build and facilitate executive-level collaborations and partnerships to identify and move challenging new ideas from concept to reality with urgency.
- Influential communicator and implementer able to bridge varying contexts including community organizing, program delivery, and executive or board governance.
- Collaborative, positive, and results-focused leader with diverse skillsets in facilitation and communication; experienced in managing various team sizes, professional contracts, and consultants.
- A critical and systems thinker skilled in organizational strategy and assessment; collaboration, teambuilding and advocacy; and program implementation, grants management, and research.
- Broad background/training and understanding of community issues within global context, social science perspectives, and business management; speaks Spanish (advanced) and 'ōlelo Hawai'i (advanced beginner)
- Committed advocate for equity, diversity, and strengths-based policies and approaches, with strong relationships and reputation for excellence and results.
- Published educator with more than 25 years of wide-ranging experience, research, and programming.

EDUCATION

Executive M.B.A., Shidler College of Business, University of Hawai'i at Mānoa

Ph.D., M.A. in Sociology, University of Chicago

B.A., doubled in Public Affairs and Psychology, University of Denver

Select Leadership Training Fellowships:

Omidyar Fellows Cohort IX, Polynesian Voyaging Society Worldwide Voyage crew, Strategic Business Leadership – Chicago Booth, Change Leadership Institute – Harvard GSE, HERS Summer Institute for Women in Higher Education Administration – Bryn Mawr, National Pacific American Leadership Institute

SKILLS & ACCOMPLISHMENTS

Leadership and Innovation

- Skilled in developing and implementing **complex strategic executive-level projects** and initiatives with broad impact, including innovative COVID-response/relief, youth justice projects with state and private partners
 - Strong record of forging collaborative **innovative solutions** to advancing strategic goals, change management processes, and external stakeholder interests.
 - Experienced leader in **education sector**, with wide networks and collaborative projects in early childhood education, K-12 charter and HIDOE schools, and UH to support improvements in student learning outcomes.
 - Demonstrated leadership in developing **statewide partnerships** to improve student success and a more sustainable Hawai'i. For example,
 - Convened and co-lead public/private partnership to advance an action agenda for youth justice and opportunity youth and to tackle the disproportionate representation of Native Hawaiians in the criminal legal system, winning a WKKF Racial Equity Challenge Award for \$20 million through 2030.
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- o Developed and launched model for Kamehameha School's first collaborative regional approach, Ka Pua Initiative, to improve educational and community wellbeing in one of the lowest income areas in the U.S.
 - o Established collaborations to build culturally relevant education and impact within diverse public and private partners (eg, Kamehameha, Hawai'i Dept. of Education, University of Hawai'i, Castle, Weinberg, Dept. of Health, Office of Hawaiian Affairs, Native Hawaiian Education Council, Native Hawaiian Education Association, 'Aha Pūnana Leo, Papa Ola Lokahi, Na Lei Na'auao, Hawaiian-focused charter schools).
 - o Built business case and launched KS strategy and support for **public charter schools** that provide culturally relevant, quality educational options for Hawaiian families and their children.

Strategy Consultant

- Expertise in leading and facilitating multi-sector, executive level collaborative planning and action, ranging from global alliances, multi-organization collective impact efforts, public-private collaborations, to one-to-one partnerships between organizations.
- Led and facilitated the 2040 Strategic Planning Initiative, Kamehameha Schools, a multi-billion \$\$ organization, yielding ambitious 25-year vision and goals.
- Directed multiple strategic planning processes including Kawailoa Transformative Indigenous Implementation Plan 2030, PIDF SP2025, Ka Pua Wai'anae Region, Public Education Support, Ho'olako Like Charter Schools, Charles Reed Bishop Trust, and Kamehameha Publishing, each resulting in clear articulation of goals and outcomes, organizational consistency and buy-in, and strategic priorities.
- Skilled at communicating vision and process internally and externally, creating understanding, positive support, and capacity development.

PROFESSIONAL EXPERIENCE

PARTNERS IN DEVELOPMENT FOUNDATION

President and Chief Executive Officer

2020-present

- Leads, manages and directs the organization and staff utilizing PIDF's five core values in achieving its primary educational and community service mission, strategic goals, and objectives.
- Advocates for and leads change for a strong and thriving Hawai'i by activating partnerships and collaborative vision for systems change opportunities to support homeless, foster, low-income, remote, rural families and communities.

KAMEHAMEHA SCHOOLS

Executive Strategy Consultant, Strategy & Innovation Group

2015-2020

- Provided executive consulting, partnership and advisory services for planning, innovation, decision-making and action with executives and leaders to support strategy development, resourcing, and action.
- Led business strategy development and suite of CEO projects and initiatives, providing models, alternative plans and solutions, partnerships with internal and external stakeholders.
- Provide expert guidance and facilitate breakthrough thinking among project sponsors and participants in the formulation of projects plans and solutions.

Division Director, Public Education Support

2007-2015

- Mobilized collaborative efforts to improve educational outcomes of children in public schools, engaging policymakers, educators, school leaders, youth, and non-profit organizations focused on charter, immersion, DOE, and UH contexts.
- Directed the strategic and tactical implementation of programs and services in support of 17 Hawaiian-focused charter schools, including development of a professional learning community with school principals.
- Oversaw professional development programs to public school teachers and leaders to build systemic impact.
- Planned and launched the Ka Pua Community Initiative, taking the initiative from concept to implementation.
- Prioritized and managed a grants portfolio of community educational organizations focused on learning outcomes and capacity development (maximum portfolio - \$17 million, 35+ community organizations).
- Mentored department directors and staff to lead and develop strong external and internal public education collaborations for systems change.

Special Projects - Lead, Strategic Planning Initiative

2012-2014

- Developed, implemented, and completed the Kamehameha Schools Strategic Plan Initiative, designing and overseeing external and internal scans, stakeholder inputs, publicity, and process.
- Designed, coordinated, and facilitated all statewide community outreach and communications.
- Guided leadership negotiations, research, cross-functional team work, internal and external validation processes.
- Designed and facilitated engagement of the Board of Trustees, CEO(s), executive team, and directors.
- Led a highly functioning, agile team, oversaw the monitoring process, goals, outcomes, and final deliverable.

Special Projects - Director, Ka Pua Initiative

2010-2012

- Developed and launched the Ka Pua strategic initiative plan, team, processes, implementation, communications, programs, and community negotiations.
- Communicated the vision internally and externally and influenced collaborators to engage and support community-building process for improved wellbeing.
- Engaged community and developed positive relationships on the Wai'anāe Coast with the Hawai'i Dept. of Education, community organizations, and community members through consistent messaging and presence.
- Hired and trained team members, administered monitoring process, goals, and outcomes.

Director, Strategic Planning & Implementation

2005-2007

- Led Strategic Planning and Implementation Group staff to advance the Education Strategic Plan through research and evaluation, planning and performance evaluation, and implementation of projects.
- Increased data driven decision making by developing internal capacity for program monitoring and logic modeling.
- Built collaborative relationships with community organizations and internal partners, including research collaborations between charter schools, DOE, & KS.

Special Projects - Trust Coordinator, Charles Reed Bishop Trust

2006-2007

- Developed first strategic plan, resulting in community-oriented mission, vision, and guiding strategic tactics.
- Managed related communications and public relations with public, private, and community agents and events.
- Oversaw trust operations, including budget, \$15 million investment portfolio, beneficiary giving schedule.

Director, Policy Analysis & System Evaluation

2001-2005

- Established the division responsible to organize, lead, and support data-driven decision making at KS.
- Mobilized support for internal rigor and improved information with comprehensive statistics and research on Native Hawaiian wellbeing.
- Used data to advocate for improved student outcomes in public and charter schools.
- Administered team of evaluators and research support staff to build program evaluation capacity and to produce knowledge and research from a Native perspective, including an active internship program.

Research Scientist, Policy Analysis & System Evaluation

2001

- Initiated U.S. census collaborations jointly with the HIDOE, launched longitudinal preschool study, and established community networks and knowledge sharing capacity.

UNIVERSITY OF WISCONSIN-MADISON

Assistant Professor

1996-2001

- Taught undergraduate and graduate courses; mentored sociology and Chicano studies students.
- Conceptualized, proposed, and secured nearly \$2M in funding via 14-plus competitive grants for cutting-edge longitudinal, binational project in Mexico and U.S. cities.
- Directed project for its first 5 years with staff ranging from 6 to 26 students and fieldworkers in two countries.

UNIVERSITY OF PENNSYLVANIA

Postdoctoral Fellow, National Institutes of Health

1995-1996

- Proposed and executed first longitudinal (three year), bi-national study on Mexican health and migration, including community relationships and fieldwork in Mexico, data analyses and training of all project personnel on both sides of the border.

UNIVERSITY OF CHICAGO

Research Director, Sociology Department; Population Research Center

1992-1995

- Managed binational immigration project in 14 rural villages, including project negotiations & communications with Mexican government officials, community relationships, fieldwork, data analyses, and teaching assistant.

COMMUNITY SERVICE (SELECT PRESENT/PAST)

Coalition for Juvenile Justice National Executive Board • Juvenile Justice State Advisory Council • Hawai'i Association for Non Profits • Polynesian Voyaging Society • PBS Hawai'i Community Advisory Board • Native Hawaiian Legislative Hui • I Nui Ke Aho • Native Hawaiian Education Council • National Indian Education Association • O'ahu Workforce Investment Board • Queen's Health System/Queen's Medical Trustee • Commit to Keiki Steering Committee

SELECTED PUBLICATIONS ON EDUCATION AND WELLBEING

- *Weaving Stories of Aloha 'Aina, Collective Efficacy and Native Hawaiian Wellbeing*, Journal of Indigenous Social Development, 2023
- *From Makuahine to Kaikamahine: Conversations Between an Indigenous Mother and Daughter about the Role of Language, Place, and Sovereignty in the Future of Education*, Spencer Foundation, forthcoming
- *Ka Huaka'i 2021: Native Hawaiian educational assessment*. Kamehameha Schools, 2021
- Education of Native Hawaiian students. *Oxford Bibliographies*, Oxford University Press, 2019
- We voyage for the earth: Cultural advantage as a global education framework. *Handbook of Indigenous Education*, 2018
- Finishing strong: GPA and timely college graduation outcomes among Native Hawaiian STEM majors. *Review of Higher Education*, 2018.
- Mohala i ka wai: Cultural advantage as a framework for Indigenous culture-based education and student outcomes. *American Education Research Journal*, Centennial volume, 2017.
- Ho'opilina: The call for cultural relevance in education. *Hūlili*, v9, 2014.
- Access and success for students from indigenous populations: The case of Native Hawaiians and higher education. *Higher Education: Handbook of Theory and Research*, 2012.
- New research on the impact of cultural influences in education on Native Hawaiian student outcomes. *Nexus*, v.9 (1&2), 2011.
- E lauhoe mai nā wa'a: Toward a Hawaiian indigenous education teaching framework. *Hūlili*, v5, 2008.
- He pūko'a kani 'āina: Mapping student growth in Hawaiian-focused charter schools. *Journal of American Indian Research*, 2008.
- Hawaiian. *Encyclopedia of Race & Ethnicity*. Sage Publications, 2008.
- Ethnic-by-gender differences in cigarette smoking among Asian and Pacific Islanders. *Nicotine & Tobacco Research*, 2006.
- This land is my land: The role of place in Native Hawaiian identity. In Frazier, J. and Tetty-Fio, E., *Race, Ethnicity and Place in a Changing America*, 2005 (republished in *Hūlili* 2006).
- Pondering poi dog: Place and racial identity of multi-racial Native Hawaiians. *Jrnl of Ethnic & Racial Studies*, 2005.
- Ka'akālai kū kanaka: A call for strengths-based research from a Native Hawaiian perspective. *Educational Researcher*, 2005.
- *Ka Huaka'i: Native Hawaiian Educational Assessment*. Kamehameha Schools, 2005.

SELECTED HONORS & AWARDS

20 for the Next 20, Honolulu Business Magazine, 2025

Women to Watch, Pacific Business News, 2015

National Research Service Award, National Institutes of Health, 1995-1996

Mellon Foundation Demographic Training Fellowship, 1994

Social Science Research Council Pre-Dissertation Fellowship, 1992

Ford Foundation: Dissertation Award, 1992 and Pre-Doctoral Award, 1989-91, CIC Minority Fellowship, 1988-89
