

HAWAII PREPARATORY ACADEMY

Sustainability Plan

Approved April 2019

CONTENTS

3	Gratitude
5	Living Laboratory
7	Mission
9	Sustainability Vision
13	Teaching Framework

GOALS & STRATEGIES

14	Curriculum & Programs
15	Resources
16	Wellness
17	Campus
18	Community
19	Leadership
20	Accountability

Photos by Patrick O'Leary



Gratitude

We root the HPA Sustainability Plan in our shared love and gratitude for the land HPA calls home, believing this is the way to achieve deep, permanent change.

We are grateful for the wind, pu'u, and ocean, whose power and unity existed long before any other beings on Hawai'i Island.

We honor plants and creatures in their abundance, past and present.

We are grateful for the *kanaka maoli* whose wayfinding brought humans to share these islands and who lived the wisdom of sustainability long before it was a 21st century challenge.

We honor Waimea; its red earth; the *Kipu'upu'u* wind and rain, and the warriors who embodied its power and swiftness. May we be warriors for a new, regenerative way of living.

We are grateful to those who stewarded this land before us, including the Parker family and the gift of land to the schools of Waimea.

We honor the communities of Waimea and Hawai'i Island, and the families who have sent generations of children to attend HPA. We all share a desire for this island and its people to thrive.

We are grateful to the cultural practitioners and community leaders who continue to provide guidance to our diverse island society.

We honor the generations within our HPA 'ohana who loved and served this land since the school's founding. We are walking in your footsteps.

Sustained change is fueled by love rather than fear.

The HPA Sustainability Plan is supported by a generous grant from alumnus Jim Kennedy, Class of 1966. Planning took place during the 2018-19 school year with participation from members of the HPA 'ohana and beyond: students, faculty, staff, trustees, alumni, parents, grandparents, community members, cultural practitioners, environmental experts, and more. The result of our efforts will place HPA among the most sustainable schools in the world.

Over the next 50 years, HPA will send nearly 6,000 graduates into the world. Through the HPA Sustainability Plan, we will ensure that every one of them is equipped to become a sustainability influencer—no matter what profession or walk of life they choose.



A Living Laboratory for Sustainability Education

There can be no question that sustainability is the issue of our time. Watching the oceans warm around us; feeling the pressure of waste management and energy depletion; witnessing the globalization of business and agriculture—one thing is clear: all individuals, industries, communities, and nations now exist within a complex net of interrelated environmental challenges.

At HPA, we believe our campus can become a living laboratory that sends engaged citizens and agents of change into the world. We must raise up a generation of problem-solvers, recognizing that our young people will face both the burden and the opportunities of a new ecological paradigm.

We must empower our students' energy and action.

Surrounded by unique ecosystems and cultures, HPA is perfectly positioned to be among the greenest of schools and to undertake a leadership role in sustainability education. Waimea and the islands are a hub for scientific exploration, including world-class oceanography, astronomy, biodiversity, and tropical agriculture programs. Hawai'i serves as a microcosm for many environmental challenges, including food and water security, ocean warming, and species extinction. Here, students have access to 11 of the planet's 13 climate zones and a wellspring of *kanaka maoli* wisdom, on an island where space and resource limitation are not just academic questions, but real and ever-present challenges to which modern-day entrepreneurs, cultural practitioners, and community leaders must respond.

Hawai'i has wisdom the world needs.

We, as Ka Makani, have a particular responsibility—our *kuleana*—to offer up a model for sustainability. We have received so much from this land and this community. If we don't help our world look critically at its challenges, we will compromise the gifts Hawai'i has given us.

Therefore, recognizing our unique opportunities and responsibilities, we embark on the HPA Sustainability Plan. Through this plan, we seek to inspire the ingenuity that a regenerative way of living will require. We aim to achieve a fundamental reorientation of our school-wide culture. We strive to send young adults out into the world with a head-start on environmental leadership and stewardship. We hope to provide a model from which other schools can learn. We will strengthen partnerships here on Hawai'i Island to increase sustainability across our local communities.

Over the next 50 years, HPA will send nearly 6,000 graduates into the world. Through the HPA Sustainability Plan, we will ensure that every one of them is equipped to become a sustainability influencer—no matter what profession or walk of life they choose.

Our world needs their dynamism now. We have no time to waste. We invite you to join our mission and to learn with us as we vigorously pursue solutions to the most critical challenge of our time.



Where We Begin: School Mission

The mission of Hawai'i Preparatory Academy is to provide exceptional learning opportunities in a diverse community honoring the traditions of Hawai'i.

As with all ambitious school projects, the HPA Sustainability Plan offers an invitation to delve deeper into our mission. It reinforces the teaching and learning opportunities that are open to HPA because of Hawai'i. Throughout the planning process we asked, *How can all of us at HPA walk in the traditions of Hawai'i as we work to become a sustainable community?*

The Hawaiian way of life weaves together deep caring and service to the land, its people, and all creatures who inhabit it. There is a faithful stewardship of resources and a conscious humility that comes from understanding one's place in the great fabric of life. By embracing a vision of regenerative sustainability for HPA, we embrace our mission and our core values more completely.

Love for this place extends back to the founding of the school. Our planning process is a continuum that builds upon a long tradition of care for the land surrounding us, from our Ossipoff-designed buildings and the early camping and horse programs to the Go Green initiative, Kennedy Fund improvements, and our current campus gardens, to name just a few examples.

This plan is an outgrowth and an outcome of HPA's 2016 strategic plan, which, to advance our mission, calls for greater integration of environmental stewardship, along with ambitious curricular innovation grounded in the ecology and culture of Hawai'i Island.

This plan is also an expression of our core values of integrity, respect, pursuit of excellence, and wonder. Through the plan, we will deepen the ways in which we show honor and respect to all the life around us; we will strive for the highest standards of innovation, efficiency, conservation, and other principles necessary for regenerative sustainability; and we will give our students new avenues to notice and cultivate wonder throughout their lives.

Our community is ready for the next ambitious chapter of environmental stewardship. Over 1,000 stakeholders—students, faculty, staff, trustees, alumni, parents, community members, and others—contributed to the vision, goals, and framework of the HPA Sustainability Plan. It is a living document, and it will be refined as technology provides more solutions and as new opportunities emerge. As we strive to reach our ambitious goals, and incorporate new knowledge along the way, the plan's fundamental touchstone will remain HPA's mission statement, and our actions will be guided by our school values.



OUR VISION FOR SUSTAINABILITY

MĀLAMA KAIĀULU

Care for our community of spirit,
land, and people.

In order to honor the traditions of Hawai'i, we must first work to restore social and ecological systems to a healthy state, and then enable them to maintain and to evolve. We will root our decisions, practices, and traditions in regeneration—that which enriches instead of degrades.

The foundation of our work is our *kaiāulu* which includes not only people but spirit and land. Within this broad perspective of interconnection and responsibility, all elements are equals and partners—humans, animals, forests, grasslands; the immense ocean and the lava rock beneath our feet, all joined and associated through the unique spirit of this place. *Mālama kaiāulu* means to care for all these members and elements of our community.

We seek to live within and respect this interdependence more fully—as individuals and as a school.

We understand that our actions and relationships within our *kaiāulu* determine the health and viability of our future.

Through the HPA Sustainability Plan, we embrace our responsibility; establish goals within our school programs and operations; take action in visible and measurable ways; and share our story with our *kaiāulu*, our community.

Above all, we aim to graduate leaders and citizens who, having experienced the full power of *mālama kaiāulu* are prepared to foster this sense of interconnection throughout their future lives.

Mālama: mā-la-ma | verb | 1. To care for, serve, and protect.

Kaiāulu: kai-ā-u-lu | noun | 1. Our Community of spirit, land, people.

Four Essential Practices: How We'll Carry Out Mālama Kaiāulu

To *mālama kaiāulu*, our work must be grounded in and reflect four essential practices that are inextricably linked. Each of these practices leads us to actions or habits of mind that will help achieve our full vision for regenerative sustainability.

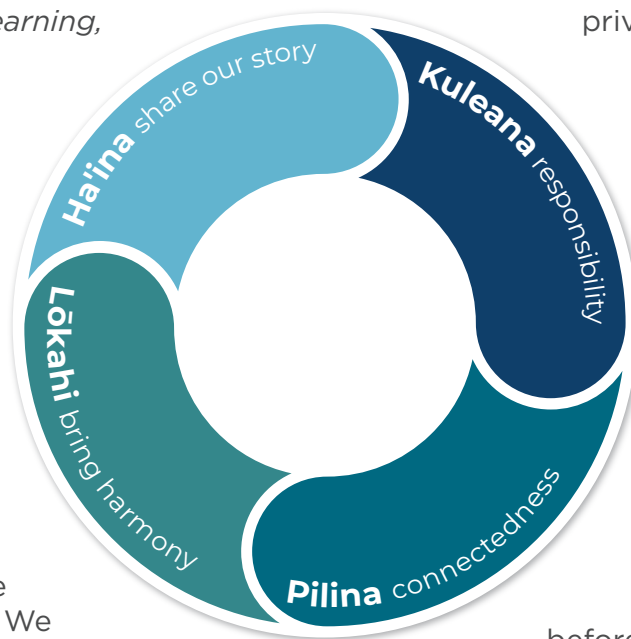
Our vision for *mālama kaiāulu* emerged with the guidance of our *konohiki* group of cultural practitioners and place-based educators, many of whom are also HPA alumni. With their help, we studied the Whole School Sustainability framework, a research-based, best-practice tool published by the Center for Green Schools. Ultimately, we transformed that framework into a teaching and management tool that is uniquely tailored to the traditions of Hawai'i and the needs of Hawai'i Preparatory Academy.

HA'INA share our story

How we share our story. We ask, *How do we carry our learning, models, and progress into the larger world?* We hold ourselves accountable in meeting our vision. We share, listen, learn, and grow with our *kaiāulu*.

LŌKAHI bring harmony

The regenerative harmony and peace we are striving to achieve. We ask, *What actions do we need to take in order to bring harmony to our kaiāulu?* We build and measure more sustainable and regenerative systems.



KULEANA responsibility

A responsibility that is also a privilege. We ask, *What is our individual and collective responsibility for mālama kaiāulu?* We establish clear systems and assign necessary roles to achieve our vision.

PILINA connectedness

The vital, symbiotic relationship among all things. We need to understand the system before taking action to enhance the system. We ask, *What are the ideas, people, histories, and natural elements involved?* We ensure the plan honors this connectedness.

Six Core Goals: Where and How We'll Measure Progress

As we *mālama kaiāulu*, HPA will focus on six core goals that transform our teaching and learning, school operations, and community impact. We will evaluate and realign our goals, metrics, and strategies every five years.

1. CURRICULUM & PROGRAMS

Embed *mālama kaiāulu* into HPA's curriculum and program structure to graduate visionary systems-thinkers and environmental change-agents.

2. RESOURCES

Manage the resources used by HPA so efficiently that we reduce our environmental impact and help promote regenerative systems on Hawai'i Island and beyond.

3. WELLNESS

Promote human and environmental health, recognizing the two are dependent upon each other, to ensure that HPA students and staff are well, happy, and thriving.

4. CAMPUS

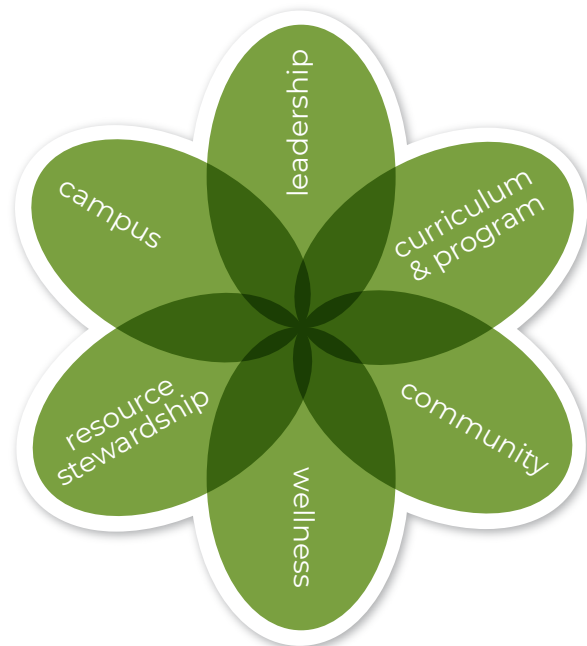
Enhance our campus buildings and grounds to honor the land and provide innovative teaching tools that model sustainability innovation.

5. COMMUNITY

Deepen our community connections on Hawai'i Island and maximize sustainable progress beyond HPA by sharing our work and resources.

6. LEADERSHIP

Optimize our leadership and organizational culture at HPA in order to sustain our commitments.





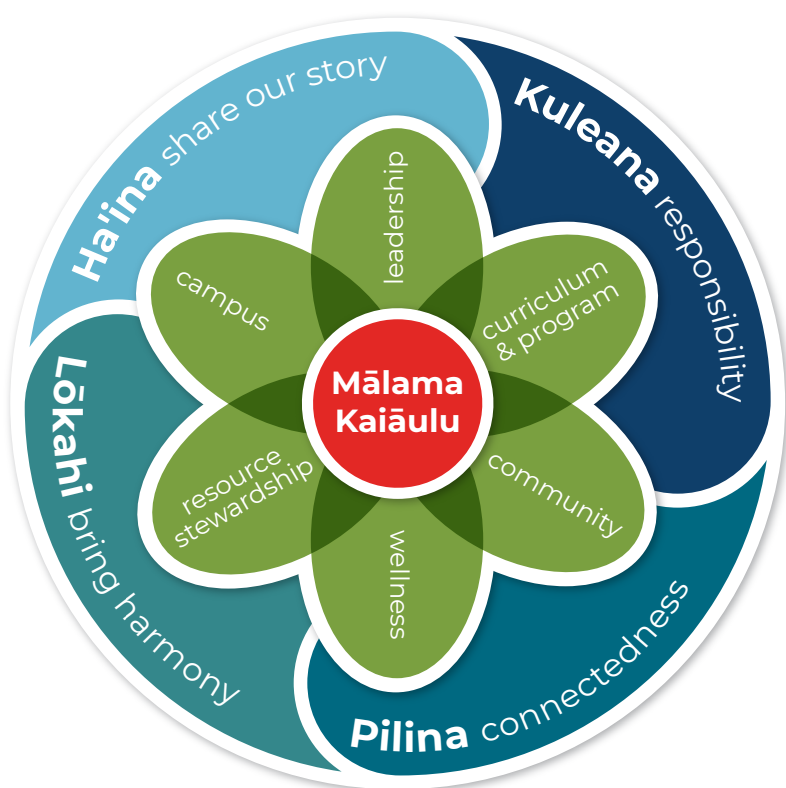
All the Pieces Together: Our Teaching Framework

Equipping the next generation of sustainability ambassadors and advocates is the most important element of HPA's Sustainability Plan. The resource challenges we face are so broad and complex, we must train our students to be integrated thinkers who see the connections that exist within complicated systems.

If we are going to achieve school-wide cultural and operational change for HPA, faculty and staff need the same skills.

Therefore, we developed a visual aid and conceptual framework that helps students and adults think holistically about our goals and discuss their interconnection. Borrowing from nature, the *mālama kaiāulu* framework combines our six core goals (petals) and four essential practices (sepals) within the overall “flower” of *mālama kaiāulu*.

In hard-copy form, all the framework elements are designed to spin independently, allowing the user to align any given goal with any given practice. Throughout our planning, this framework has helped students of all ages to talk about the relationships between complicated ideas or goals. Moving forward, the *mālama kaiāulu* framework will help our HPA community examine the interrelationship of our numerous K-12 school activities, from curriculum and building structures to student activities and dining services. And to do this without losing sight of the overall goals and essential practices that aid HPA toward regenerative sustainability.



1. Curriculum & Programs

Embed *mālama kaiāulu* into HPA’s curriculum and program structure to graduate visionary systems-thinkers and environmental change-agents.

Strategies

KULEANA responsibility

Provide funding and time for annual sustainability professional development for each department.

PILINA connectedness

Integrate sustainability principles, benchmarks, and our *mālama kaiāulu* framework into curriculum, capstone projects, and programs.

Integrate sense of place, land history, service to *kaiāulu*, and environmental stewardship into student activities.

LŌKAHI bring harmony

Articulate sustainability commitment in all admissions materials and processes.

Hold regular school-wide goal competitions and celebrations.

Align student code of conduct with *mālama kaiāulu* and teach the interconnectedness of personal actions within the broader HPA community.

HA’INA share our story

Collaborate with other schools in the state on sustainability efforts.

Conduct an annual K-12 curricular survey to assess progress implementing curricular goals and *mālama kaiāulu*.

Metrics



SUSTAINABILITY CURRICULUM: Measure, evaluate, and enhance inclusion of sustainability across the K-12 curriculum.

2. Resources

Manage the resources used by HPA so efficiently that we reduce our environmental impact and help promote regenerative systems on Hawai'i Island and beyond.

Strategies

KULEANA responsibility

Define roles and responsibilities for staff responsible for resource conservation, including maintenance, energy management, and procurement.

Include waste, water, and energy systems in enhanced Campus Master Plan.

Enhance procurement policy and procedures in order to reduce landfill waste.

PILINA connectedness

Engage student leadership to run behavioral-change campaigns for each resource stewardship goal.

Conduct resource audits with students in order to understand the connection between human behavior and inefficiency.

LŌKAHI bring harmony

Enhance waste management infrastructure to be accessible and consistent.

Set up building-level sub-metering for energy, water, and generation systems and establish enhanced waste-tracking procedures.

Conduct energy and water audits of campus buildings and implement efficiency retrofits.

Transition campus to renewable energy through distributed electricity generation, battery storage, and transitioning to renewable fuels.

HA'INA share our story

Tell our campus sustainability story using signage & web-based dashboard.

Include resource stewardship goals and milestones in school communications.

Metrics



ENERGY: Reach 100% renewable energy by 2030.



WATER: Reduce municipal water consumption by 70% by 2030.



WASTE: Achieve zero waste by 2030.

3. Wellness

Promote human and environmental health, recognizing the two are dependent upon each other, to ensure that HPA students and staff are well, happy, and thriving.

Strategies

KULEANA responsibility

Establish a wellness committee comprised of athletic director, health teachers, food service director, and sustainability director to guide implementation of wellness goals.

Define wellness responsibilities for athletic director, health teachers, and food service director.

Define wellness policies and procedures for food service and events.

PILINA connectedness

Engage students in food production and nutrition education through kitchen and garden work requirements.

Continue to enhance our mindfulness and spirituality programming in order to support our community's diversity and tools for individual wellness.

LŌKAHI bring harmony

Prioritize food grown and produced on Hawai'i Island and increase on-campus garden production for dining services.

Monitor the indoor air quality and environmental quality of campus buildings to ensure optimal learning conditions.

Audit and enhance campus pest management and green cleaning programs, prioritizing non-toxic, organic, and biodegradable solutions.

Enhance campus facilities to include wellness spaces.

HA'INA share our story

Assess staff and student wellness using surveys and the CDC School Health Index.

Metrics



LOCAL FOOD: Purchase 40% of food from local sources or school garden by 2030.



WELLNESS INDEX: Evaluate and strengthen the wellbeing of staff and students.

4. Campus

Enhance our campus buildings and grounds to honor the land and provide innovative teaching and environments tools that model sustainability innovation.

Strategies

KULEANA responsibility

Require all staff to complete the Green Classroom Professional Certificate program.

Include sustainability attributes of campus grounds and buildings in staff and student orientation to promote responsibility and engagement with campus.

PILINA connectedness

Maximize carbon offsets on available land and through local restoration service projects.

Include history of HPA and Waimea lands within curriculum and enhance outdoor learning spaces, including gardens.

Educate staff and students about the carbon impact of transportation choices and remove barriers to sustainable transportation.

LŌKAHI bring harmony

Update the HPA campus master plan to reflect our sustainability vision and goals.

Improve opportunities for students and staff to bike and walk to campus through enhanced trail access and facilities.

Implement landscape management practices that increase healthy land, defined by supporting biodiversity and decreasing mowing.

Design and build all new buildings to the highest efficiency, sustainability, and wellness standards.

HA'INA share our story

Certify existing buildings and new buildings LEED Platinum.

Share case studies of new building design strategies and lessons learned.

Highlight sustainability attributes of grounds and buildings in admissions tours and community engagement efforts.

Metrics



CERTIFICATION: Certify existing buildings and new buildings LEED Platinum.



LAND: Meet healthy land standards for 100% of unprogrammed acreage.



ALTERNATIVE TRANSPORT: Increase use of alternative transportation by staff and students.

5. Community

Deepen our community connections on Hawai‘i Island and maximize sustainable progress beyond HPA by sharing our work and resources.

Strategies

KULEANA responsibility

Establish partnerships with local schools; share resources and lessons learned.

Maintain connected alumni network and engage with alumni in sustainability fields to support program.

Deepen relationships with leaders and organizations on Hawai‘i Island working in related sustainability efforts.

PILINA connectedness

Maintain and enhance community outreach and service projects.

Establish on-campus and off-campus service graduation requirements.

LŌKAHI bring harmony

Establish place-based student and employee orientations.

Engage with Waimea municipal advocacy to support sustainability projects such as the expansion of bike paths and public transit options.

HA‘INA share our story

Host public sustainability-themed events on campus, open to the community.

Expand outreach to global audiences using website, social media, and video.

Implement annual survey of service projects and hours of outreach.

Metrics



OUTREACH: Enhance, increase, and centralize the management of community outreach performed by staff and students.

6. Leadership

Optimize our leadership and organizational culture at HPA in order to sustain our commitments.

Strategies

KULEANA responsibility

Establish sustainability director leadership position and sustainability responsibilities for board of trustees and head of school.

Setup Sustainability Councils, including Konohiki Community Council, Staff Council, and Student Councils.

Define responsibilities and behavioral expectations for all school employees.

PILINA connectedness

Integrate sustainability goals across HR systems, including recruitment, hiring, and staff orientation.

Provide annual place-based, sustainability professional development for all employees.

Establish collaboration days for teachers to work together on sustainability curriculum.

LŌKAHI bring harmony

Shift schedule and communication of priorities to support sustainable implementation of this plan.

Define annual action plans for each department.

Establish sustainability policies and procedures for each department.

HA'INA share our story

Implement annual sustainability communication and reporting with HPA board and the public, and be accountable for continually advancing our efforts.

Maintain accountability to sustainability goals by making progress readily available via public Sustainability Plan website and dashboard.

Execute annual surveys of faculty, staff, and students.

Metrics



STAFF SATISFACTION: Establish transparency in staff satisfaction reporting.



STAFF DEVELOPMENT: Establish and ensure a robust program of staff professional development.

Accountability







Metrics for monitoring progress toward our six core goals for *mālama kaiāulu*.

As we measure progress and hold ourselves accountable, we practice and embody our school’s core values of integrity, respect, pursuit of excellence, and wonder. Day by day, year by year, the Sustainability Plan will give us myriad opportunities to put these values into action.

We recognize that our processes of accountability are as important as our data for these goals. The following processes will support our program’s continual evolution, engage our community, and maintain accountability:

- 1. Web-based Sustainability Plan
- 2. Web-based Monitoring Dashboard with Monthly & Annual Data
- 3. Communication Plan
- 4. Public Annual Sustainability Report
- 5. Reassess goals, Sustainability Plan, strategies, and benchmarks every five years.

The timeline for our metrics aligns with the Hawai’i 2030 goals. Our goals and metrics were inspired by Hawai’i 2030 and are scaled to fit our mission and operations as a K-12 school.

CURRICULUM & PROGRAMS	RESOURCES			WELLNESS	
					
SUSTAINABILITY CURRICULUM	ENERGY	WATER	WASTE	WELLNESS INDEX	LOCAL FOOD
Measure, evaluate, and enhance inclusion of sustainability across the K-12 curriculum.	Reach 100% renewable energy by 2030.	Reduce freshwater consumption by 70% by 2030.	Achieve zero waste by 2030.	Evaluate and strengthen the wellbeing of staff and students.	Purchase 40% of food from local sources or school garden by 2030.
Conduct annual curriculum survey and report on coverage of sustainability principles and benchmarks.	Measure and report on monthly electricity, propane, gas, and diesel consumption using bills and real-time meters.	Measure and report on monthly potable water consumption using bills and real-time meters.	Measure and report on monthly landfill, recycling, and compost weights using bills and manual measurements.	Survey and report annually on staff and student physical health, emotional wellbeing, and satisfaction using NAIS and CDC tools.	Establish monthly reports from food service vendor with food procurement metrics.



CAMPUS			COMMUNITY	LEADERSHIP	
CERTIFICATIONS	LAND	ALTERNATIVE TRANSPORT	OUTREACH	STAFF SATISFACTION	STAFF DEVELOPMENT
Certify existing buildings and new buildings LEED Platinum.	Meet healthy land standards for 100% of unprogrammed acreage.	Increase use of alternative transportation by staff and students.	Enhance, increase, and centralize the management of community outreach performed by staff and students.	Establish transparency in staff satisfaction reporting.	Establish and ensure a robust program of staff professional development.
Monitor existing buildings in LEED ARC portal, pursue LEED NC Platinum on new buildings, and report certification coverage annually.	Conduct annual land survey and report acreage that supports biodiversity and is unmowed.	Survey and report transportation habits of staff and students annually.	Conduct annual survey of staff and student activities, itemizing outreach activities and hours of service.	Survey, measure, and report annually on staff satisfaction and feedback for improvement.	Track and report hours of professional development annually for faculty and staff through HR systems.



*‘Oī kau ka lā, e hana i
ola honua.*

“While there is earthly life do all you can.”

‘ŌLELO NO‘EAU (PUKUI) #2388





Hawai'i Preparatory
Academy

Photo by Will Savage '18