Dear Community:

This is an update from the Head Search Committee to review our process to date and inform you of next steps. We interviewed several semi-finalists whose current schools had recently been through head searches. Those schools engaged in “closed” head searches where only the Stanley Board of Trustees met with candidates. Holding a closed search never an option for Stanley because our school values every voice. We are extremely grateful for the tremendous outpouring of participation from all constituencies in our three finalist visits. Without exception, each candidate and their respective spouses expressed deep appreciation for our community’s commitment to our school, its mission and values. Each finalist was impressed by the number of community members who engaged in the process and they appreciated the insightful questions and feedback provided to the candidates from faculty, staff, administrators, trustees, parents and children. We are very fortunate to have such a vibrant and engaged school community. This warmth and engagement reflects Tim’s and Carolyn’s stewardship over the course of their headships.

We recognize that the pace of the finalist visits has been swift. This was in large part due to the fact that our three finalists are highly sought after candidates, each of whom is a finalist in other searches around the country. In order to allow us the best chance of having our top choice, we needed to accelerate our search to match those of other schools. Nonetheless, each candidate had a fulsome visit with ample opportunities to meet with and learn from all stakeholders. We are proud of the tremendous interest in Stanley and the British Primary philosophy.

The Head Search Committee is also appreciative of the detailed feedback we have received. We have carefully reviewed the written feedback and listened to you as well. We will consider all of this input as we move into the process of arriving at our recommendation to the board. If you missed an opportunity to fill out a survey, please feel free to send an email or call one of the committee members. Before discussing next steps, we wanted to briefly review our process to date.

- Upon Tim’s announcement, the Head Search Committee was formed and we began the process of interviewing and vetting search consultants. The committee membership was carefully considered and ultimately included trustees and faculty/staff members. After conducting interviews, we selected Educators’ Collaborative to help us facilitate the search.

- Educators’ Collaborative conducted a site visit wherein they gathered input from key constituents concerning the qualities and attributes of our next head of school. A survey was also circulated and the responses were carefully considered.

- Based upon the feedback gathered from the community, the Head Search Committee developed a position description, which was posted and circulated nationally by the consultants.
• Over the summer, Educators’ Collaborative fielded more than forty applicants from around the country. They interviewed the candidates, assembled their resumes and other pertinent documentation and completed initial reference checks. Based upon this work, they recommended approximately twenty candidates for the committee to consider.

• The Head Search Committee deliberated and selected nine semi-finalists who were invited to confidential in-person interviews with the committee on the campus in early September.

• The committee then deliberated and selected three finalists to return to campus for two full days.

• The committee devoted many hours to conducting in depth reference checks, social media checks and background checks for each of the finalists. This included many phone calls with references.

• During the site visits, each candidate toured our campus and meet with all stakeholders, including faculty, senior management, staff, trustees, children and parents. The committee elicited feedback from all stakeholders through a survey. Many stakeholders also reached out in separate e-mails and oral comments to committee members. Our consultants remarked that they have rarely seen such a high quantity and quality in the community’s responses to the surveys. The committee has carefully reviewed the feedback you have provided.

Thank you all for your deep commitment to this school. We will continue to listen as we head into the final phase of the search. The next communication will likely be the announcement of the new head of school. You can expect to hear from the board of trustees over the next couple of weeks.

With gratitude,

Katie Varholak  
Chair, Head Search Committee  
President-Elect, Stanley Board of Trustees