

September 7, 2022

Dear Springmont School Community,

I hope this finds you well and enjoying a great start to the school year. On behalf of the Board of Trustees, I am reaching out to provide you with an update on our Head of School search process and to alert you to some important upcoming activities. The Board also wants to reaffirm our commitment to making this process as inclusive as possible, and to that end, we will provide several opportunities along the way to gather input from all of Springmont's important constituent groups. In the meantime, please don't hesitate to reach out to us to share your thoughts, ideas, or any concerns about the search process at [info@springmont.com](mailto:info@springmont.com).

### ***The Search Process***

We have recently retained [Carney, Sandoe & Associates](#), the preeminent search firm in independent school leadership, to lead the search for our next Head of School. With the help of our consultants at Carney Sandoe & Associates, we are launching a national search for our new Head of School. We are confident that this position will receive great interest and attract a talented pool of candidates. Throughout the process, we are committed to keeping the community informed while also respecting the confidentiality of the candidate recruitment process.

A vital component of the process will be a visit to the school by our consultants Seliat Dairo and Burke Zalosh on October 6<sup>th</sup> and 7<sup>th</sup> to meet with parents, faculty, administrators, staff, trustees, and students to develop a highly informed profile of the qualities and abilities that our school community is seeking in its next leader. It is critically important that we hear your thoughts and receive input from you throughout the search process. These meetings will be an excellent opportunity for you to learn more about the search and to voice your ideas about the qualities you value in our next Head of School. More information on the schedule will be sent in the next few weeks as the specific schedule is established.

### ***Community Survey***

All interested parties will also have an opportunity to provide feedback by participating in a community-wide online survey. On or about October 5, we will email you a link to a confidential survey so that you can share your views. We strongly encourage all members of our community to participate in the survey, as this will be another important avenue through which CS&A and the Search Committee will be able to capture the valuable insights of each constituent group.

### ***Next Steps***

With input and information gained from on-campus meetings and from our community survey, we will complete a final Springmont Head of School position profile, which is one of many ways we will be publicizing this search. To keep the search timeline on track, our consultants will be conducting preliminary screenings of candidates this month, and after preliminary and semi-finalist interviews during the fall, we will identify a group of finalists to bring back to the school for public, on-campus interviews/forums in early winter. Flexibility is a key component of this process, so please understand that the timing of some of these events may shift as we proceed. Updates will be provided through periodic emails and a dedicated section of the school's website will provide additional information.

## ***Communications***

If you have any questions or concerns about this process, or if you have someone to recommend for the Head of School position, please email me at [Colonna\\_j@msn.com](mailto:Colonna_j@msn.com). Please also feel free to contact our consultants directly. Burke Zalosh is available at [bzalosh@carneysandoe.com](mailto:bzalosh@carneysandoe.com), and Seliat Dairo is at [Seliat.dairo@carneysandoe.com](mailto:Seliat.dairo@carneysandoe.com).

The Board of Trustees is committed to finding an extraordinary leader who embraces Springmont's mission and values and who can lead our school into an exciting and successful future. Thank you in advance for your participation and support in this important initiative.

Finally, I would be remiss if I did not thank Interim Head of School Megan Hakerem for her continued good work and commitment to leading the school and caring for this community as we look for a new, permanent leader.

Sincerely,

Joe Colonna  
Board Chair and Search Committee Chair