

# DERBY ACADEMY

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January 11, 2020

Dear Members of the Derby Academy Community,

As we begin the new calendar year, we hope that you and your families had a peaceful and restful holiday break. With the start of 2020, we are ready to hit the ground running with the important work of guiding the leadership transition at Derby Academy. As we communicated to you last month, we will be serving as Co-Chairs of the Head of School Search Committee and we want to bring you up to date on our efforts thus far and what you may expect in the weeks and months ahead.

The Board of Trustees has decided that we will conduct two searches in the coming months, one for an Interim Head of School and the other for the Head of School to begin his/her term of office on July 1, 2021. We expect to complete the Interim search in the coming weeks and the Head of School search by late September, or early October. We will be sure to keep you up to date on these searches as we move forward.

The first important step for both searches will occur next week when our consultants from Educators' Collaborative, Marc Hurlbut and Deirdre Ling, will visit Derby for a day and a half and meet with members of our school's various constituencies in an effort to gain further knowledge and understanding of the strengths of our school, the challenges we will face in the next three to five years, and the personal and professional qualities we will be seeking in both the Interim and the Head of School. In preparation for their visit on **January 15-16**, we have carefully constructed a schedule to involve as many in our school community as possible to spend time with Marc and Deirdre. They will be available to meet with parents on Wednesday, January 15 from 8:00AM-8:40AM in the Lewis Dining Room and also later that day from 2:10PM-3:00PM also in the Lewis Dining Room. Parents are strongly encouraged to attend either session to learn more about the search process.

We realize that not everyone will be able to attend the various sessions next week, but we are eager to receive your feedback on the three topics above. In this regard, our consultants have created an anonymous, online survey to gather your feedback and learn more about our school. The results of this survey will go directly to Marc and Deirdre who will use these results, as well as the data gathered in their visit next week, to develop a *Leadership Opportunity Statement* which will be shared with prospective candidates throughout the search process. Whether or not you are able to participate directly next week, we hope you will take the time to complete the survey. Your feedback is very important to us. Here is the link:

<https://www.surveymonkey.com/r/2KQGP2T>

As we move forward, we feel it is important to clarify the processes for both searches and the extent to which the Derby Community will be involved in each. Given the relatively short time period for the Interim search, the Executive Committee of the Board will interview candidates and as is customary, will appoint the Interim Head of School.

The search for the Head of School will be considerably longer and will involve a two-day visit by the finalists and their spouses or significant others, as appropriate. During the Head of School search process, you will have several opportunities to meet the candidates and provide your feedback to the Search Committee through another survey. In addition, we will create an Advisory Committee comprised of representatives from the school's various constituencies which will meet with each finalist and present its observations and recommendations to the Search Committee. In the coming weeks and months, we will provide updates on the composition of the Advisory Committee and the Search Committee. Importantly and according to our by-laws, in both searches the final decision rests with the Board of Trustees.

We are very mindful of the importance of the work ahead and we look forward to your participation and support as we work together to identify Derby's next Interim and Head of School.

As part of Derby's website redesign, we have created a destination for the Head of School search - <https://www.derbyacademy.org/who-we-are/head-of-school-search>. Please refer to this page regularly for the most current updates in the process. You will also be able to review milestones and past communications. If you have any questions, you may reach us at [searchcommittee@derbyacademy.org](mailto:searchcommittee@derbyacademy.org). All the best to you and your family for a happy and healthy New Year.

Sincerely,

Jeff Alexander P'24  
Caroline Counselman P'21,'24

Search Committee Co-Chairs