



Peninsula School

Tuesday, April 4, 2023

Dear Peninsula School Community:

As we have shared, the Board of Directors is preparing to launch the search for our next Head of School. Hiring and supporting our school's leader is the Board's single most important responsibility, and we look forward to a thoughtful, inclusive process and successful outcome. Over the coming months, the search will engage members of our community – including students, families, staff, and teachers – to help guide this critically important work.

Peninsula is a beloved institution of progressive education with a rich history spanning nearly 100 years. As such, the search for our new leader will be marked by careful deliberation and thoughtfulness at every step, with the aim of having the next Head of School selected by the end of 2023 for a term that will begin July 1, 2024.

[Educators Collaborative](#), a nationally-known consulting group that specializes in finding senior leaders for independent schools, has been retained to shepherd the process and ensure we identify candidates with the skills and experience necessary to lead Peninsula's diverse community, uphold our progressive values and continue to deliver on our promise of educational excellence. EC partners [Joan Beauregard](#) and [Tracy Bennett](#) have already begun their work, and a Search Committee composed of members of the Peninsula community will be formed.

Holding the mission of our school at the forefront, the Search Committee is charged with helping to develop a Leadership Profile articulating the desired skills and attributes we seek in our next Head of School. The committee will review all candidate applications, vet the pool of qualified applicants to identify semi-finalists and then finalists, manage the on campus visits for finalists, and solicit feedback from the entire Peninsula community. The Search Committee will then make a recommendation to the Board of Directors, who holds the ultimate hiring responsibility.

The search will launch on April 19th with the on-campus visit of our consultants. Tracy and Joan will spend a day and a half with us to learn more about Peninsula School, our aspirations for the future, and our hopes for our next Head of School. They will host listening sessions for parents, faculty, staff, and the Board, as well as provide an online survey following their visit to solicit any additional feedback.

Parent listening sessions will be scheduled at school on either April 19th or 20th (dates and times to be shared soon). If possible, please attend the session that most closely aligns with your primary relationship to the school. For example, faculty members who are also parents should participate in the faculty session, trustees who are parents will attend the Board session.



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Following their visit, Joan and Tracy will draft a comprehensive document, *Information for Candidates*, that provides important background information about Peninsula, the opportunities and challenges that lie ahead, and the desired experiences, skills, and attributes for the next Head of School. Following approval by the Search Committee, the position statement will be posted regionally and nationally and the Educators Collaborative team will actively recruit a pool of qualified candidates over the summer. Our aim is to bring finalists to campus for 2-day visits in the fall and complete the search process by December.

We look forward to keeping you apprised of our work in the coming months and value your participation. Throughout the process, input and involvement from faculty, staff, alumni and our parent community will be highly valued with opportunities provided for further input and participation. Please do not hesitate to reach out to us with any questions, and thank you in advance for your time and commitment to Peninsula School.

Warm regards,

Davion Fleming and Alethea Van Hiller, Search Committee Co-Chairs

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