



Head of School Search: Frequently Asked Questions

How are people chosen for the search committee?

It is the responsibility of the Board to hire, support and evaluate its sole employee, the Head of School. To ensure there is broad engagement and input from the entire Peninsula community, we selected individuals with a breadth and depth of relationships with the school, including trustees, parents, and faculty. Members are charged with holding the future of the school and its mission at the forefront, and it is our hope that collectively a wide range of perspectives and experiences will inform our discussions.

What if you don't find the right person?

We are optimistic that given the exciting opportunities this position offers we will attract highly skilled, passionate educators and successfully recruit the next head of Peninsula School.

However, should we not identify that individual whom we feel brings the professional skills and personal attributes needed to lead the school, we will continue with interim leadership. This is not uncommon. We are committed to making every effort to secure our next Head of School in the coming months.

Will people other than the search committee get to meet the candidates?

Absolutely! Community input in this process is very important. The search committee will vet the initial pool of candidates and identify a group of semi-finalists who will be interviewed in a confidential setting. This is done primarily to ensure that those potential candidates who have not yet informed their current schools of their possible interest in a career move will not be compromised by expressing interest in this position. The finalists—usually 2-3—will be invited to campus and have an opportunity to meet with members of the Peninsula School community through a variety of venues and forums.

We are also forming an Advisory Committee, made up of key constituents in the school such as parents, faculty/staff members, and alums/parents of alums. This offers an additional avenue for broad participation in the process. The work of this group is focused on meeting finalists during their campus visits and providing feedback to the Search Committee.

What are the criteria for making a decision about selecting the right person?

The search committee in partnership with our consultants has developed a position statement (*Information for Candidates*) that articulates the opportunities and challenges that await the new Head of School as well as the professional skills and personal characteristics we believe are most desirable and relevant to successfully lead Peninsula School. These include a deep understanding of progressive education, demonstrated leadership experience, excellent communication skills,

proven abilities in financial management, fundraising, communication and marketing, and a passion for the Peninsula School mission.

There are great people already working at Peninsula—wouldn't it be easier to choose someone here?

Peninsula is fortunate to have such a capable and committed group of professionals working at the school. We will encourage individuals who have an interest in the Head's role to apply for the position. All candidates will be considered and reviewed in the same manner—this is crucial to the integrity of the process and to ensure we select the individual we believe to be best suited to be the next leader of Peninsula School.

How long will this process take?

Like most independent schools, Peninsula will engage in a thoughtful search and well-planned transition over the next eight months. We anticipate the following timeline:

Position posted	May/June 2023
Application deadline	August
Semifinalist interviews	September
Finalist visits	October
Appointment	November/December
Start date	July 2024

What if I know someone who may be interested?

Interested candidates should contact Tracy Bennett (tbennett@educatorscollaborative.com) or Joan Beauregard (jbeauregard@educatorscollaborative.com) of Educators Collaborative directly. They will maintain confidentiality for all recommended candidates. We also invite members of the community to make referrals of appropriate candidates. Please contact Tracy or Joan to share names and contact information of potential candidates, and they will reach out directly to them.

Are we only looking locally?

We are conducting a national search. While we know there are many talented education leaders locally, we also know that Peninsula is an amazing school and the Bay Area is a wonderful place to live, so well qualified individuals from outside our region will likely be interested.

What if I have additional questions?

Feel free to contact the Search Committee co-chairs, Davion Fleming and Alethea Van Hiller directly at hos-search@peninsulaschool.org.