



May 11, 2023

Dear Whitby Community,

We are writing today to provide you with an update regarding our Head of School search and the process we intend to follow in the coming months.

As previously announced, we are pleased to have partnered with Carney, Sandoe & Associates (CS&A), the largest nationally recognized educational search firm, to assist in identifying the next leader of Whitby. Carney Sandoe brings a deep knowledge of independent schools from over 40 years of experience placing school leaders, administrators, and educators. Thanks to their previous work at Whitby, many of you know our consultants: Bob Fricker and Marsha Little.

With more than 130 completed Head of School searches, Bob is the most experienced consultant working with schools today. His list of past Head searches includes large and small day and boarding schools, regional associations, and senior administrative searches for schools across the country. Bob has served as a teacher, Connecticut school Head, and Connecticut Association of Independent Schools Board member. Bob has chaired the Boards of the Middlesex County Coalition Against Racism and the Center for Responsive Schools, the parent organization of Responsive Classroom. He has also served on the boards of several independent schools, including one in China.

Marsha joined CS&A after two decades in independent school administration, most recently as Assistant Head of School at The Lovett School in Atlanta. Before that, she worked in college admissions at Washington University in St. Louis and Vanderbilt University. She also serves as Director of Professional Learning and Development for CS&A's Search and Consulting team. Marsha is the parent of a Montessori-educated daughter and recently completed a three-year commitment as Volunteer Coordinator and coach for the non-profit Montessori Partnerships for Georgia. Between the two of them, Bob and Marsha have conducted nearly 200 searches for excellent independent schools across the country.

The Board of Trustees has assembled a Search Committee whose members will work closely with our consultants from CS&A throughout this process. It will be the responsibility of the Search Committee to screen and evaluate candidates and to make a recommendation to the Board of Trustees, which will make a final decision on the successful candidate. We expect this process will lead to our next Head of School announcement in fall 2023. We are grateful to those who have agreed to serve as members of the Search Committee. Their names are listed below.

The Search Process

We intend for this process to be as inclusive as possible, and our goal is to offer our entire community multiple opportunities to share thoughts and aspirations along the way. Bob and Marsha will visit campus May 22-23 and look forward to meeting as many individuals in our community as possible, including parents, students, and faculty. More specific details about their visit will be shared in the near future.

Additionally, we invite all community members to offer feedback through this [online survey](#), which will remain open through May 24. After the site visit has been completed and the survey results have been compiled, the CS&A team, in partnership with the Search Committee, will create a position statement to share with Head of School candidates.

While we will endeavor to remain as communicative and transparent as possible, we recognize that we most likely will also need to honor certain requests to work confidentially with candidates to ensure that we are able to recruit and interview the most talented leaders in the country. Additionally, our consultants and others have encouraged us to maintain a nimble and fluid approach in this search, given the extremely competitive landscape of leadership recruitment.

We look forward to keeping in touch during the coming months through our website, which will contain periodic updates to keep you informed about the ongoing progress of the search. We expect the website page to be live early next week. In the meantime, please feel free to contact us if you have questions about the search at headsearch@whitbyschool.org.

We are deeply grateful to the Search Committee and the entire Whitby community for their ongoing support and enthusiasm as we navigate this transition.

Sincerely,

Dr. Andrea Douglas
Search Committee Chair

SEARCH COMMITTEE

Dr. Andrea Douglas, Search Committee Chair, Parent Trustee

Mary Kate Donato, Community Committee Chair, Parent Trustee

Jon Downs, Head of School at Millbrook School, Independent Trustee

Hannah Granade, Board of Trustees Chair, Parent Trustee

Deepa Javeri, Former Board of Trustees Chair, Parent Trustee

Andrew Wiener, Buildings and Grounds Committee Chair, Parent Trustee