



May 5, 2023

Dear Members of the Whitby School Community:

I write to inform you that Dr. Jack Creeden has shared with the Board of Trustees his intention to retire at the end of June 2024, following the conclusion of the next school year. We have been so fortunate at Whitby to have benefitted from Jack's extraordinary leadership much longer than he had planned! We are grateful for the excellent position his good work has helped Whitby achieve and optimistic about the opportunities ahead for the school.

Jack has placed Whitby on a strong foundation for the future. He has led the school in a deliberate expansion of the student body, tightly aligned with Whitby's focus on developing highly capable, future-ready students. Under his leadership, enrollment has grown 24%, and the school has further strengthened its financial position. The environment for teaching and learning has never been stronger; Whitby's faculty turnover has declined despite an industry-wide departure from the teaching profession, and student retention is at its strongest. Jack has launched an ambitious development plan for an Innovation Center, to further expand our future-ready curriculum. He has instituted a process for faculty growth and renewal, built a high caliber divisional and administrative leadership team, and enhanced our reach and reputation in the broader Fairchester community.

We continue to expand our campus with the acquisition of the Merry Lane property and renew our facilities with the investment in air conditioning that will enable year-round programming. Our most recent project, The Barn, will provide a place for community events and informal gatherings, space for teaching and learning, and most importantly, a place for our students to gather for lunch.

Whitby continues to develop and expand our innovative curriculum and program. Our Primary graduates continue to deliver self-written graduation speeches to cap the Children's House journey, third graders explore entrepreneurship with Whitby's Shark Tank, and our fourth graders lead Exhibition. Our Middle School has continued to grow and has now seen the graduation of its first class of Merit Scholars, the launch of our new Life Skills Expo, and expanded enrichment offerings with the immersive E-Term. Whitby Middle Schoolers continue to have leadership opportunities unique to a school where they are the most senior in our development continuum. In combination, these

efforts have translated into extraordinary success in the academic performance of our students and the continued achievements of our graduates.

As I look at where the school is today, it remains clear to me that we offer a superior educational experience that is uniquely aligned to the world our children will face. Whitby's highly differentiated Informed Learning approach of integrated assessment and small-group, dynamically-leveled instruction, produces students who are self-aware, have agency, and are capable of leading their lifelong learning journeys. Our diverse and inclusive community offers a welcoming environment for students to challenge, build resilience, debate ideas, and grow into open-minded, principled citizens ready for responsibility in a global community.

The Board of Trustees has assembled a Head of School Search Committee, led by Trustee Dr. Andrea Douglas. Andrea is currently serving as a Trustee chairing the Head of School Support and Evaluation Committee, and in this capacity has partnered closely with Jack to support his leadership and implementation of the school's strategic plan. We have engaged a team from the highly regarded national search consulting firm Carney Sandoe & Associates, who knows the Whitby community well. Andrea will lead the community through a transparent and deliberative process that will unfold over the next 14 months and will engage the entire community, including parents, faculty, staff, students, and alumni. We are grateful for her capable leadership.

During the next school year, in addition to focusing on the goals of our current strategic plan, Jack is committed to ensuring that the school is firmly on the path to successfully completing our International Baccalaureate re-accreditation, the construction of our Barn Project, and the Inspire Innovation campaign. You can expect many more updates on these projects over the next school year.

On behalf of the Board of Trustees, I want to thank Jack for his outstanding leadership and express our deep gratitude for his and Carole's devotion to our school. We are excited for their transition to the next phase of their lives, moving back west and spending more time with family. Jack arrived on our campus in 2019 and found a school and community in the midst of a transition. Within a few months, the Covid-19 pandemic profoundly impacted our lives and necessitated new approaches to the education of our children. Jack's steadfast leadership through this tumultuous time allowed our community to remain focused on the mission and guiding principles of the Whitby School. On a personal note, I will greatly miss my weekly meetings with Jack, a leader who has taught me much about governance, and whose visible leadership helped unite our community amidst a divisive time in the world. His commitment to true partnership with the Board of Trustees has made each of us a better trustee, and established the standard for governance we will carry to our next Head and beyond.

We remain confident in Whitby's strategic direction and future, and appreciate our experienced division heads and senior administrative leaders, who alongside Jack will jointly help us maintain continuity through this transition. I look forward to working with all of you as we make this important appointment and celebrate Jack's extraordinary leadership.

Best regards,

Hannah Granade  
Chair, Whitby Board of Trustees