



June 13, 2023

Dear Whitby Community:

We are pleased to share an update on our Head of School search progress over the past month.

As you know, our Carney Sandoe consultants, Bob Fricker and Marsha Little, were on campus with us on March 22 and 23. Over the course of two packed days, they participated in 22 listening sessions, ultimately meeting with over 125 faculty, staff, students, parents, and trustees. We appreciate the time and care so many of you devoted to those conversations and the passion with which you shared your affection for Whitby and your hopes for the school's next chapter.

In addition, 122 community members—primarily parents and faculty—completed an online survey. Insights from the survey and site visit conversations showed there is significant alignment on Whitby's most prominent strengths: a focus on skills such as collaboration, communication, critical thinking, and creativity; academic program excellence; a tremendous sense of community; and small group differentiated learning ("Informed Learning"). Community members also regularly cited the Montessori approach and IB framework as critical differentiators at Whitby.

Drawing from the listening sessions and the survey, the members of the Search Committee worked with Bob and Marsha to distill their learnings into a [Position Description](#), which details the strengths of Whitby, the work ahead, and the desired profile of our next Head of School. Our consultants have already begun engaging with numerous impressive candidates. Additional information about the HOS search process can be [found here](#).

Bob and Marsha will continue recruiting and evaluating candidates over the coming weeks and months. They will support the Search Committee in selecting candidates for initial conversations later this summer. We know that respect and affection for both IB and Montessori; excellent leadership skills; ability to support and retain our tremendous faculty; and skill in telling Whitby's story are particularly important as we narrow the candidate pool. We hope to invite several candidates to campus in the fall to meet with a wide range of community members.

We are excited about the next steps of the search and invite you to contact us at [headsearch@whitbyschool.org](mailto:headsearch@whitbyschool.org) if you have additional thoughts or questions.

With gratitude for your partnership,

Andrea Douglas, MD  
Chair, Search Committee