



Dear Oak Meadow Families, Faculty, and Staff,

Now that we have had some time to absorb the news of Dave's new position beginning next summer, I would like to follow up with some details related to the Head of School search process. In short, that process has already begun. I would also like to invite you to a meeting at Oak Meadow on *Tuesday evening, December 14 at 6:30 p.m.* to meet with members of the Search Committee to discuss the search process and the desired qualities for our new Head of School.

Since the beginning, we have followed the best-practices of independent schools in the search process. Many resources are available through our contacts and accreditation by the Association for Independent Schools in New England and the American Montessori Society and our membership in the National Association of Independent Schools. A wide net is being cast, and all possibilities are being considered in order to conduct the best possible search.

Search Committee

Lyn Goldman, a veteran Trustee and former Chair of the Board of Trustees, has been appointed Chair of the Search Committee. Lyn has been an Oak Meadow parent since 2004. Her seasoned experience as Board Chair combined with deep ties to the community make Lyn a great fit for this role.

Committee membership will be finalized and communicated soon. The Search Committee will include faculty and parents to ensure direct and relevant feedback. The work of a Search Committee is exciting but also demanding and time consuming. Work will include consideration of a search consultant, development of a position description, multiple interviews, candidate visits, and communication with constituents. The Search Committee does not make the final hiring decision, but they are responsible for the heavy lifting and will bring relevant information and recommendations to the Board along the way.

Additional Opportunities for Parents, Faculty, Staff and Students

Complementary forums are planned in order to solicit feedback, ideas, and assistance. Forum ideas include surveys, focus groups, and interviews. We recognize that parents have deep talent and expertise that can help us in this process.

Characteristics of Our Next Head of School

We are united in our desire for a visionary leader who can respond to our needs, think critically, and communicate well. That person must share our core values, be financially responsible, and be able to embrace the educational experience that we hold dear as a Montessori school in the 21st

century. The forums described above will be designed to solicit from our community specific ideas and important qualities desired in our next Head of school.

Interim Head


I am pleased to announce that this past week, the Board of Trustees voted unanimously to hire an Interim Head of School for July 1, 2011 through June 30, 2012. The use of an Interim Head is a time-honored process in the educational world and will be advantageous to Oak Meadow. By using an Interim Head, we have the opportunity to be appropriately thoughtful and deliberative in planning and implementing a comprehensive search process. This will also make it possible for us to make our hiring decision for our permanent Head of School early in the school year when the top candidates are available.

The Board of Trustees is responsible for long-term planning and risk management. We consider hiring the Head of School to be our most important duty. The Board has been trained on an ongoing basis to conduct a Head search at any time. For your reference, please find a Board of Trustees roster which reflects the depth and breadth of professional experience that this team of volunteers has committed to Oak Meadow and, now, to the search process [here](#). This information can also be found on our website.

We are sad that Dave is leaving. We will miss his leadership and intellectual curiosity. Our deeply experienced teachers and school administrators will remain with our children, however. Our trajectory as a school will persist. My own children hold strong relationships with their teachers that will continue to grow during our journey as an Oak Meadow family. In the Montessori classroom, the children work as if the teacher is not present. In the Oak Meadow community, we will work to create, innovate and learn when a new Head is present. We are self-directed learners.

We have heard your desire to be part of the selection process. The Board is confident and excited that our community is so committed and thoughtful about this endeavor. Soon, there will be a dedicated link on our website which will contain updates and communications regarding the Head of School search process. We will continue to keep you apprised of progress and important milestones. The Board is committed to a search that is conducted with thought, caring, questioning, and learning. Please join us in that process.

With warm regards,



Robin L. Foley
Chair, Board of Trustees