

April 9, 2024



**Dear Cheshire Academy Community,**

As you know, Julie Anderson will be leaving us in June 2025, and we are embarking on a search for the next Head of School to begin July 1, 2025. We are grateful to Julie for the profound and lasting impact of her leadership and for giving us a lengthy runway to find the right person to lead our beloved school. I am writing to share our plan moving forward.

Our first order of business has been to assign a Search Committee Chair. Dr. James Kempton, trustee and P'20, has graciously agreed to fill this role and has been working on establishing a search committee to represent multiple perspectives that will inform this process. I am very pleased to share that the following individuals have agreed to join the Search Committee:

- Dr. James Kempton, Search Committee Chair, Trustee, Parent, Class of 2020
- Madeleine Bergstrom, Director of College Counseling
- Jim McCarthy, Director of Athletics
- Suparna Mody, Trustee, Class of 2000
- Alex Conaway, Assistant Dean of Students
- Todd Savage, Trustee, Class of 1998
- Praveen Savalgi, Trustee, Class of 2006
- Courtney Sacchetti, Trustee, Class of 1993

It has also been our responsibility to identify an executive search firm to work with us. Having interviewed several recommended firms, we have enlisted the assistance of [Educators Collaborative](#) (EC), a national and international independent school consulting firm specializing in head of school and senior administrative searches. Specifically, EC partners Nat Conard, Sally Mixsell, and Mary Seppala make up the team that will be working with us. All three of them have worked in boarding schools, served as heads of school – two of them International Baccalaureate® (IB) schools, and live in New England. Of great importance to us was finding the team with whom we felt the strongest synergy; we know we have found the right match in this dynamic trio.

This search's success will depend largely on the input the search committee and our consultants receive from the CA community. Mary, Nat, and Sally will be on campus **April 29 and 30**, during which time, they will meet extensively with members of our community. This visit and the survey described below will

inform the development of a leadership profile for Cheshire Academy's next head of school and provide our consultants with a deep sense of who we are as they prepare to represent the school honestly and accurately in their interactions with candidates.

In preparation for the upcoming visit and in order to involve as many voices as possible, we will greatly appreciate your participation in a community survey, to be completed by **Monday, April 22**. Mary, Nat, and Sally will be using your responses to calibrate their follow-up conversations in person and on Zoom, digging deeply into understanding CA as fully as possible. Comments shared with them will not be attributed to individuals (in fact, the surveys are anonymous), but this input will be extremely helpful in achieving the goals described above.

Our consultants will be advertising the position extensively in the coming weeks and accessing their extensive database and professional networks to solicit and encourage applications from well-qualified prospective candidates. This, and the process of vetting each applicant carefully, will take the better part of three or four months. Once the search committee has reviewed candidate dossiers and interviewed semifinalists, they will select the top candidates who appear to be the best match for Cheshire Academy, and will invite these candidates to the Academy for two-day visits next fall. There will be opportunities for representatives from all constituencies in our community to meet the candidates and provide feedback to the search committee on their impressions. Ideally, a single candidate will rise to the top and be recommended to the Board for approval before Thanksgiving.

In the meantime, we are grateful for your support and will continue to keep you informed about our progress.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Freedman". The signature is written in a cursive, flowing style.

**Jennifer Freedman P'15**

***Chair, Board of Trustees***