



January 26, 2021

Dear Waverly community,

We are writing to you to provide an update on the Head of School search process.

### **Search Committee update**

The Search Committee held its inaugural meeting in early January and completed a training facilitated by Carney Sandoe on *Identifying and Interrupting Bias* in our Head of School Search. We are sharing links to the materials that we discussed for your own reference below.

### **Virtual Community Meetings with Carney Sandoe**

As many of you are aware, our principal consultants from Carney Sandoe & Associates, Bob Fricker and Jennifer Christensen, hosted numerous virtual community meetings throughout January. Jennifer and Bob appreciated the opportunity to meet and talk with over 100 people during these virtual meetings including faculty, staff, administration, parents, students, and Trustees. Thank you to the entire Waverly community for your engagement in the meetings. These conversations will inform and guide the Search Committee's work.

The same topics were covered during the virtual meetings. Participants were asked to explore the following basic question threads:

- What makes Waverly *special* and *distinct*? What sets it apart? What do you value?
- What do you regard as the current *opportunities and/or challenges* that the next Head of School needs to address?
- What are the personal *qualities, skills, and experiences* you want to see in the next Head of School? What are the "must have" qualifications?

Please know that all responses will be held in confidence and will be summarized by group to the Search Committee to provide a community-wide perspective.

## **Online Community Survey**

To ensure everyone associated with Waverly had the opportunity to share their thoughts with us, we also offered an online survey to collect further input or input from those who could not attend the virtual meetings. The survey was available between January 12th and January 22nd. Thank you to all who submitted survey responses.

## **Preparation of a Position Profile**

From the virtual meetings and the survey responses, Bob and Jennifer will develop the Head of School position profile for the Search Committee's consideration. The position profile will be shared with the community and posted on our Head of School Search webpage once it is finalized—most likely in early February. In the meantime, if you know of any interested candidates, they may send their application materials to [Bob Fricker](#) and [Jennifer Christensen](#).

General questions or comments about the search process can continue to be sent to [headofschoolsearch@thewaverlyschool.org](mailto:headofschoolsearch@thewaverlyschool.org).

Warmly,

Nadine Tanio and Serita Young  
Head of School Search Committee Co-Chairs

Implicit Bias Training Materials

Links: [Adichie The Danger of a Single Story](#)

Attachments: Excerpt from "Faculty Diversity: Removing the Barriers," Second Edition, by Joanne Moody