



The Montessori School of San Antonio

17722 Rogers Ranch Parkway • San Antonio, TX 78258 • 210.492.3553 • montessoriSA.org

March 25, 2019

Dear MSSA Community,

As announced in the letter from Board Chair Tracy Ayers on March 19, 2019, a committee of representatives from the MSSA community was appointed to conduct an extensive search to select our new Head of School. It is truly bittersweet to be tasked with such a responsibility as we are grateful for Chuck Raymer's leadership over the last decade. During his tenure as Head of School, MSSA has flourished. For years to come MSSA students will benefit from Chuck's legacy. A legacy that, in its strength, will assure a smooth transition of leadership.

Since our formation, the Search Committee has been working diligently to achieve our first milestone, identifying a search consultant that will serve as an essential professional partner guiding our work. After carefully interviewing several nationally recognized search firms, we have selected The Education Group (TEG) as our partner. TEG was established in 1988 and provides search, placement, and executive coaching services to independent schools. We were impressed by TEG's knowledge of MSSA and our region, their experience and understanding of independent schools, and their commitment of two consultants to our search. TEG is the same firm responsible for finding Chuck Raymer during MSSA's previous Head of School search in 2008. Their website is: www.educationgroup.com

TEG consultants **Bob Kirkpatrick** and **Dave Davies** will assist the Search Committee.

Bob is a seasoned leader in the independent school world. Over his 42-year career, he has served in a number of roles, most recently as head of school for St. Stephen's Episcopal School in Austin, Texas. Previous to his nine years at St. Stephen's, he led Fox Chapel Country Day School in Pittsburgh, Pennsylvania, for seven years. While leading these schools, Bob found time to serve in a number of volunteer roles. He was a member of the Pittsburgh Consortium of Independent Schools and served on the board of directors of the Pennsylvania Association of Independent Schools, the Fox Chapel (PA) Area Land Trust, and the vestry of Fox Chapel Episcopal Church. While in Austin, he was active within the Independent Schools Association of the Southwest and served on the executive committee of the Southwest Preparatory Conference.

Dave has served as Head of School at St. Andrew's Episcopal School in CA and at Deerfield-Windsor School in GA. At Parish Episcopal School in Texas, he was founding Head of Upper School and Assistant Head of School. Dave was also on the faculty and senior administrative staff at Wyoming Seminary College Preparatory School, a day/boarding school in PA. Dave has led national searches for twelve senior administrative positions, chaired the search for the executive director of a symphony orchestra, and served on search committees for the Rector of an Episcopal Church and a University President.

The search timeline is as follows: **March-April**-planning, constituency surveying, creating the school/position profile, and posting the position, **April-August**-candidate cultivation and screening, **September-October**-candidate selection process, **November**-Board appointment of the Head of School. Further details will be available on the newly created HOS Search page within the MSSA website: www.montessorisa.org/head-of-school/

Bob and Dave will be on campus on April 8-9 to meet with the Board of Trustees, school administration, faculty, staff, and parents respectively. A separate reminder will be going out regarding these meetings, but please note Open Parent meeting times will be offered at **2:15PM on Monday, April 8th** and **8:30AM on Tuesday, April 9th**. The purpose of meeting with MSSA's various constituencies is so they can learn as much as they can about MSSA firsthand and accurately and effectively represent the school during the search. That first visit, and the constituent surveys that follow, will give Bob and Dave the necessary information to create the school/position profile that will serve as the primary recruiting tool and point of reference throughout the search.

The Board is committed to a thorough, transparent, and inclusive process. I want to emphasize that while the Search Committee is charged with evaluating prospective candidates and the Board with making the final selection, there will be multiple opportunities for you to share your input with the TEG consultants not only during their visit, but through constituent surveys as well. We will keep you informed during the process and provide updates via the Search page. Please feel free to contact me with any questions or concerns at mssasearch@gmail.com.

Sincerely,
William N. (Bill) Hall, III
MSSA Board of Trustees
HOS Search Committee Chair