



May 1, 2023

Dear Forman School Community,

The Search Committee is happy to report that the search for our next Head of School is well underway. Forman's reputation for transforming the lives of students with learning differences in a strong boarding community makes it very attractive to a highly qualified and diverse group of potential candidates.

As many of you are aware, our Search Consultants, Carney Sandoe & Associates (Bob Vitalo and Scott Nelson), were on campus in April. During that time, they met with more than 60 community members, including faculty, staff, students, current and former parents, alumni, and trustees. Each participant was asked to explore the same three question threads:

- *What makes Forman 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?*

The visit concluded with a "Search Readiness Workshop" involving the Board of Trustees at their meeting on April 14th. Bob and Scott reported to the trustees on their two days of meetings and what they learned during conversations with key constituents of the school.

Thank you to everyone who filled out the survey. The response rate was very high (over 200 respondents), and we have taken the time to go through each response. Your confidential feedback was thoughtful, inspiring, and reflected the diverse perspectives that characterize the Forman community. The aggregated results of the survey, combined with the interviews, confirm several prevailing themes that will factor heavily into our search process:

1. All constituencies value Forman's commitment to working with students with learning differences and recognize that this is best accomplished through close student-teacher relationships developed through small class sizes and a low student-to-teacher ratio.

2. The priority for the next Head of School is to recruit, support, and retain high-quality, committed faculty members. It was also clear that the next leader will need to continue to prioritize continued attention to the social-emotional and development needs of all students.
3. The school community will be looking for its next Head to come with experience in special education and learning differences, a track record of developing and strengthening faculty, and successful leadership of an independent school.
4. What kind of person will be successful? The community is looking for someone who is accessible, inspiring, honest, and forward-thinking.

The feedback we received from the survey and meetings has guided the creation of a [Head of School position description](#). This document serves as a primary tool in the recruitment process, offering potential candidates a glimpse into our school community and culture.

Our consultants have already begun engaging with some prospective candidates, and more formal, confidential interviews with the Search Committee could begin later this spring.

The Search Committee is confident that as we search for Forman's next Head of School, the varied voices within our greater community are being heard and that our consultants understand our core values. We will continue to update you as the process unfolds.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael L. Cook". The signature is fluid and cursive, with a long horizontal line extending to the right.

Michael L. Cook P'15  
Chair, Search Committee