



August 24th, 2017

Dear TJ Parents, Students, Faculty, Staff, and Friends,

In her July 17th letter announcing Patrick McInerney as TJ Interim Head, Board Chair Debra Humphreys also shared with you the news that the Board had formally began the search for a permanent Head of School.

The process to find a new Head of School, who will continue Thomas Jefferson's tradition of excellence and lead the school as it continues to flourish, has continued through the summer. As part of the Board of Trustees' commitment to keep you informed about the search for a new Head of School (who would assume that role in July of 2018), I am writing to give you an update on the search:

The TJ Board has appointed a search committee of the Board to conduct a comprehensive, national search for a new Head who would assume his or her responsibilities for the 2018 - 2019 academic year. The Search Committee members include TJ Board Chair Debra Humphreys, and TJ trustees Jill Brennan, Alison Hershewe, David Humphreys, Tim Whelan, and myself as Search Committee Chair. To reach out to the broader TJ community for feedback in our search process, an Advisory Committee is being formed that will include representation from faculty and staff, parents across the school's divisions, and the student body. Our Advisory Committee, chaired by TJ Board member Mike Shifferd, will have the opportunity to meet candidates invited to visit the school and to share their impressions with the Search Committee. Such feedback will be essential to the Board which has the ultimate responsibility for this decision.

Ned Becker and Doug Cummings of Educators' Collaborative, a national consulting firm specializing in working with independent schools, has again been engaged by the TJ Board to help us with our national search for TJ's next Head of School. Both consultants have themselves headed independent schools and have years of experience working in independent education. Both have been and remain active in regional and national independent school boards and organizations. More information on Educators' Collaborative can be found at <http://educatorscollaborative.com>.

August 24th, 2017

Page 2

The consultants have worked with us to outline the search process, develop a profile of TJ for candidates, and gain a sense of the opportunities and challenges facing a new Head of School at TJ. The job posting is being listed with appropriate agencies, and our consultants will be contacting over 3000 selected educational leaders to solicit recommendations for the position. Over the next several weeks, the Search Committee will review the credentials of the top candidates identified from around the nation and will be meeting with our consultants on September 22-24 to narrow down the field to a small pool of attractive candidates.

Our goal is to complete the search process and announce the appointment of a new Head of School by December. Following initial visits by semifinal candidates, members of the Search Committee will identify finalists to invite to visit the TJ campus, with spouses if appropriate. If necessary, we will extend our deadlines as we are committed to taking sufficient time to select the best possible new Head for TJ.

TJ is well-positioned to attract top quality candidates. Our new Head of School will be joining TJ at an exciting and important time in our school's history. We're celebrating our 25th Anniversary this year. We have record enrollment and our students continue to excel in all areas.

The Head of School search is one of the Board of Trustees' most important responsibilities, and the Search Committee will continue to provide regular updates to the TJ community about the progress of the search both in writing and with updated postings on our website. If you have suggestions or concerns/questions, we encourage you to speak with members of the Search Committee. In the meantime, the Search Committee and Board of Trustees are grateful for your support and will continue to keep you informed of our progress.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Paul Sweeny", with a long horizontal flourish extending to the right.

John Paul Sweeny
Search Committee Chair