

STERNE STATE of the SCHOOL

Dear Sterne School Community:

On behalf of the Board of Directors, I am writing to update you on our long-term leadership succession plan for Sterne School.

Ed McManis, our Head of School for the past 11 years, has informed us of his decision to retire at the end of the 2019-2020 school year. Ed and his wife, Linda, originally came to San Francisco with the intention to fulfill a five-year commitment. Eleven years later, Ed and Linda have decided that it is time to move back home to Denver to be closer to family and friends. Ed is a true star. He has changed the lives of countless students and families, teachers and colleagues in the educational field.

Ed came to Sterne at the peak of the financial crisis. The school was struggling and was in decline; enrollment was around 40 students, the financial picture was not strong, and the reputation of the school and its future were unclear. Under Ed's leadership, Sterne School has more than flourished. The school's commitment to academic excellence is stronger than ever, as seen in the quality of our students and faculty. He has grown our small school in Pacific Heights into the Sterne School we know today, with an Upper Elementary, Middle School and accredited High School program in a facility that allows for continued growth and excellence. Under his stewardship, Sterne's arts, athletics and community programs continue to expand and thrive. Ed has improved the school in more ways than can be counted. Ed has been everything the Board could have asked for.

When the Board first learned of Ed's retirement plans, we created a succession committee to evaluate the needs of the school and determine a successful leadership transition plan. Our educational and administrative credential mandates were high and included elements that tenure and resumés alone cannot measure: a deep respect for the unique culture and high integral standards of the school; a keen understanding of the institutional pedagogy of Sterne's approach to working with students who learn differently; a proven track record of school growth; a candidate who our student and families would admire and respect and, most importantly, trust to lead us into the future.

I am pleased to announce that Melissa Myers will succeed Ed as Head of School upon his retirement in Summer 2020. In her seven years as Associate Head of School, Melissa has proven herself to be a rare and special talent. An innovative

educator of high integrity, Melissa has accomplished significant growth, transforming Sterne High School through her superb intellect, energy and people skills. She is a natural leader who has built strong relationships with students, parents, faculty, staff and alumni. Melissa has also been a key participant in our strategic planning process and has a major role in its implementation.

Melissa has earned the full confidence of the Board of Directors. We are fortunate to have Melissa, and we are pleased to have the opportunity to promote her to Head of School.

I want to thank Ed for giving us a year's notice on his retirement plans, which will allow for a very smooth transition. The Board had determined that:

- Ed will remain Head of School through the 2019-2020 school year.
- Melissa will remain the Associate Head of School for the 2019-2020 school year, working closely with Ed as part of the succession plan.
- For 2019-2020, Melissa will also remain the Head of High School, her primary responsibility.
- Melissa will become Head of School at the beginning of the 2020-2021 school year.

Selecting and working with the Head of School is one of the Board's most important responsibilities. After several months of careful consideration, we are pleased to share this succession plan with you.

In the weeks and months ahead, there will be numerous invitations to spend time with Melissa and Ed to discuss what we know will be a very bright future.

We are truly fortunate to have outstanding leaders in Ed and Melisa, and we thank you for your continued support of Sterne School. For questions about Sterne's leadership transition, please contact Susie Cain, Director of Communications (scain@sterneschool.org).

Very truly yours,

David A. Bradlow
Chairman, Board of Directors