



Harbor Country Day School
Embracing the extraordinary in every child.™

From Adrienne Owen and Cynthia Lippe

March 26, 2021

Dear Members of the Harbor Country Day School Community,

Harbor Country Day School has been extraordinarily fortunate to have had John Cissel as part of the Harbor Community for the past ten years, and at the helm for the last seven. As you know, he has announced his decision to retire at the end of the 2021-22 school year and, while we will all be sad to see him step down, we are tremendously grateful for his continued leadership through the next academic year.

We are honored to be appointed by Harbor's Board of Trustees to lead the search effort for a new Head of School. John Cissel's strength of character and embodiment of the school's mission make him one of the most beloved heads in Harbor history and he will leave behind a large legacy of growth and goodwill for the school. We are thankful for the time we have to conduct a thorough search for John's successor.


Our goal is to have the new Head of School assume headship on, or about, July 1, 2022. The purpose of this letter is to share the steps that have, and will be taken, between now and then as follows:

- After interviewing a number of executive search firms, Harbor has engaged Educators' Collaborative (EC), and its Co-Managing Partner, Jean Lamont, to assist with the search for a new Head of School. Information about EC and Jean Lamont can be found in the FAQ section of Harbor's Head of School Search web page [HERE](#).
- A representative Search Committee has been finalized.
 - ❖ Rose Antilus, HCDS Trustee, P'25, 27
 - ❖ Alex Doboli, HCDS Trustee, P'17, 20
 - ❖ Nicole Fotis, Principal of HCDS Upper and Lower School
 - ❖ Bob Gaffney, HCDS Alumnus '76
 - ❖ Corinne Hammons, HCDS Board Chair, P'20, 22
 - ❖ Nancy Hickerson, HCDS Board Secretary, P'12, 15
 - ❖ Ralph Pepe, HCDS History Teacher, Upper School Advisor and Coach
- Community input on thoughts about the School and future leadership will be solicited by way of an online, constituent survey which can be accessed [HERE](#).
- Another opportunity for community input will be virtual constituent sessions offered via Zoom with Jean Lamont the week of April 12th (details to follow).
- Using the information gathered from the survey and from the constituent sessions, we will develop a leadership profile for the next Head of School which will be used by Educators' Collaborative to build a pool of applicants.
- The Search Committee will meet to review the credentials of the top candidates and engage in a multi-step process of evaluation to identify and select the finalists for the position.
- At the finalist stage, an Advisory Group (composed of current parents, faculty and staff), selected by the Search Committee Co-chairs, will be convened to participate in finalist interviews and submit their opinions to the Search Committee.
- The Search Committee will recommend a head-elect to the Board of Trustees for formal approval.
- It is our goal to conclude the search and announce the new Head of School in the Fall of 2021.

The Harbor community will be kept apprised of the progress of the search process via updates on a designated “Head of School Search” page on our website [HERE](#) and by email.

If you have suggestions or questions, we encourage you to talk with members of the Search Committee. In the meantime, the Search Committee and Board of Trustees are grateful for your support and assistance.

Sincerely,



Adrienne Owen P'20
Cynthia Lippe P'21, 24
Co-Chairs, Search Committee