

April 14, 2021

Dear Gladwyne Montessori Families, Faculty and Staff,

On behalf of the Board of Trustees, it is with mixed emotions that I announce Carrie Kries' intention to move on from her position as Head of School at the conclusion of the 2021-2022 school year, coincident with the end of her contract. At that time, Carrie will have worked with our community for more than six years, presiding over a period of significant change, including the generational transition of the school's most tenured and beloved faculty members as well as the enlargement of our campus footprint and creation of our unique outdoor learning areas. We are profoundly grateful for her energy, enthusiasm, partnership and commitment to our mission, but most especially for her heartfelt interest in advocating for the child. Her desire to continue this work during the next chapter of her career is, therefore, not surprising, but rather admirable.

Carrie's most significant accomplishments have included the following:

- ❖ Leading the establishment of an Infant program, which will enroll students as young as six weeks of age and commence this Fall
- ❖ Raising the profile of Gladwyne Montessori through the leadership roles she has served within a number of advocacy groups and associations - Association of Delaware Valley Independent Schools (ADVIS), National Association of Independent Schools (NAIS), Pennsylvania Association of Independent Schools (PAIS), American Montessori Society (AMS)
- ❖ Recruiting outstanding credentialed faculty and experienced administrative staff – including a Director of Montessori position and Student Support Team that didn't formally exist prior to her arrival - who now serve as the foundation of the Montessori programming that has been delivered to current students and graduates over the last five years
- ❖ Working with me and other Trustees to establish a more regular dialogue with members of the Gladwyne community and Lower Merion Township officials in the context of securing approvals for the campus expansion project
- ❖ Demonstrating creativity and resilience at the outset of the COVID-19 pandemic by seamlessly moving to a virtual learning model, hours after CDC and state level mandates were imposed in March 2020
- ❖ Continuing to position Gladwyne Montessori as the beacon of Montessori education serving infants through sixth grade in the Greater Philadelphia area

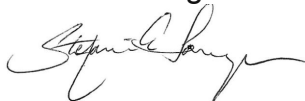
Over the coming months, Carrie will begin to focus on several key strategic initiatives that she has cultivated during her tenure. These efforts will include: restarting the "New Spaces" Capital Campaign; working with Trustees to finalize plans for completing the campus expansion projects during the 2022 calendar year; augmenting the Makerspace curriculum by integrating new indoor and outdoor facilities and dedicating additional staff to these areas; further defining and advancing diversity, equity and inclusion initiatives; and identifying expansion/partnership opportunities for the school beyond

existing operations. Thanks to having an excellent senior leadership team, Carrie will be able to rely on those individuals to continue to manage programming, finances, advancement and operations going forward, allowing her to focus on high level issues in partnership with Trustees.

Your Board is fully committed to ensuring a smooth transition in the leadership of the school next year as well as the professional management of the search process that will begin shortly. We have enlisted the help of Educators Collaborative (<https://educatorscollaborative.com>), a well-known, national firm that specializes in providing Head of School and Senior Administrator search services as well as strategic planning and leadership coaching to independent schools. Their partners have decades of academic institutional leadership experience both in the U.S. and abroad, have developed a solid track record in identifying heads for Montessori schools and are confident in their ability to assist us in onboarding a new Head of School to succeed Carrie in July 2022. This process will involve our entire community and be led by a Search Committee. More information on the composition of the Search Committee and the going forward process will be forthcoming and documented on our website in the coming weeks.

We want to thank Carrie in advance for partnering with us during this transitional period and also thank you for your steadfast commitment to the school. Whether a student, parent, benefactor, faculty or staff member, we have much to look forward to as we embark on the next chapter of Gladwyne Montessori's special history.

With heartfelt gratitude,

A handwritten signature in black ink, appearing to read 'Stefanie Langer', written in a cursive style.

Stefanie Langer
Chair, Gladwyne Montessori Board of Trustees