



# Head of School FAQs

## Why is Dr. Teston leaving?

### **Q. Why is Dr. Kathy Teston retiring as Head of School, and whose decision was it?**

This decision comes after a significant period of prayerful conversations between her and the Board, as their mutual desire was to plan well for the eventual succession of leadership. The FCS Board and Dr. Teston mutually agreed that June 30, 2024 would be her retirement date. This desire is a reflection of Dr. Teston yielding to God's calling on her life. FCS and the Board have been blessed to have Dr. Teston lead as Head of School. The Board is grateful for her partnership, prayerful leadership, and the steadfast commitment she has exhibited to our covenant Christian school over the last ten years as Head of School. We look forward to supporting her on the next journey God has planned for her.

## Who is leading the search?

### **Q. What is the Board of Directors' role in the selection process for the next Head of School?**

The Head of School is the sole FCS employee overseen by the Board. The Board is tasked with attracting, hiring, evaluating, and retaining the Head of School and takes this responsibility seriously. The Board will work closely with the Search Committee in concert with Carter Baldwin, a national executive search firm, to manage the selection process. The entire process will be led in prayer as we seek the Lord's leading. The Board will make the final decision to determine the next Head of School.

### **Q. What is the role of the Head of School in the search process?**

Dr. Teston and the Board of Directors have an authentic and transparent relationship in working together to serve the mission and vision of the school, and as such, she has and will continue to play a support role in this search process.

### **Q. What is the role of the executive search firm?**

Our executive search firm, Carter Baldwin, will partner with the Search Committee throughout the Head of School hiring process. Carter Baldwin will help FCS to establish a Head of School search prospectus, widely promote the position, recruit qualified candidates, and lead the interview process. This will all be conducted in a manner that allows the Search Committee to make candidate decisions along the way and ultimately determine a candidate that is nominated to the Board for final consideration.

## How will the search process work?

### **Q. What is the process and timeline regarding the transition?**

The Search Committee and the Board of Directors will be transparent about the transition process, ensuring all FCS constituents are sufficiently informed before making commitment decisions.

- For the 2023-2024 academic year, Dr. Teston will continue as Head of School.
- FCS faculty and staff will be informed of the next Head of School prior to committing to employment for the 2024-2025 academic year.
- All families will be informed of the next Head of School prior to re-enrollment for the 2024-2025 academic year.

### **Timeline\*:**

- Dr. Teston's formal retirement announcement: January 2023
- National search to identify new Head of School: March – November 2023
- New Head of School announcement: November 2023 - January 2024
- New Head of School in place: July 2024

*\*There may be adjustments to the timeline indicated above. Be assured that any changes to the proposed timeline will be in the best interest of FCS and will be communicated in a timely manner.*

### **Q. Who will aid the Search Committee and what will the criteria be?**

After much prayer and discussions with several national executive search firms, the Search Committee engaged Carter Baldwin, a leading executive search firm for Christian education Heads of Schools. This firm has successfully placed the Head of School at Christian schools such as Mount Paran Christian School and Mount Pisgah Christian School. Under the Board's direction and with Dr. Teston's active participation, the Search Committee will work with the executive search firm to identify and recruit FCS' next Head of School. We are thankful to be able to lean on the guidance and experience of a firm with such a proven track record.

The Search Committee, through much prayer, discussion, research, and consultation with Dr. Teston and other Christ-focused and wise leaders, have crafted directional documents which have been provided to Carter Baldwin. The search firm will take the Board's lead, with feedback gathered throughout the early stages of the search process to develop a search profile which will be made available in June 2023.

### **Q. Are internal candidates being considered?**

Yes. Internal candidates, who choose to apply, will be considered through the formal search process. The goal is to identify the next Head of School that God has planned for Fellowship and to do so, all candidates, internal or external, will participate in the same thorough and diligent vetting process. The details of the official application process will be communicated by Carter Baldwin at the appropriate time. In short, a candidate will apply directly with the executive search firm rather than the Board, Search Committee, or Dr. Teston in order to thoroughly vet and validate the applicants.

## **What changes, if any, should we anticipate?**

### **Q. Is the Board in charge of FCS now?**

Dr. Teston has been and will remain “in charge” of running the school until she transitions leadership responsibilities to her successor, who will then take over as Head of School for Fellowship on July 1, 2024. FCS follows a policy governance model which delegates the day-to-day operations to its Head of School. The role of the Board is to maintain a strong partnership with the Head of School and provide appropriate oversight and support.

### **Q. Will FCS’s mission or vision change?**

No, the mission and vision will not change. The Board and leadership remain resolute in our commitment to the mission and vision and our position as a covenant Christian school. The leadership team, including Dr. Teston and the Board, will continue to focus on completing the [2019-2024 Strategic Plan](#), as well as developing the next 5-year Strategic Plan. As a covenant Christian school, enrollment requirements will remain the same. To enroll, at least one parent must have a personal relationship with Jesus Christ as their Lord and Savior. Families currently enrolled or seeking enrollment at FCS are expected to regularly attend a local church, upholding the evangelical tradition expressed in FCS’s [Statement of Faith](#). FCS will also continue to be governed by its policy governance model overseen by the Board.

## **What role does the FCS community play in the search and hiring process?**

### **Q. How can I support this next chapter for FCS?**

Prayer is our greatest need and we invite you to join us in praying for:

- FCS Board, Search Committee, and the executive search firm
- Dr. Teston and FCS’s new Head of School that the Lord has already chosen
- FCS faculty and staff
- Families and students

### **Q. What is the role of current parents, faculty, staff, alumni, and students?**

Everyone will have the opportunity to provide input directly to the Search Committee through the FAQ process and Zoom Town Hall. Representative groups of parents, faculty, staff, alumni, and students will have the opportunity to meet with Carter Baldwin and the search committee in the early stages of the search launch through listening feedback sessions in April 2023.

### **Q. Will there be an opportunity to publicly recognize Dr. Teston for her accomplishments and welcome the new Head? What will that involve, and how can I be included?**

The FCS community will have an opportunity to celebrate Dr. Teston and her service to FCS, as well as welcome the next FCS Head of School. Plans for those events have yet to be determined but will be shared once finalized.

## What if the FCS community has additional questions?

### **Q. What if I have additional questions or want to speak with Dr. Teston directly?**

Dr. Teston has an open-door policy and welcomes meaningful conversations with the FCS community.

### **Q. How will we receive information and updates about the process?**

The Board and the Search Committee will provide a regular cadence of communications. This communication plan will take many forms, including monthly emails and website updates. The Search Committee will host a [Zoom Q&A session on Thursday, February 2, 2023, from 8:30 to 9:30 am](#). Questions are welcomed and encouraged. If there is not sufficient time to answer all questions, the Search Committee will either respond directly to the questioner or update the FAQ section on the FCS website.

### **Q. If I have questions or comments, who do I contact?**

Please email questions or comments for the Search Committee to [HOS\\_Search@fcsweb.org](mailto:HOS_Search@fcsweb.org).