
HOS Search Committee update #2

Please note the below message was not emailed to the community and can only be found as linked on the Head of School Transition webpage.

Dear Urban Community,

Thank you for the valuable input you provided in January during the visit by our consultants from the search firm Resource Group 175 (RG175). The insights you shared in those meetings and through the community-wide survey contributed significantly to the Position Statement RG175 developed to announce this opportunity and begin recruitment. For those interested, you may find it on Urban's Head of School Search [webpage](#). These combined efforts of our community and RG175 will ensure that we attract a diverse and skilled pool of applicants for this important position.

Over the last month, RG175 has been proactive in engaging their network of educational leaders to identify potential candidates. We are happy to share that there has been a strong response to the Head of School position posting from a diverse and highly qualified group of candidates. During the present phase of the search process, RG175 will evaluate applicants, create a preliminary candidate pool and conduct first-round interviews. Subsequently, the Head of School Search Committee will review the initial interview outcomes and select approximately eight or nine candidates whose experience and vision best align with the essential qualities and skills we seek in our next Head of School. These individuals will then have the opportunity to meet with the Search Committee in person by the end of April.

To prepare for the important work of identifying finalists in this search, all members of the Search Committee recently completed bias mitigation training. This training has proven highly effective in helping us recognize and be prepared to address potential biases and blind spots that could impact our ability to evaluate candidates fairly.

We will continue to keep the community updated about the search process, the next public phase of which will be on-campus visits by finalists later this Spring. Each finalist will have the opportunity to engage with key constituents in our community including Urban families, faculty, staff, and alumni. We are looking forward to your continued input and involvement in the process. As a reminder, the Head of School Search Committee can be contacted using the email searchcommittee@urbanschool.org, and please visit our [webpage](#) for the latest information related to the search.

Thank you for your ongoing support and commitment to Urban.

Sincerely,

Ruth Chang Hess + Elena Yang

Co-Chairs, Search Committee