



Dear Frederica Academy Families,

In light of Scott Hutchinson's earlier than originally planned transition, on behalf of the Board of Trustees, I want to wish Scott and his family well and express our abiding gratitude for his years of service. Frederica has experienced unparalleled growth and stability over the last seven years, and Scott has been a driving force behind much of it.

Though this news may feel abrupt, we are prepared. Frederica has long maintained a succession plan for exactly this kind of moment, and we are executing it now. That plan will ensure there is continuity of leadership and school operations through Jeff Plunk's arrival in July 2027.

Board leadership had advance notice that Scott's transition plan might accelerate and has worked diligently to develop options for the head of school position during the interim.

I am pleased to report that the Board has identified a candidate whom we believe is exceptionally well suited to serve as Interim Head of School, and who is receptive to the opportunity. She has guided multiple independent schools through head-of-school transitions, has previously served as an interim head, and has a track record of leaving schools well positioned for the arrival of their next permanent leader. We are fortunate that someone with her experience is available on this timeline.

The Executive Committee expects to make a formal recommendation to the Board in the next couple of days. Once that step is complete, I can share details about her background, experience, and the specific plans.

John Pope, Associate Head of School, and Laura Nevins, Director of Upper School, have been authorized to serve as Acting Co-Interim Heads of School until a full-time Interim Head of School is installed, with John responsible for all administrative, advancement, and financial matters, and Laura responsible for all academic and disciplinary matters arising during that period. They are capable, thoughtful leaders, and the school is in good hands.

Please look for an update later this week.

Thank you for your continued support of our school.

Respectfully,

Jeff Shiver
FA Board of Trustees Chair