



October 6, 2022

Dear VBFS Community,

It is with great reflection on the past and optimism about the future of Virginia Beach Friends School that the Board of Trustees takes this opportunity to address the community. Very recently, Mike Barclay let the board know that he would be leaving us to take the Head of School position at Nansemond-Suffolk Academy, effective at the end of the 2022-23 school year. Though thrilled for Mike and his family, the Board of Trustees knows that we need to act quickly and thoughtfully. A search committee has been established to assist the Board of Trustees in finding the best candidate to fill this position. The following people have generously offered their time to serve on the committee; Joanne Young, (Convener), Kelly Disharoon, Chris Dotolo, and Jean Crawford (President, Board of Trustees). We will also enlist others from the greater school community to join our search committee.

The first task of the search committee is to hire a professional search firm to assist us throughout the entire process. We selected Southern Teachers out of Charlottesville because of its stellar reputation for understanding the unique culture of schools and producing high-quality candidates.

The consultants from Southern Teachers have hit the ground running. They will be on our campus in the next few weeks to conduct interviews with various constituent groups. The results of these meetings as well as other information the school provides will be used to create the position profile; the document that will be used to market VBFS and the Head of School position. This profile will be disseminated nationally through advertising media (such as independent and Friends school associations) and the consultants' networks. This position profile will be posted on our website for all our community to see soon.

Over the following weeks, our consultants will be busy sourcing candidates. They will handle the receipt of resumes, conduct phone interviews, and perform initial reference checking. We expect to have a strong pool of candidates from which to narrow down the semi-finalists. We expect to conduct interviews with the semi-finalists in November and further narrow that group down to about three finalists, who will be brought to campus and interviewed by the search committee and individuals from the school community soon after the New Year.

Our goal is to identify the new Head of School and to make a recommendation to the Board of Trustees in early February, with that person accepting and an announcement made to the school community soon after. This will allow for ample interaction time between Mike and the new Head of School before the July transition.

This is a very exciting time in the life of our school, and we encourage you to follow our progress on the school's website or contact us with any questions. Jean Crawford would like to extend an in-person meeting of reflection at the Virginia Beach Meeting House on Friday, October 7th from 2-4 p.m., if anyone would like to speak with her and ask questions.

Sincerely,

Joanne Young
Search Committee Convener