

**08/22/2022**

Dear Fayetteville Academy Community,

We continue to make progress in the search for our next Head of School.

We began this process by contacting five companies about leading our search. After interviewing and receiving proposals from three, the search committee unanimously selected Southern Teachers. In partnership with Southern Teachers, we have created a [Position Profile](#) that summarizes FA and our community and outlines the goals and responsibilities for our next leader. The Position Profile is designed to ensure that our Head of School leadership opportunity is presented and marketed effectively to the most qualified candidates.

One of the Search Committee's most important jobs is to keep the community informed of our process and progress. To that end, this note includes answers to some frequently asked questions regarding our timeline and the roles of the various constituent groups. If you have additional questions, please do not hesitate to contact one of us.

Finally, while Southern Teachers will use their extensive networks to build a candidate pool, we also welcome nominations from our community. If you know of someone whom you believe would serve our school well based on the Position Profile, please contact us at [wells@agresidentialinc.com](mailto:wells@agresidentialinc.com) or [billywestjr@gmail.com](mailto:billywestjr@gmail.com) so our consultants can follow up.

Thank you to everyone who participated in getting us to this point in the process. We will continue to update you as the search progresses.

Sincerely,

Wells Alderman  
Billy West

Search Committee Co-Chairs

# **Fayetteville Academy Head of School Search Frequently Asked Questions**

## **Who is leading the search process?**

The Board of Trustees is responsible for selecting and hiring the next Head of School. To facilitate the search process, the Board created a search committee to accept and assess candidate applications and recommend an outstanding applicant to the Board. Recognizing that selecting our next leader is a critical milestone for the school, the Board has engaged Southern Teachers (ST) to serve as consultants. ST will be an invaluable resource throughout the entire process, from development and posting of the job description through final selection of the new Head of School and assisting in the transition.

## **Who is on the Search Committee?**

Wells Alderman, Trustee, Parent  
Josh Barkman, Trustee, Parent  
Karen Ewart, Trustee, Parent  
Simone Dennison, Director of Middle School, Parent  
Anita Flowers, Trustee, Parent  
Andrew McCarthy, Assistant Athletic Director, Teacher, Coach, Parent  
Chika Okafor, Parent  
Kristin Reeder, Teacher, Parent  
Meredith Wermel, Teacher, Parent, Alumna  
Meredith Wiles, Parent, Alumna  
Billy West, Trustee, Parent, Alumnus

## **What is the expected timeline for the search process?**

Late Summer/Early Fall: Advertise position and build candidate pool  
November: Search committee interviews semi-finalist candidates  
December/January: Finalist candidates visit campus  
Early February: Search committee provides evaluation of candidates to Board of Trustees  
Late February: Board announces new Head to school community  
July 1, 2023: New Head of School officially begins

## **What is the Position Profile?**

The Position Profile is the document that will be used to market Fayetteville Academy and the Head of School position. It was created using the information obtained from a wide variety of community members. This profile has been disseminated nationally and internationally, through advertising media (such as educational leadership organizations) and the consultants' networks. Click [here](#) to see the Position Profile.

## **What is the role of the search committee?**

The search committee's role is to direct the search process. The committee coordinated the input from the school's varied constituent groups and worked with ST on creating the Position Profile. The committee will work with ST on narrowing the candidate pool and interviewing semifinalists. Based on those interactions, the committee then will narrow the field and organize finalist visits for the

community. The committee will provide its evaluation of the candidates to the Board. Upon the Board's selection of the next Head of School, the committee will help to facilitate the leadership transition. One of the primary responsibilities of the search committee is to keep the school community informed and engaged throughout the entire search process, while respecting the confidentiality of the candidate recruitment process.

#### **What is the role of Southern Teachers?**

The ST consultants will advise the search committee throughout the process, based on their years of experience in the industry. They helped create the Position Profile, which they have used to market the Head of School position. Over the coming weeks, ST will interview candidates and check references before presenting dossiers for a pool of candidates to the search committee. The consultants will help prepare the search committee and other groups for semi-finalist and finalist interviews and facilitate the flow of feedback between the candidates and the committee. Finally, they will advise the search committee during the transition period.

#### **What is the role of the Board of Trustees?**

The Board is responsible for hiring the next Head of School. Trustees will meet the finalist candidates and, acting upon the recommendation of the search committee, make the appointment of the next Head of School. In making its decision, the Board will ensure that the next Head of School is the best fit for us, based on the school's areas of focus and strategic direction.

#### **What is the role of parents?**

Representatives of the parent community were invited to participate in focus group sessions facilitated by our ST consultants, and parents were asked to participate in a community-wide survey. A group of parents will be invited to a Q&A session with the finalist candidates on campus. Additionally, parents are heavily represented on the search committee, which includes 10 current parents. Throughout the search process, parents are encouraged to share their thoughts and questions with the search committee via email at [wells@agresidentialinc.com](mailto:wells@agresidentialinc.com).

#### **What is the role of faculty and staff?**

Faculty and staff will be actively engaged during the search. Faculty members met with the ST consultants in the summer. Additionally, faculty and staff will be invited to meet the finalist candidates during their on-campus visits.

#### **What is the role of students?**

Upper School students were invited to meet with our ST consultants, to share their thoughts on what makes our school special and what qualities they would like to see in the next Head of School. Student insights will be sought again when the finalist candidates are on campus.