



# Jarrow Montessori School

NURTURING THE HUMAN SPIRIT

TODDLER THROUGH 6TH GRADE IN BOULDER, CO FOUNDED 1964

Dear Jarrow Families,

We trust and hope you are enjoying a happy and fruitful school year. As we approach the holiday break and the end of the first half of the school year, we wanted to take a moment to provide you with an update on Jarrow's search for our next Head of School.

This past spring, Jarrow's Board of Trustees formed a Search Committee to lead our search efforts. The Search Committee is comprised of members of the Board of Trustees, Jarrow Faculty and Mercedes Dugan, whose long and dedicated history with Jarrow provides invaluable insight and perspective from her teacher, administrative and leadership roles. Mary Zeman, our Interim Head of School, also serves as a special consultant to the Board and the Search Committee in relation to our Head of School search.

As part of our efforts, the Search Committee studied best practices for a Head of School Search and developed a detailed process and anticipated timeline to guide the search. One of the Committee's most paramount objectives has been to identify the values and qualities that the next Head of School would need to possess to most effectively carry out Jarrow's Mission, align with our community spirit, and uphold our dedication to educational excellence. To this end, the Search Committee reflected upon diverse community perspectives obtained from recent and past surveys of Jarrow families and staff, Board interviews of current and former faculty and administration, and conversations with many members of the Jarrow community. The Board used these perspectives to further consider Jarrow's historical strengths as well as areas in which there could be improvement. The Committee also undertook to recognize the qualities of our wonderful Community that would help attract a candidate with similar values and goals. The committee incorporated knowledge it acquired from connections with The American Montessori Society - Jarrow's accrediting board - regarding Head of School recruitment, the search process, and AMS' Head of School Leadership Program. The combination of these efforts culminated in the creation of the Head of School Leadership Opportunity and Position Description, which was posted on our website this summer and on leading national Montessori job-posting platforms. Additional details regarding the search process can be found on a dedicated page on our website.

<http://jarrow.org/head-school-search/>

From the data and feedback received, one significant criteria clearly and consistently stood out: the desire for a Head of School with previous Montessori Leadership experience. We have discovered that most exceptional Heads of School view their schools with nearly the same degree

of passion and commitment as they hold for their own children and therefore, finding an experienced and exceptional current Head of School willing to leave "their child" is no easy task. With that said, Jarrow's rich traditions and history coupled with our vibrant and enthusiastic community have helped to attract some highly qualified candidates.

The Search Committee has been receiving and reviewing candidate inquiry submissions and working to identify those candidates believed most qualified for the position. The Committee has conducted initial phone and in-person interviews with several prospective candidates and has hosted one candidate for an on-site visit to the School. We are presently continuing with this process and anticipate conducting further phone and in-person interviews with additional well-qualified candidates this month. At this point, the identity of these candidates must remain confidential out of respect for their privacy and the sensitivity inherent with this process. Once the Search Committee identifies a candidate deemed to be a finalist, we will invite him/her for on-site visits to Jarrow for an opportunity to with meet members of the school community including board members, administration, faculty, and parents. We will then reach out to community for feedback and comments.

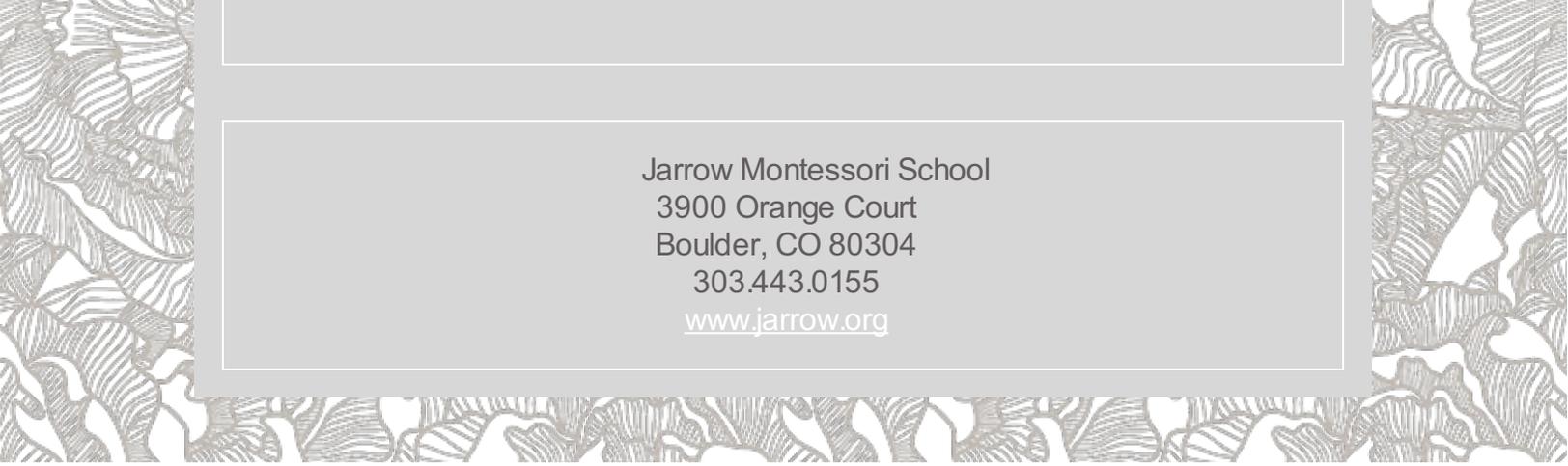
***To further assist us in incorporating community sentiment into the search process, and enhancing a meaningful framework for candidate evaluations, we kindly request you to take a minute to complete a short Community Survey regarding Jarrow's Head of School search.***

***<https://www.surveymonkey.com/r/HOS-survey>***

The Search Committee sincerely appreciates your attention and participation, and welcomes your thoughts about Jarrow and the Head of School search.

You should always feel welcome to reach out to any member of the Search Committee to share your thoughts. We will continue to update you regarding progress with the Head of School search both through messages such as this and through updates posted on the dedicated Head of School Search webpage on our website. <http://jarrow.org/head-school-search/>

In service to Jarrow's future,  
The Head of School Search Committee  
Brooks Johnson (Committee Chair), Chair of the Board of Trustees  
Katy Merrill, Trustee Representative  
Keith Sambur, Trustee Representative  
Kristin Lawrence, Trustee Representative  
Kelley Ryan, Trustee Representative  
Jenn West, Trustee Representative  
Mary Zeman, Special Advisor and Leadership Representative \*(Interim Head of School)  
Mercedes Dugan, Administration Representative \*(Interim Assistant Head of School)  
Michelle Frye, Trustee Representative  
Nina Lindeke, Faculty Representative  
Ted Steen, Trustee Representative



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