

WIS HEAD OF SCHOOL SEARCH FAQ

1. Why is Clayton announcing his retirement now?

Since his appointment as Head of School in August 2007, Clayton has been and continues to be a dedicated and passionate leader. He has been instrumental in broadening the recognition of WIS as a highly competitive, standard-setting IB school. WIS is in great shape on all dimensions and we are fortunate to begin our recruitment process from a strong position.

Clayton's tenure has been long compared to other Heads of international schools, and it has for some time been his plan to retire at the end of the 2017-2108 school year. He has generously planned his retirement to allow the WIS Board of Trustees time for a thorough search and a thoughtful transition.

2. Who will select the new Head of School?

All voting members of the WIS Board of Trustees are fiduciaries, entrusted with responsibility for the School's long-term success. One of the Board's most important fiduciary duties is the selection of a Head of School. To manage the process, the Board established a Search Committee chaired by Board of Trustees member Marc Williamson.

David Muenzer, the Board Chair, and Marc chose the Search Committee members from within the Board based upon their diverse viewpoints, complementary skillsets and commitment to the hard work required to gather input from the community, select and interview candidates, and make a final recommendation.

The members of the Search Committee are: Marc Williamson (Chair), Bruce Brown, Carolyn Campbell, Ayanna Dunn '93, Diana Farrell, Sophie Hawkins, David Muenzer and Miguel Savastano. Brief bios of the Search Committee members are available on the Board of Trustees page of the WIS website.

3. What is the role of the search firm?

We have engaged Carney Sandoe & Associates, one of the most experienced independent school executive search firms (www.carneysandoe.com), to conduct a thorough international search for the next Head of School. Carney Sandoe has recently led successful searches for Heads of many leading international schools, including American School in London, International School of Brussels, Graded American School (Sao Paulo), American School in Japan and International School of Beijing.

As a first step, the Search Committee and Carney Sandoe will gather input from the community regarding the opportunities, challenges and desired profile for the next Head of School. Next, Carney Sandoe will assist the Committee in developing a position description. Carney Sandoe then will reach out to international schools, US independent schools, colleges and universities, and present the Search Committee with a list of the candidates who best fit the position description.

WIS HEAD OF SCHOOL SEARCH FAQ

4. How will I be able to provide input?

Under the direction of the Search Committee, and with assistance from Carney Sandoe, the search process will include active solicitation of input from all stakeholders (WISPA Board, parents, faculty, staff, students and alumni). This will begin with on-campus meetings January 23-24, during which all interested persons will be able to provide suggestions as to the desired qualifications and characteristics of a new Head of School. We will supplement these meetings with an online survey. Later in the process, we expect to bring the finalist candidates to campus to meet with community members. *Please be on the lookout for an email with instructions on signing up for the January 23-24 meetings.*

5. What are you looking for in a new Head of School?

Defining the desired qualifications and characteristics of the new Head of School is our first step. The Search Committee is actively seeking input on this topic from parents, WISPA Board, faculty, staff, students and alumni. This is the goal of the meetings on January 23-24. We strongly encourage you to participate and share your ideas.

6. Are there any internal candidates?

In consultation with Carney Sandoe, the Search Committee will consider all candidates who meet the qualifications developed in the process explained above. Any internal candidates would be required to follow the same application and interview process as external candidates.

7. What is the timeline?

The search process will begin with the meetings on January 23-24. We hope to have finalists visit the School in May, and to select the new Head of School by the end of June 2017. If it is to the School's benefit, these dates could change. Clayton's generosity in providing a long lead time gives us flexibility. The new Head will assume responsibilities in the summer of 2018.

8. What if the search is unsuccessful?

We do not anticipate any problems recruiting a top-notch candidate to succeed Clayton. WIS is an extremely attractive school in an exciting city. We have ample time and are working with one of the best independent school search firms. We expect to find more than a few highly-attractive candidates, and have time to extend the search if needed.