

Dear Wesley Community:

As we barrel toward the Thanksgiving break, the Head of School Search Committee, along with our consultants from Carney, Sandoe & Associates (CS&A), has been working diligently to move our search process forward and would like to share a brief update. You may recall that the Community Questionnaire closed on October 6, and we're thrilled to report we had 278 total respondents across our key constituent groups consisting of current parents, parents of alumni, faculty, administrators, and trustees. This survey data is an essential part of the search process, and we'd like to thank everyone who took the time to fill out the questionnaire.

The robust response and high level of thematic consistency across constituent groups not only helped the committee clearly define the qualities Wesley is looking for in its next leader, but also helped us understand the growth moment our school is navigating. Below is a quick recap of those results:

Top 3 phrases that best describe what survey participants value most about Wesley:

- small class sizes/low student-teacher ratio
- sense of community/authenticity
- safe learning environment

Top 3 priorities identified for improvement by the next Head of School:

- furthering academic program excellence
- recruiting, retaining, and compensating high-quality faculty
- engaging all key constituencies

Top 3 professional experiences identified as most important for the next Head of School:

- leadership/management experience in an independent school
- recruitment, retention, support, and management of faculty and staff
- expertise in curriculum/instruction

Personal characteristics or qualities identified as most important for the ideal Head of School:

- approachable, accessible, collaborative
- engaging, inspiring, motivational
- leadership skills
- honest, trustworthy, transparent

In addition, the open-ended responses further highlighted our institution's greatest strength—the Wesley School community—characterized by warmth

and welcome and a strong sense of belonging, with students at its center, while also pinpointing the importance of a clear vision of the school Wesley wants to become as it enters the post-founding stage in its history.

The Search Committee and our consultants used the survey data to craft a Position Description that offers prospective candidates an overview of Wesley, outlines the challenges and opportunities the next head will encounter, and defines important qualifications and critical personal attributes our next head must possess. The Position Description, which went live on October 19, was posted on the Wesley website; on our search consultants Carney, Sandoe & Associates' website and across its extensive network; with CAIS, SoCal POCIS, NAIS, and Cal-ISBOA; and in other locations where talented candidates will see it. We are happy to report that the opportunity has already attracted strong interest. You can read the Position Description [HERE](#).

In the last few weeks, Peter and Cathy, our CS&A consultants, have been in active conversations with our growing candidate pool. Next week, the Search Committee (along with the Board of Trustees) will participate in implicit bias training, after which the committee will buckle down and begin reviewing dossiers with the goal of narrowing our pool to a group of semi-finalists who will participate in first-round interviews. As always, we will keep our community appropriately updated as the process evolves. Please do not hesitate to reach out to the Search Committee at search@wesleyschool.org if you have any questions.

We thank you for your engagement and wish you a wonderful Thanksgiving break!

Warmly,

David Monahan, Wesley Board Chair
Marissa Seeman, Search Committee Co-Chair
Mike Natividad, Search Committee Co-Chair

p.s. We also invite you to take a look at our [FAQs page](#) that may help clarify the search process further.