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*A Message from the Board of Trustees*

Dear Members of the Madeira Community,

I am writing today to introduce myself and to provide you with an update on the Board's search for the 11th Head of The Madeira School.

As you know, the Board of Trustees has appointed a Head Search Committee, currently comprised of eight Trustees. I have the honor and privilege of serving as the Chair. In addition to a deep understanding of our School's history, culture, and mission, members of this Committee possess rich institutional knowledge, a shared passion for Madeira, and a diversity of skills and experience that will assist in the process of interviewing and evaluating candidates. Our Committee is deeply committed to including our community's voices and perspectives throughout this process.

Over the past several weeks, the Committee has interviewed seven of the nation's top executive search firms. After a thorough review process, including search firm in-person visits to McLean, we have selected [Carney, Sandoe & Associates \(CS&A\)](#) to partner with Madeira in our search for the next Head of School. CS&A has long been recognized for its expertise in placing independent school leadership. In recent years, the special competitiveness of the CS&A Head of School practice has been in the areas of search process, diversity, equity, and inclusion, transition support, placement retention, and ethics. The firm has compelling records in breadth and depth of candidate recruitment, and effective, custom partnerships with client institutions. We are pleased to announce that senior CS&A search consultants [Heather Flewelling](#), [Bob Fricker](#), and [Lisa Parsons](#) will be leading the firm's search team for Madeira. Please extend them a warm welcome.

Because Madeira's mission, community, and strategic plan are strong and resonant, the opportunity to lead our School will attract an exceptional pool of candidates. Our search process will be robust and inclusive, and the entire Madeira community will have multiple opportunities to share its thoughts. CS&A will survey and host meetings with students, parents, faculty, staff, and alumnae. The goal is to learn more from you about our School, its needs going forward, and this leadership transition. More information on the schedule of this listening campaign will be sent to you over the coming weeks.

Community feedback will be incorporated into a Position Profile for potential candidates, which will be available on the [Head Search webpage](#). We will screen candidates this winter, and after preliminary and semi-finalist interviews, our

current plan is to bring finalists back to Madeira for public, on-campus interviews and forums in the spring. In our conversations with each of the search firms, they stressed that the search timeline and our process for engaging candidates must be flexible, particularly during the finalist phase of the search, so please understand if some of these events necessarily shift as we proceed.

Our intention is to have a new Head of School in place by July 1, 2023. However, we will prioritize finding an exceptional new leader for Madeira over any particular timeline, so it is possible that an interim Head of School will be appointed, and if so, we would continue our search for a permanent placement to begin on July 1, 2024.

The Committee will provide updates to you as we move through the winter and the spring, and you can find information related to the search on [Madeira's Head Search webpage](#). The Committee also welcomes feedback or questions about the search: our email contact is: [searchcommittee@madeira.org](mailto:searchcommittee@madeira.org).

I am deeply grateful to the Committee and to you, the entire Madeira community, for your support and enthusiasm as we navigate this transition to the next successful chapter in Madeira's 116-year history. We commit to carrying out our charge in a manner that is diligent, thorough, and collaborative, and guided by our duties to our School and our community.

Warm regards,

A handwritten signature in black ink, reading "Misti Mukherjee". The signature is written in a cursive, flowing style.

Misti Mukherjee '84, P'13  
Chair, Head Search Committee