

September 14, 2022

Dear Members of the Seven Hills School Community,

As you all have heard by now, Chris Garten has announced a well-earned retirement following the 2023/24 school year, and we will be conducting a comprehensive search process for his replacement. It is our goal that this search process reflects the thoughts and aspirations of our entire Seven Hills community. Transparency and timely communication are important to us. The purpose of this letter is to provide you with an overview of that process. A few items of note:

- **Search Consultant** - We have engaged one of the leading head of school search consulting firms, RG175 ([www.RG175.com](http://www.RG175.com)), to help us with this process. RG175 is the premier placement firm serving independent schools around the world since 2002. They are committed to highly personalized leadership and governance consulting to schools, based on the values of integrity, inclusivity, knowledge and flexibility. Our RG175 team members (all former heads of independent schools) are John Farber ([www.rg175.com/bio/john-farber](http://www.rg175.com/bio/john-farber)), Tony Featherston ([www.rg175.com/bio/tony-featherston](http://www.rg175.com/bio/tony-featherston)) and Rebecca Upham ([www.rg175.com/bio/upham](http://www.rg175.com/bio/upham)).
- **Search Committee** – A Search Committee has been formed, comprised of both active and emeriti Trustees as well as members of the school’s administration. All members are parents of current or former Seven Hills students. The Search Committee members are:
  - Angie Apple, Board Treasurer (Co-Chair)
  - Lair Kennedy, Board Chair-Elect (Co-Chair)
  - Steve Baggott, Board Chair
  - Meredith Ficks, Alumna and Board Programs Committee Chair
  - Janet Hill, Director of Enrollment Management
  - Samir Kulkarni, Board Secretary
  - Susan Marrs, Assistant Head of School
  - Chuck Mingo, Board Diversity, Equity, and Inclusion Committee Chair
  - Beth Schiff, Former Board Chair
  - Jen Stein, Former Board Chair

Please join us in thanking these individuals for providing their time and thoughtful counsel to this process.

- **Process / Timeline** –
  - September 2022 – Survey & RG175 Visit: The Search Committee will set up an online survey to allow our full community the opportunity to be involved in this search. We encourage everyone to participate and provide your unique perspective on what traits matter most in our next leader. Additionally, RG175 will visit the campus in late September to meet in small groups with every faculty member as well as some parents and students. The information gathered will be carefully considered in framing what we are looking for in our next Head of School.
  - October 2022 thru January 2023 – Position Statement & Candidate Recruitment: RG175 will produce a Position Statement based on the feedback from their campus visit and community survey. RG175 will use the Position Statement to begin actively recruiting candidates. The Position Statement will be posted on the Head of School Search Web Page for you to review.

- February 2023 – Semifinalist Selection: The Search Committee will review dossiers of potential candidates and narrow the field to roughly 8-10 semifinalists.
- March 2023 – Finalist Selection: The Search Committee will interview each candidate and narrow the field to roughly 3-4 finalists.
- April 2023 – Finalists Visit: Finalists will visit the campuses and meet the Seven Hills community.
- May 2023 – New Head Selected: The Search Committee will recommend its selection to the Board of Trustees for final decision and announcement.

- **New Head of School Search Web Page** - We have now set up a Head of School search page on the Seven Hills website and invite you to bookmark and regularly visit our web page at [www.7hills.org/search](http://www.7hills.org/search). The Head of School Search Web Page will serve as a repository for updates, resources and communications from the Search Committee on the Head of School search throughout the entire process.

Thank you for your support as we undertake this important leadership transition. Because of the excellent condition of our school and community under Chris' leadership, we are confident that we will attract a pool of truly exceptional candidates. We welcome your questions or general input. Feel free to contact Angie at [aapple@finit.com](mailto:aapple@finit.com) and Lair at [lair@westwoodmgmt.com](mailto:lair@westwoodmgmt.com).

We look forward to your participation in this important process.

Sincerely,



Angie Apple  
Co-Chair, HOS Search Committee  
Treasurer, Board of Trustees



Lair Kennedy  
Co-Chair, HOS Search Committee  
Chair-Elect, Board of Trustees