



Capital City Public Charter School Head of School Update

November 2, 2022

Dear Capital City Community,

On behalf of the Board of Trustees and the Head of School Search Committee, I would like to provide you with a brief update on our Head of School search. Our search professionals from Storbeck Search/Diversified Search Group have been incredibly busy canvassing their networks both locally and nationally, using a variety of resources, to recruit the most promising potential leaders for Capital City. These efforts included an extensive evaluation of those individuals interested in this opportunity.

Storbeck Search/Diversified Search Group have also actively engaged the Capital City community during their listening sessions. Many thanks to each of you who have shared your nominations and honest reflections on what Capital City needs from its next leader. There was remarkable consistency amongst the different stakeholders that Storbeck Search/Diversified Search Group spoke with. In particular, the next Head of School should:

- embrace an EL approach to education and be anchored to Capital City's mission to ensure education is joyful, enriching, multidimensional and rigorous
- have demonstrated experience working with a diverse learning community, including English language learners
- be deeply committed to an equity-focused leadership model, including mentoring of senior staff and teachers
- serve as a strong advocate for Capital City and be able to build trusting relationships with Capital City's various stakeholder groups including external funders and partners.

Recently, Storbeck Search/Diversified Search Group presented a group of top prospects to the Head of School Search Committee. The committee, with the assistance from Storbeck Search/Diversified Search Group, reviewed the candidates and determined whom they would like to invite for semi-finalist interviews. It is important to note that this select group will be interviewed by the search committee only to **preserve candidates' confidentiality** until the end of the semi-finalist stage.

At the conclusion of the semi-finalist interviews, the search committee will deliberate and select finalists to invite to Capital City for a campus tour and the opportunity to engage with teachers and staff, students, families and the Capital City Senior Leadership Team. While the Head of School recruitment process is indeed owned by the Board of Trustees, we cannot make such a critical decision without the valuable inputs of our community. We are looking forward to engaging with many of you in this process.

One important way to engage in this process will be meeting the finalist candidates when they visit Capital City the week of December 12th. Each finalist will spend time with various stakeholders in one-on-one meetings, small group meetings, and larger forums. The overall purpose of the finalist visits is to allow our community to get a sense of the individual and, just as importantly, to allow each finalist to get a sense of the Capital City community, our values and our priorities. Ultimately, both the school and the finalists are trying to determine if the position will be a “good fit.” The Head of School Search Committee and Storbeck Search/Diversified Search Group will be working diligently during these final phases to further evaluate candidates, conduct extensive reference and background checks and collect community feedback to determine whom they will recommend to the Board of Trustees for final review and approval.

We anticipate an active and busy November and December as we move into the interview and finalist stages of the Head of School search. We hope to identify the next Head of School by the end of the calendar year. We will keep all members of our school community informed as we proceed, in particular ways in which you can interact with the finalists. If you have any questions please contact us at HoSTransition@ccpcs.org. Enjoy the beginning of fall and the holiday season!

Best,

Dr. Nitika Tolani, Capital City PCS Board Chair