



## FLINTRIDGE PREPARATORY SCHOOL

*Peter H. Bachmann, Headmaster since 1991*

April 3, 2019

Dear Flintridge Prep Families and Friends,

I hope you are all enjoying these early days of spring! While our students and faculty are starting the home stretch of this academic year, your Search Committee and Search consultants have been quietly working in the background during this confidential phase of the process.

First, let me take a moment to thank the entire Prep community for your engagement to date in the Head of School search process. Our consultants were able to meet with current and past parents, faculty and staff, alumni, past trustees and students during their three-day site visit in early February. Following the visit, you all received a community survey asking for input on what you value most about Prep, key focus areas for our next Head of School and the most important professional experiences and qualities our next Head of School should possess. I'm thrilled to tell you that we received almost 600 responses to the survey with close to half the responses coming from our growing alumni base. I would also like to thank the dozens of people that have reached out to the Committee directly through our dedicated email ([headsearch@flintridgeprep.org](mailto:headsearch@flintridgeprep.org)).

### **The Survey**

While the survey provided a lot of data for the Committee and our consultants to digest, I did want to share some high-level results. First and foremost, we were pleased to see that there was general consistency across constituent groups in the responses. And second, in reading through the free form commentary, a deep affection and affinity for Prep came through loud and clear. Indeed, our community shares common goals and values around our mission and the balanced experience we provide to our students. Yet, there are areas on which we should continue to focus our attention, such as exploring ways to engage, support and include faculty, students and families from a range of cultures, experiences and perspectives so that we can continue to reflect the changing demographics of Los Angeles.

Following are the top three responses to each of the main questions posed:

Phrases that best describe what you value most about Prep

- Faculty who are outstanding teachers and mentors inside and outside the classroom
- Equal priorities of academic excellence and human development
- Highly engaged, dynamic, warm and proud Prep community

Priorities for next Head of School

- Recruiting, retaining and compensating high-quality faculty
- Enhancing academic excellence
- Increasing the emphasis on diversity, equity and inclusion



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Most important characteristics or qualities for the ideal Head of School

- Strong leadership skills
- Excellent communicator
- Engaging, inspiring, motivational

### **The Position Description**

Incorporating all the feedback received to date from the site visit, survey and other communications, our consultants have developed a position description that they will be sharing with prospective candidates. This document highlights all key aspects of Flintridge Prep including our mission, faculty, academics, the arts and athletics, our campus and the greater La Canada-Pasadena community to mention a few. There are also sections on key opportunities and challenges ahead as well as the qualities, qualifications and personal characteristics we seek in our next Head of School. [Click here to read the full position description.](#) This description also can be found on the school website at [www.flintridgeprep.org/head-search](http://www.flintridgeprep.org/head-search).

### **Next steps**

As I mentioned in my last letter, the next several months will be “quiet” as our consultants work to identify the strongest candidates. They have already been reaching out to their network and were thrilled to report that interest in this position is very strong. Formal applications are due to Carney Sandoe at the end of June. We expect that they will present the Search Committee with 12-15 candidates in mid-July from which we will select a group for semi-finalist interviews some time in August. As a reminder, all potential candidates will remain confidential until the finalist stage in the fall.

In the meantime, please do not hesitate to reach out to me with any questions and comments at [headsearch@flintridgeprep.org](mailto:headsearch@flintridgeprep.org). Again, thank you all for the input and participation to date—I would expect nothing less from the Flintridge Prep community.

Warmly,

Kris Leslie  
Chair of Search Committee