

Dear Delaware Military Academy School Community:

As you may know, Commandant Kurfuerst has a one year term as the Head of School for Delaware Military Academy which will expire in June 2024. We are grateful to her for all that she has done for DMA and appreciative of the fact that she is working with the Board to support the identification and transition of a worthy successor who is expected to continue the changes and progress that are being made

A Selection Committee has been appointed composed of the following Board Directors: Mike Berardi, Brian Rostocki, Jennifer McCloskey, Heath Kahrs, Glen DiEleuterio and me, as Chair. We intend to keep the community well informed throughout the search process and will be incorporating broad participation from the community in a number of ways to ensure a successful outcome to our work on behalf of DMA. All of us are deeply committed to the ongoing and future well-being of our School.

The Board has retained the search firm, Educators' Collaborative, to help us with our search. This firm has conducted hundreds of successful head of school searches since 1971. André Withers and Joan Beauregard, two partners with the firm, are our consultants. Both have served as senior leaders and heads of independent schools themselves and are well respected by educators throughout the country through well-developed professional networks. Both André and Joan feel that DMA presents a very attractive professional opportunity that will produce an excellent pool of candidates. DMA can expect to see André and Joan on campus in February.

We fully realize that not everyone will be able to participate in the on-campus interviews, and so the consultants have made an [on-line survey](#) available as an alternative to the on-campus interview. You are invited to participate in the survey between now and **January 22, 2024**. Comments shared with the consultants will not be attributed to individuals but will be aggregated to determine common themes

Our consultants will be advertising the position generically in the coming weeks and accessing their extensive database and professional networks to solicit and encourage applications from well-qualified prospective candidates. A more targeted posting will be utilized once the data is collected from the survey. After the search committee has reviewed candidate profiles, they will select the top candidates who appear to be the best match for DMA, and will invite these candidates to the School for interviews. A more specific timeline for this and other stages of the process will be shared at a later time. Please know that there will be opportunities for representatives from all groups in our community to meet the candidates and provide feedback to the search committee. The final decision for hire is that of the Board of Directors.

We are grateful for your support and will continue to keep you informed about our progress.

Sincerely,

Helen Barbato
DMA Board Member, Chair Head of School Selection Committee

Mike Berardi
DMA Board Chair