

## **Delaware Military Academy Head of School Search FAQ**

### **Who has the school retained to support the search for the next Head of DMA?**

[Educators Collaborative](#) (EC) is the consulting firm assisting in our Selection for the next Head of School. EC, whose mission is *positioning schools for success through effective leadership*, was founded in 1971 and is made up of fourteen former school leaders. [Joan Beauregard](#) and [Andre' Withers](#) are the partners working with Delaware Military Academy (DMA). Joan and Andre' are both former school leaders and have previous consulting and/or work experience with multiple types of schools. They look forward to working with all of us at DMA and, as a part of their contract with us, will not end their commitment at the appointment of the new Head of School. They will support the new Head of School and the Board Chair throughout the first year of the Head's tenure.

### **Who will serve as the members of the Selection Committee and how are they chosen?**

It is the responsibility of the Board of Directors (Board or Directors) to hire, support and evaluate its sole employee, the Head of School of DMA. Directors are charged with holding the future of DMA and the mission in trust. Six DMA Directors are serving on the DMA Head of School Selection Committee and intend to include a wide range of perspectives in an inclusive selection that involves the entire DMA community at various stages. The Selection Committee is chaired by Helen Barbato. The other members of the committee are...

- Mike Berardi
- Brian Rostocki
- Jennifer McCloskey
- Heath Kahrs
- Glen DiEleuterio

### **How will the community be provided the opportunity to meet the candidates?**

Community input in this process will be very important. The finalist candidates—usually 2 or 3—will be invited to campus to meet with members of the DMA community through a variety of venues and forums. Group “meet and greet” sessions will be scheduled with all interested faculty/staff, parents, alumnae/i, and students. Individual sessions will be scheduled with senior administrators and the sitting Commandant (Head of School) in order to share information about how the Head of School interacts with each administrator and what perspectives on this work the candidate may bring. Formal interviews will be conducted only by the Selection Committee, and the Board. All those

who interact with the candidates will be invited to provide feedback to the Selection Committee - the only body to gather all data on the candidates.

### **How long will this process take?**

DMA will engage in a thoughtful selection process over the next several months, followed by a subsequent, well-planned transition. We anticipate the following guideposts:

Position posted	Mid-late January 2024
Application deadline	February 19, 2024
Appointment	May 2024
Start date	On or near July 1, 2024
Transition Work	Start date for a year - June 2025

### **What are the criteria for making a decision about selecting the right person?**

The Selection Committee, in partnership with our consultants, Andre' and Joan, will develop a position statement (*Information for Candidates*) that articulates the opportunities and challenges that await the next Head of School as well as the professional skills and personal characteristics we believe are most desirable and relevant to successfully lead DMA. These criteria are based on responses to a community-wide survey and the information validated during the consultants' site visit. These criteria include a deep understanding of a Charter School, demonstrated leadership experience, excellent communication skills, proven abilities in financial management, academic acumen, and a passion for the mission of DMA.

### **Are we only looking locally?**

We are conducting a national search. While we know there are many talented education leaders locally, we also know that DMA is a very unique school. DMA is the only charter high school in the United States based on the traditions, values, and ideals of the U.S. Navy. Qualified individuals from DMA, the state of Delaware *and* from outside our region will be considered seriously and equally. Our goal is to find the person who best matches the criteria set forth to lead DMA.

### **What if the right person is not recruited and contracted?**

Educators Collaborative, the professional firm we have engaged, is committed to staying with us until a person who meets our expectations is identified, recruited, and hired. There is no reason at this point to believe we will not complete the selection to have a new Head of School on board in July 2024; however, if we need to extend the search, we will. The exciting opportunities this position offers will attract highly skilled,

passionate leaders and we anticipate successfully recruiting the next Head of DMA according to our timetable.

**What if I know someone who may be interested?**

Interested candidates should contact Andre' Withers ([awithers@educatorscollaborative.com](mailto:awithers@educatorscollaborative.com)) or Joan Beaugard ([jbeaugard@educatorscollaborative.com](mailto:jbeaugard@educatorscollaborative.com)) of EC directly. Confidentiality will be maintained for all candidates. Members of our DMA community are invited to make referrals of appropriate candidates. Please contact Andre' and/or Joan to share names and contact information of potential candidates, and one of them will reach out directly to the recommended person.

**Will internal candidates be considered**

DMA is fortunate to have a capable and dedicated group of professionals working at the Academy, one or more of whom may aspire to the position of Head of School. We encourage all interested individuals, whether from the DMA community or not, to apply for the position through EC. Should there be internal interest, it is advisable that potential candidates ask for an initial conversation with our consultants Joan and Andre' to learn more about the search and the school's needs before submitting a formal application. All candidates will be considered and reviewed in the same manner, which is crucial to the integrity of the process and to ensuring selection of the individual we believe to be best suited to the role of Head of School of DMA.

**Is the Head of School required to have a military background?**

The Head of School will have direct military support and involvement as part of their role and will need awareness and baseline knowledge of military protocol, structure, etc.

**What if I have additional questions?**

Feel free to contact the EC consultants (see above) and/or the Selection Committee Chair, Helen Barbato directly.