



## **FAQ: Wornick's HOS Search 2018-19**

### **How long will the Head of School (HOS) search last? When will the new HOS for Wornick Jewish Day School be announced?**

A head of school search is usually a 9-12 month process. For this search at Wornick, we started the process in January 2018 and our goal is to hire a new HOS and announce the appointment Spring 2019. The new HOS will then start on July 1, 2019.

### **What is the role of the HOS Search Committee?**

The HOS Search Committee is expected to direct the new HOS search from start to finish: From hiring a search firm, to coordinating input from major stakeholders in our school community, developing the position description, reviewing resumes and conducting interviews, to recommending one final candidate to Wornick's Board of Trustees. The search committee will also keep the community informed and engaged by conducting town halls, stakeholder meetings and a school wide survey, updating our search web page, and providing opportunities for major stakeholders to meet finalists, all while ensuring the confidentiality of the candidates during the initial and semi-finalist interview rounds. To help the HOS Search Committee run this process both efficiently and effectively, Wornick has engaged the services of New York City-based executive search firm, DRG Search.

### **How was the Search Committee chosen?**

The Board of Trustees has appointed trustee and Wornick parent, Limeng Stroh, as the Chair of the Search Committee. Limeng lead the search from January 2018- January 2019. Daphne Kaufer took over in January 2019. Additionally, with the help of DRG Search, a group of trustees, alumni, parents, faculty and key community stakeholders were selected to form the rest of the committee. In total, there are nine members on this committee, chosen for their diverse backgrounds, deep connection to Wornick and expertise in specific areas. While the Search Committee will be responsible for directing the search process and making a final recommendation, Wornick's full Board of Trustees will confirm the final HOS selection.

### **Why did Dr. Barbara Gereboff leave Wornick?**

Dr. Barbara Gereboff, our beloved head of school announced her retirement on December 7, 2017, and was planning to retire in June 2019. However, after her retirement was announced, Barbara received an incredible offer to join CIJE (Center for Initiatives in Jewish Education), an institution that has worked closely with Wornick and Jewish Day Schools across the country.

### **Given that Dr. Barbara Gereboff left Wornick before the HOS Search process is completed, who will be leading the school?**

Wornick's Board of Trustees took immediate steps after Dr. Gereboff's announcement in May 2018 to set up an interim Search Committee to identify an interim Head of School. This interim HOS position is the bridge that allows us to seamlessly transition the school from Dr. Gereboff's legacy to the next long-term Head of School who will lead the visionary charge for Wornick's next chapter.

**How long will Wornick have an interim HOS? Who is the interim HOS while the HOS search is going on?**

We are incredibly excited that Lillian Howard is Wornick's interim Head of School for the 2018-2019 academic year. Lillian was the Head of School at Kehillah High School in Palo Alto from 2007-2013, and prior to that she founded a Jewish Community High School in Baltimore. In the years since retiring from Kehillah as a full time administrator, Lillian has held several leadership roles in education including spending a year at Congregation Beth David in San Luis Obispo where she oversaw the curriculum and programming for their Jewish Studies program, as well as chairing the English department at Mission College Prep in San Luis Obispo.

**What specifically are you seeking in a new Wornick HOS?**

In April 2018, the HOS search committee and DRG Search conducted town halls, stakeholder meetings, faculty interviews, and a school wide survey to engage broad segments of Wornick's community. With the key learnings we garnered, the HOS search committee developed a position description in May 2018 that DRG Search has since released broadly to key education channels and specifically to DRG's network of potential candidates.

**What is the role of Wornick's faculty and administration in the process?**

In addition to having Nicole Haire, our School Principal, on the search committee, all faculty and staff were invited to participate in stakeholder meetings and in the community-wide survey. During the finalist round, all faculty and administration will be invited once again to be actively engaged by meeting finalist candidates when they visit the school, and by providing input during specific staff meetings.

**What is the role of Wornick's parents and students in the process?**

There will be opportunities for segments of the Wornick community to provide input through the HOS search process. For instance, in April 2018, parents were invited to town halls with DRG Search and invited to provide input in the community wide survey. Members of our community will also be invited to meet our finalist candidates when they come to campus November/December 2018. Information about the schedule will be posted on our website and also emailed when available. Please note that since the confidentiality of candidates has to be maintained during the initial and semi-finalist rounds, the HOS search process may feel more opaque during the August – October 2018 time period.

**Will the HOS search impact my child's experience at Wornick?**

Our faculty, administrators and Board of Trustees are committed to fulfilling our Wornick mission: To develop students who are socially and academically prepared to meet their full potential as engaged leaders committed to a life steeped in Jewish ethics and values. A successful search will be an important step towards ensuring our ability work towards our mission for years to come.

Please do not hesitate to email [info@wornickkids.org](mailto:info@wornickkids.org) if you have any additional questions or feedback.