



June 3, 2010

Dear TBS Community,

I am delighted to *officially* announce that Mitch Bostian has been contracted as continuing Head of School for The Berkeley School. Avid readers of *Newsnotes* know that the Head Search Committee made a strong positive recommendation to the Board of Trustees at the May 18th meeting, and the Board unanimously voted to offer him the position.

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Mitch has over twenty years of teaching experience at a variety of independent schools, as well as experience as a department chair and an administrator. He co-founded the Teacher's Education Network to promote the effective teaching of all types of learners in an inclusive and differentiated environment. He has experience as a member of a CAIS/WASC accreditation team, and holds an M.Ed in Organization and Leadership from USF. He has distinguished himself in all of these roles as a strong communicator, effective systems-thinker, proactive problem-solver, insightful coach, and inspirational leader.

I would also like to take this opportunity to publicly thank the members of the Head Search Committee, who were dedicated to digging deeply and thoughtfully into the two questions before them. First, would the school be better served by a year-long national search for a Head?, and secondly, is Mitch Bostian the best candidate to lead the school moving forward?

In consulting with faculty and staff in particular, the answer to whether to pursue a national search was a carefully considered, but ultimately unanimous, no. The cost in dollars, in lost opportunities, and in the real and perceived sense of uncertainty in the leadership and future direction of the school were all compelling reasons not to go this route. Teachers who were deeply involved in the last national search that we conducted (that resulted in the hiring of Janet Stork) were forceful in stating that, having looked at over 40 resumes in that search, none of them was superior to the combination of background and skills presented by Mitch.

In answering the second question about whether to recommend the hiring of Mitch, the work included assessing the needs of the school, determining the most important attributes required in a Head, and deciding the extent to which Mitch had the skills, attributes and background to be the leader we need. Aided by materials from the last search, the committee developed and analyzed a survey of the community, met with faculty and parents to discuss the process, developed an assessment matrix and interview questions, conducted a lengthy interview, checked references, reviewed Mitch's resume,

read his statement of educational philosophy, and looked at the work he had done in his time as Interim Head. Looking at Mitch through all of these lenses, and with all of these tools, he consistently impressed.

An added benefit to the thoroughness of the assessment of both our needs and Mitch's skills is that this data is also being used to support the Board and Mitch in setting specific goals and priorities for the upcoming school year. We are off and running, thrilled to have a leader of Mitch's caliber in place, and excited about the road ahead.

Sincerely,

A handwritten signature in cursive script that reads "Ann Fischer Hecht". The signature is written in black ink and is positioned above the typed name and title.

Ann Fischer Hecht  
Chair, TBS Board of Trustees

P.S. Who were those Head Search Committee members? Randy Yee, Janet McGarvey, Hyungsook Kim, Signy Judd, Norman Johnson, Maureen Beck, and me. Additional thanks to those parents and staff whose work on the previous head search proved so useful. Thank you for giving us a running start.