



Head of School Search Frequently Asked Questions

The Head of School Search Committee has received many questions from the community with common topics or themes. The following FAQ list addresses some of the most common. If you have remaining questions please reach us at hos-search@indianmountain.org.

1. Who is responsible for hiring the head of school for IMS?

- The IMS Board of Trustees is responsible for appointing the Head of School according to the IMS Bylaws. The Head of School is the only position appointed by the Board of Trustees; all other hiring is conducted in a manner determined by the Head of School.

2. How does the Board of Trustees go about hiring a new head of school?

- There is no single course of action to hire a head of school. In IMS's case, we have hired a search firm ([Isaacson, Miller](#)) and formed a Search Committee to include a broad and diverse range of perspectives in the process. Importantly, the Search Committee does not hire the head of school: the Search Committee works with the search firm to recruit, review dossiers, interview candidates, and ultimately make a recommendation to the Board of Trustees.

3. Who is on the Head of School Search Committee?

- The HOS Search Committee is co-chaired by trustees and current parents David Nuzum and Savannah Stevenson. There are 13 members in total, including trustees, faculty, staff, alumni, and current parents. You may read more about the Search Committee composition in this [communication](#).

4. Are we using a search firm to assist with the HOS search?

- The Board of Trustees retained [Isaacson, Miller](#) to guide the Search Committee in the HOS search. Partner [Katie Rockman](#) and Managing Associate [Elizabeth Weithman](#) are our primary points of contact at Isaacson, Miller.

5. Will IMS hire a new head of school immediately, or will we have an interim head?

- IMS will hire an interim head of school for the 2024-25 academic year. The timeline for most permanent head of school searches involves appointing a new head in the fall or winter with a start date of the following July 1st. In order to invite the best candidates into our search, we needed to account for this lengthy timeline and the fact that most desirable candidates will be under contract and required to provide adequate notice to their current school communities.

6. What is the timeline for the interim HOS search?

- The [position statement](#) for the Interim HOS role was published on February 21, 2024. Recruiting and interviewing were ongoing through March. Three finalists visited the IMS campus on April 1-3. IMS [announced](#) the appointment of Dr. Scott Erickson as Interim Head of School on April 29, 2024.

7. Was the Interim HOS search open to internal or external candidates?

- The Interim HOS search was open to internal and external candidates. While several internal team members offered to step into the interim role if circumstances required, there were no internal applicants for the position.

8. Will the Interim HOS be eligible for the permanent HOS role?

- No. As a matter of policy, the Board of Trustees determined that the interim HOS will not be eligible for the permanent HOS role. Guidance from leading search firms, former heads of school, and industry leaders indicated that interim eligibility for the permanent role could severely limit the pool of candidates applying for the permanent role, and could create a distraction to the interim head if they are competing for the permanent role.

9. What is the timeline for the permanent HOS Search?

- The position statement for the permanent HOS was published on [DATE]. Recruiting and interviewing will be ongoing through the summer. Semifinalists will be selected in late summer. Finalists will visit the IMS campus in September or October 2024. We will work to announce the appointment of the new HOS by November 2024.

10. Will I have a chance to share my thoughts or opinions about our HOS search?

- The Search Committee would be happy to hear from you. There have been several community-wide initiatives to gather constituent feedback, including the community survey that ran in February through early April. Isaacson, Miller also

conducted focus groups and interviews across multiple constituencies on campus and via Zoom in mid April. If you were unable to participate in either the survey or the focus groups but would like to offer your view or any feedback, please reach us at hos-search@indianmountain.org. This email address delivers only to Search Committee co-chairs David Nuzum and Savannah Stevenson.

11. I participated in the community survey and/or a focus group. Will I find out the results?

- Findings from the community survey and focus groups are reflected in the position statement [LINK] for the Head of School search. The requirements for the position and the challenges and opportunities described therein were derived from the community's feedback about the most important areas of focus for our next HOS. We will also work with IMS's Senior Leadership Team to share high-level results in a condensed format.

12. What happens if we have a "failed search"?

- Should we be unable to find the right candidate for IMS's next HOS, or if we extend an offer to a candidate that does not work out, we will seek to understand and learn from the circumstances and relaunch the search.

13. Will the head of school search interrupt my child's experience or alter their exmissions process?

- No. Both the interim head and the permanent head will be thoroughly transitioned into the life of the school. Moreover, the day-to-day operations that are overseen by the Senior Leadership Team will have continuity with these leaders. Importantly, the Assistant Head of School and Dean of Faculty (Alex Hodosy), the Assistant Head of School for Student Life (Kyle Halloran), the Director of Admissions and Financial Aid (Charles Brown), the Director of Advancement (Sarah Smith), and the Director of Secondary School Placement (Lisa Schmitt) each remain in their positions along with other senior administrators and faculty.

14. When can I expect to meet the Interim HOS and the permanent HOS?

- There will be community opportunities to speak with and hear from the Interim HOS before the 2024-25 school year begins, or in the early days of the academic year. We expect there to be similar opportunities to hear from the permanent HOS in the months following their appointment and leading up to the 2025-26 school year.