



Dear NYS AIS Heads of School,

As you know, in January Mark Lauria announced his retirement from NYS AIS, effective following the 2021-2022 school year. In the months since his announcement, the Board has appointed a Search Committee and conducted a thorough process to identify a search firm with which to partner. In addition to a top-notch reputation, experience, and reach in the market, we sought a firm that understood and valued the mission and culture of NYS AIS. We looked for someone whose style and approach is consonant with our values, and whose team would serve as excellent ambassadors for NYS AIS with prospective candidates.

We are very pleased to announce that NYS AIS has engaged [Resource Group 175 \(RG175\)](#) as our partner in this process. Tony Featherston will be our lead consultant, helping to guide us in a thoughtful search that will recruit and evaluate candidates and result in our hiring an outstanding next Executive Director. Tony is known to many of us, having led two NYS AIS schools, Elmwood Franklin School in Buffalo and The Town School in New York City. Since joining RG175 in 2018 he has successfully conducted numerous head of school, division head, and DEI director searches. Given Tony's understanding of NYS AIS's strengths and challenges along with the experience and reach of RG175, we feel well positioned to conduct a thoughtful and successful search.

In the coming weeks, Tony will interview NYS AIS Trustees and staff and survey heads of school at all member schools. The objective is to understand NYS AIS from the perspectives of those who lead the organization as well as those who benefit from membership. We would like your perspective too on the opportunities and challenges for leadership at NYS AIS. Please take a few minutes to complete this survey by Monday, May 10 at 5 p.m. Your input will be critical to the development of the position statement that will be used by RG175 to recruit prospective candidates. The success of our search will depend, in great part, on a collaborative and clear process.

Through late spring and summer, the Search Committee will interview and vet candidates, with the goal of recommending one exceptional candidate to the Board of Trustees early next fall. Subject to the Board's approval, NYS AIS's new Executive Director will be publicly announced as soon as possible in the fall, allowing for a thoughtful transition.

We will continue to update the membership regularly as we move forward. In addition, an Executive Director Search page has been established on the NYS AIS website. This page will be updated routinely and will include all communications and other information shared to date.

As trustees who are deeply committed to NYS AIS, we are honored to serve as stewards of this process.

Sincerely,

Jenny Rao  
Search Committee Chair

Jean-Marc Juhel  
President