



January 15, 2019

Dear Village School Community,

It is with great emotion that I announce that Nora Malone will conclude her tenure with Village School at the end of the 2019-2020 academic year. By the time of her departure, Nora will have led Village for 23 years and will have been the most instrumental leader in shaping Village School into the wonderful and successful institution that it is today. I know I speak for all of us when I say that we will miss her greatly.

The most meaningful testament to Nora's leadership is to see what Village has blossomed into today after her years at the helm. In collaboration with Village School's outstanding leadership team, Nora's accomplishments include:

- Increasing faculty retention from 50% when she started to nearly 95% today; increasing faculty diversity to over 40%; and developing faculty mentoring programs, evaluation protocols, and professional development opportunities;
- Increasing student enrollment from 250 when she started to approximately 290 for the past several years; improving student diversity from 4% to almost 30% today; and improving student teacher ratio to 7-to-1, to enhance the learning environment;
- Establishing and supporting multiple opportunities for parent involvement, including a parenting curriculum, speaker series, inclusivity events, and community service opportunities, all in support of Village's strong home and school connectivity at the center of our school's culture;
- Ensuring innovation and best practices in continually enhancing Village's curriculum; implementing character and social education programs melded with strong academic programs; and developing a technology program;
- Implementing Village School's strategic planning process in 2000, and leading the campus expansion for Arts and Athletics on the La Cruz campus in 2006, which nearly doubled the school's physical footprint;
- Spearheading two capital campaigns, including the school's first endowment campaign, and building an annual fundraising process that reached a record \$1 million of giving last year, with 97% participation;
- Building the Village culture that is the foundation for our community.

With the news of Nora's departure, the Village School Board of Trustees has begun the process of organizing a search for our next Head of School. We will be forming a Search Committee to oversee this process that will be co-headed by two accomplished fellow trustees, Mary Genow and Suzanne Ginestro. We have also hired Rayna Loeb and Peter Philip from Carney, Sandoe & Associates, a highly-respected national search firm, to guide us in this process. We will engage our Village community and will be communicating regularly with updates throughout the search process. Village stands today in a strong position and we offer a very attractive opportunity for a prospective new Head of School. We are confident that we will find the right leader who not only fits our Village values and culture, but who also has the vision and leadership skills to take the school forward into our next chapter.

In the meantime, we are grateful to have Nora leading Village for the next 18 months with the same level of passion and enthusiasm she has had throughout her career with us.

With warmest regards,

Mark Rosenbaum
Board Chair, Village School



January 15, 2019

Dear Village School Families and Friends,

I am writing to share that the time has come for me to begin planning for the next chapter of my life. I will be leaving my role as Village School's Head in June of 2020—at the end of my 23rd year. I am so grateful for the opportunities I've had and for the many meaningful connections I've made that are rooted in this community. Leading Village School has been one of the great joys in my life, and my passion for my job remains unflagging — we have much to accomplish over the next year and a half. However, I am keenly aware that the art of leadership includes recognizing when to plan for a transition— and I am confident that June of 2020 is the right time.

I first walked onto the campus in the winter of 1997 and was immediately embraced by the Village School community — especially by the students whose welcoming smiles expressed their joy in learning and love of Village School. My tenure here began with a two-year assignment as assistant head. I was then offered the opportunity to become the Head of School and realized that I'd found the ideal community to call home.

Village School is characterized by our shared vision; our many accomplishments result from the truly exceptional partnerships and collaborations we enjoy. I am deeply appreciative for the visionary leaders who have served on our Board of Trustees; for the deep commitment and creativity of our outstanding administrators; for the professionalism and dedication of our teachers; and for the support of parents whose energy and effort have strengthened our community in countless ways.

Together we have accomplished a great deal in every area of school life. We offer opportunities to our students second to none. Innovative academic programming and foundational social emotional learning are intentionally intertwined and at the core of our students' experience. We are a diverse and inclusive learning community, committed to the Village values and to respecting each individual for the unique qualities they possess that enrich and expand our school community.

Over the past two decades, we have added classroom and athletic space. We have built the La Cruz campus and redesigned existing facilities in innovative ways to enhance the learning environment for Village students. We have engaged in strategic planning, articulated shared goals, and developed strategies and systems to ensure that Village School continues to thrive for generations to come. Our mission statement says it best: "Village School is an inclusive and dynamic learning community that prepares its students for success..."

Village School's new Head will inherit a vibrant and forward-looking school community. I am confident that our Board of Trustees will identify an outstanding new leader. I look forward to supporting the transition and, in the intervening year and a half, to continuing to serve this school to the best of my ability.

I will be forever proud and grateful for the opportunity to have shared in Village School's growth and success.

With much gratitude,

A handwritten signature in blue ink, appearing to read "Nora Malone".

Nora Malone