



SAINT ANN'S SCHOOL

Mino Capossela
President, Board of Trustees

December 1, 2021

Dear Students, Parents, Faculty, Staff, Alums and more,

As you will have read in his note, Vince Tompkins recently apprised the board of his decision to step down as head of school in the summer of 2023.

Vince has been a simply remarkable leader for Saint Ann's for more than a decade, an increasingly uncommon tenure for heads of independent schools. As board president for the past several years, I have been continually amazed at the care, intelligence, expertise and humanity that Vince has brought to his work and our school. He has been a fierce champion of the mission of the school, from its expansive, arts-filled curriculum, to the freedom of teachers to shape their classes based on their passion and subject mastery, to students' ability to pursue their interests wherever they lead, free from grades.

Vince's leadership has had a profound impact on the financial soundness and priorities of the school. He has been a tireless advocate for faculty compensation to ensure we have a teaching staff second to none. He has directed a major expansion of financial aid—the scholarship budget has grown from \$2.5 million to \$9 million over the course of Vince's tenure—to enable access for as many talented students as possible. To underwrite these priorities, Vince has also meaningfully advanced a culture of giving which, along with strong fiscal management, have given the school a very sound operating plan and financial resources to weather future uncertainties.

Vince re-oriented our admissions and hiring practices to make sure that we are drawing from a diverse pool of exceptional candidates that reflect the racial and socio-economic diversity of the city around us, and has engaged the school in the ongoing work of creating a culture where all community members can feel fully welcomed and thrive. And most recently, he has worked with his leadership team to navigate the grueling and ever-evolving challenges of the Covid pandemic.

Vince shared this decision with the board in his characteristically collaborative manner, giving us a healthy period of time to undertake a robust, inclusive and thorough search for a new head of school; we are confident that the school will attract many talented candidates. Over the coming weeks, the board will report on some important steps in the search process. Principal among these will be the naming of a search committee comprising trustees as well as several members of faculty and staff, and the selection of a search firm to support this important work. The search process will also include opportunities for the community to help define the characteristics we should be looking for in the fourth head of school in Saint Ann's history.

I would like to thank Vince for his extraordinary commitment and leadership. We know he will continue to bring his skills to bear on leading the school through this transition, including in critical areas such as the re-accreditation process, ongoing curricular reviews, significant staffing decisions, and long-term financial and facilities planning. In the seasons to come we will make time to celebrate and thank him for his extraordinary tenure here in ways that fit this amazing, creative school. We look forward to working with all of you to make this transition a rich and celebratory one that includes broad input on what will serve the school best.

Warm regards,