

Site Visit Notes - GORDON SCHOOL

c Areas / Focus Group s	Faculty & Staff	Middle Leadershi p	Leadershi p Team	Parents	Students	Alumni/ ae	Board Member s
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<p>Strengths of the School Things you appreciate</p>	<p>Amazing leadership team members</p> <p>Invested BOT</p> <p>Joyful learning (means strong S-E approach); child-entered Nature inspired - started in EC</p> <p>Constantly evolving and meeting the needs of the community while being true to its roots</p> <p>Open door policy</p> <p>A focus on DEI work</p> <p>We all know what each other is doing</p> <p>Kids longer and leaders sooner.</p> <p>A low key place with strong community that not about what you have but for who you are</p> <p>Always room</p>			<p>Progressive DEI efforts - building good community members and good members of society - the extra stuff you can't get at a good public school</p> <p>Social emotional learning and educating the who child</p> <p>Impressed with how well students comport themselves with each others, and complex ideas and topics - and with each other</p> <p>How mature and capable the kids are having difficult conversations - how they</p>			
	<p>Creative freedom in my teaching practice</p> <p>Have a complete t and well-interconnecte d faculty - very collegial - all in support of the students</p> <p>Opportunity for own</p>	<p>FIT System - tuition program - really works</p> <p>Intentionally around what it does -</p> <p>School is perfectly sized - 350-380 - to you can be more nimble</p> <p>The DEI work - which we start early and are committed to</p>					

				<p>Leveraging the middle school social brain and balance the academics - Supporting students with learning differences</p> <p>Lost a lot of kids in gr 7, lost some "sporty" boys</p> <p>Tuition model is not working as well - combined with the bridge...</p> <p>Look at efficient to keep tuition levels more even</p> <p>Tension bet progressive LS and more traditional MS SEL stuff started earlier and be warmer</p> <p>Learning support not as fully built out as other schools - gap with neurodiversity (it's not clear</p>			
	Identify	Worry about issues of revenue - hit some rough	<p>Quiet phase of campaign with working goal of 17.5M</p> <p>- mostly endowment and the kitchen and full campus master plan (new middle school, traffic and</p>				

Top 5 prioriti es for the next HOS							
Desire d Qualiti es in next HOS - leaders hip							

style, attributes, personal qualities	Someone with the same passion for young kids		Charisma			
	Passion for diversity, equity and social justice		Ability to demonstrate the value of a Gordon School education			
	Fosters community		Noni was a ray of light (compared to Ralph)			
	Can talk up the special quality of Gordon - regionally and nationally as well as locally		Noni made some tough changes			
	Someone who will keep the school's profile high nationally		She is funny			
	Someone who is accessible and visible		Knowledgeable and committed to the DEI work and what it looks like npw in the climate - and making it marketable to parents	Someone who get the adolescent Ralph's inner child was out - couple next		
	Longstanding commitment to DEI work and person interest in it	Visibility - Ralph more engaged (currently only SOC and gr 8, affinity groups - has lots of time)	We are used to otto charismatic, articulate leader - known widely - know how to excite an audience - can carry a room	HOS have that? Maybe someone who is more present and accessible - less hands off		
		Have some ideas about enrollment and retention	Able to connect with people - Gordon is all about relationships	Dynamic fundraiser - to keep the facilities, faculty and program vibrant		
				Elite quality for leading constituents...		
				not someone who is first		
				rodeo - be		

Single most important change the next Head might make							
Important Issues to Note	<p>Noni broke down some siloes</p> <p>Top down leadership doesn't work</p> <p>Noni has re-organization the administration</p>	<p>Feels like Brooklyn or Portland OR</p> <p>Funky, good arts, great food scene</p> <p>Not real corporate</p> <p>RI - lots of natural beauty, small feel, lots to offer</p>	<p>HOS has school-owned house. 3 BR 1.5 baths about \$2900 / mos.market rate</p> <p>They have all Amanda's notes from the transition.... years ago</p> <p>some families lost because of racial diversity then next wave was the inclusion of LGBTQ - lost some more conservative</p>	Inclusivity survey			