

**Dr. Richard K. Jung, Ed.D.,
Stanford University**



- Founder and Partner, Education Access Strategies, LLC
- Head of School, SEED School, Washington, DC
- Headmaster, Bullis School, Potomac, Maryland
- Principal, John Burroughs School, St. Louis, Missouri
- Board Chair, Association of Independent Schools of Greater Washington
- Board Officer, National Association of Principals of Schools for Girls
- Research Director, National Advisory Council on the Education of Disadvantaged Children
- Senior Analyst, National Institute of Education
- Presenter, 2007 NAIS Annual Conference, "The Head Search: A Board's First and Foremost Duty"

Associates

- **Timothy Harrison, CPA:** finance, strategic budget models
- **Amy Holland:** website facilitation, fundraising, project management, strategic planning
- **Virginia (Ginny) Babin McDonald, CPA:** executive search consultant, administrative support services, board development
- **Charly Ryan:** fundraising, strategic planning

Education Access Strategies, LLC

Recent Head Searches

- Banner School: Frederick, Maryland**
- Bishop O'Connell Catholic High School: Arlington, Virginia**
- Browne Academy: Alexandria, Virginia**
- Congressional Schools: Falls Church, Virginia**
- Denver Academy: Denver, Colorado**
- Harbor School: Bethesda, Maryland**
- Paul VI Catholic High School: Fairfax, Virginia**
- Quest Academy: Palatine, Illinois**
- Seneca Academy & The Circle School: Darnestown, Maryland**
- St. John's Episcopal School: Olney, Maryland**
- State College Friends School: State College, Pennsylvania**
- Sycamore School: Indianapolis, Indiana**
- Trinity School of Frederick: Frederick, Maryland**

Recent Executive Director Searches

- Education Parish Services: Washington, D.C.**
- The National Park Trust: Rockville, Maryland**

General References:

- Betsy Downes**, Executive Director, Association of Independent Schools of Greater Washington
- Ron Goldblatt**, Executive Director, Association of Independent Maryland Schools

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Anticipate Greatness

**Education Access
Strategies,
LLC**

Head of School Searches

Executive Director Searches

Providing tailored search services using alternative search models to schools, non-profits, and related organizations



- Executive Searches
- Board Development
- Strategic Planning
- Signature EAS "First 100 Days Plan"

“Dick was nothing short of phenomenal in assisting Denver Academy to identify, hire and transition its new Head of School.”

Philip Johnson, Search Committee Chair, Denver Academy, Denver, Colorado



Is Your Organization Hiring a New Head?

Advice from Pat Bassett, President of the national Association of Independent Schools (NAIS):

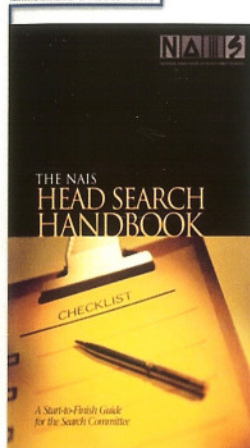
“Realize that two things make a head search different from a chief executive search in other organizations and industries:

1. Everyone has an opinion about what a school leader should be like, and no one agrees.
2. And the school actually solicits and cares about the contrasting opinions.

These realities for school head searches are what makes them so fascinating, at times enervating, and almost always enormously rewarding.”

The NAIS Head Search Handbook

2007 NAIS Conference Session:



- **The Head Search: A Board's First and Foremost Duty** ~ Patrick F. Bassett, President, NAIS
- **Getting Started** ~ Dick Jung (Education Access Strategies)
- **Getting Serious: Interviewing & Evaluating Candidates** ~ Jim Wickenden (Wickenden and Associates)
- **Making the Choice** ~ Mary E. Kesler (The Education Group)
- **Making the Transition** ~ Agnes Underwood (Carney, Sandoe, and Associates)

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Why Choose Education Access Strategies?

- Alternative Search Models to match school size and capacities:
 - ⇒ Assisting Model
 - ⇒ Coaching Model
 - ⇒ Conducting Model
- Extensive national, regional, and local independent school network
- Professional, collaborative, personal approach
- Field-developed, tailored “Head of School Search Resource Binder”
- Signature EAS “First 100 Day Plans”

Getting Started Questions...

EAS will help you answer:

What are the key elements for a successful Head Search start?

What are we looking for in the next Head?

How do we best communicate with important constituencies?

When should we consider an interim head?

“I kept the ‘First-100 Day Plan’ Dick helped us develop in my top drawer because I used it almost everyday during the summer and fall of my first year.”

Margot Durkin, Head of School, Browne Academy, Alexandria, Virginia

EAS enjoys on-going working relationships with:

- NAIS - National Association of Independent Schools
- Regional organizations such as:
 - ◇ ACIS - Association of Colorado Independent Schools
 - ◇ AIMS - Association of Independent Maryland Schools
 - ◇ AISGW- Association of Independent Schools of Greater Washington
 - ◇ FCE - Friends Council on Education
 - ◇ ISACS--Independent Schools Association of the Central States