

Guiding Independent Schools Through Leadership Transition

Dovetailed

Dovetailed's mission is to join talented and diverse educators together with independent schools to create an extraordinary experience for students.

Ensuring your school's academic excellence, vibrant community, and strong financial profile continue to thrive amidst a head of school transition requires proactive foresight and strategic planning. Dovetailed is the ultimate partner for independent schools seeking their next leader – uniquely qualified to support a successful, tailored search. With extensive experience leading and working in independent schools, and a passionate, customer-focused team, we conduct a comprehensive discovery process with key stakeholders; build a richly diverse candidate pool; vet and prepare potential candidates; and then coach the new head and Board through the first year together - guaranteeing a smooth transition that exceeds all expectations.

The Board of Trustees bears the crucial responsibility of hiring an effective head of school who can take the helm with confidence. In today's competitive landscape, finding the ideal head of school has become even more important and complex — an individual who will advance and protect your organization's reputation, drive innovative strategy, and enhance the student and employee experience. Ensuring leadership continuity through an effective selection process requires an in-depth understanding of your school's mission and vision while also embracing new ideas which could advance your institution forward. Dovetailed's expertise and tailored approach will help guide you along this exciting journey.

Expertise in the Unexpected

Dovetailed knows that great schools are anything but predictable. Our expertise in problem-solving and evaluating complexity allows us to find top talent and assemble a strong candidate pool despite expected and unexpected challenges. With experience navigating all types of issues, we thrive under pressure and have mastered managing situations such as accelerated timelines, unexpected leadership departures, schools in crisis, or out-of-the-way campuses. No matter the magnitude or intricacies, we have the expertise to handle potential roadblocks.

1

Complete Comprehensive Discovery

At Dovetailed, we believe that every school is distinctive and should have the opportunity to find a leader who shares the school's unique culture, values, and objectives. Our team leverages in-depth knowledge of independent schools to create an individualized search process tailored to finding the perfect fit for your community. Together we engage in a comprehensive process of discovery to assemble your internal committee, survey various stakeholders, and create a compelling position statement that accurately captures the specific needs and objectives of your institution - ensuring that only those candidates who match your requirements are selected for consideration.

2

Build a Richly Diverse Candidate Pool

The best talent is often hidden in unexpected places, which is why Dovetailed uses both traditional and non-traditional sourcing methods to create a robust and diverse candidate pool for your institution. Our experienced team sources, vets, and prepares each applicant before passing them along for review by the search committee – confirming every candidate has been thoroughly considered with personalized attention. Schools choose Dovetailed not only to fill positions with qualified applicants, but also to diversify their teams to create an effective learning community where tomorrow's leaders can thrive.

3 Vet and Prepare Potential Candidates

DovetailED understands that finding qualified heads with the right skills and passion to lead independent schools is an ongoing and daunting challenge. Our primary goal is to present a pool of talented and inspirational leaders who understand what makes your school special and have the desire and ability to advance your school. To select ideal candidates, our thorough vetting process identifies prospective leaders' strengths and skill sets while simultaneously helping them understand your organization's goals. DovetailED goes beyond traditional practices by coaching candidates so they arrive prepared when meeting with the search committee and school community.

4 Design a Tailor-made Campus Visit Experience

A campus visit is an invaluable opportunity for everyone to learn and discover. These pivotal moments can spark dreams, transform careers, and positively shape the future of your organization. DovetailED partners with you to design a truly meaningful experience - from advising stakeholders seeking to further understand candidates' goals and visions, to equipping applicants with tools to assess and explore. Our all-encompassing campus visit template ensures a winning first impression for your school while candidates gain insight on whether this is truly their dream job.

5 Partner Through Transition

With a new leader comes an exciting wave of opportunity; it is critical, however, to ensure that everyone involved has what they need for an effective and successful transition. Change is difficult and can be disruptive. In addition to providing a detailed transition plan, DovetailED offers extensive mentoring and coaching assistance through the end of the first year of headship so teams at all levels - Board of Trustees, incoming head of school, internal search committee members, senior staff, faculty, students, alumni, and parents - have transparent communication tools in place to help minimize disruption. Together DovetailED will help you foster collaboration and enthusiasm throughout every step of the process to safeguard morale and performance, simultaneously setting you and the next head up for success.

Straightforward Fee Structure

Unlike other search firms, DovetailED simplifies the search process with a reasonable flat-fee structure corresponding to each school's enrollment size and annual operating budget associated with the search process. There is no need for initiation fees, annual memberships, or commissions - just a straightforward 50% deposit at the start of the partnership contract. The remaining balance and all outstanding expenses are due when the candidate is selected by the search committee.

Leadership Search Partner Zack Lehman

Zack Lehman is uniquely qualified to lead your school's search for a new head of school. With over 25 years of experience as an independent school leader, not-for-profit executive, and attorney, Zack brings a wealth of knowledge and insight to the table.

Most recently, Zack served as head of school at The Hill School, a highly regarded private boarding school in Pennsylvania. During his time at Hill, Zack spearheaded institutional transformation across all fronts, elevating the school to national prominence. One of his distinctive initiatives at Hill was a novel approach to faculty recruiting and hiring which led to the creation of DovetailED - an academic talent sourcing firm designed to discover and recruit extraordinary candidates from across the globe.

Zack is the consummate educator and administrator. He is a product of independent schools having attended both the Gilman School in Maryland and Phillips Exeter Academy in New Hampshire. He later matriculated to Dartmouth College and earned

his J.D. at Harvard Law School.



Zack takes pride in each DovetailED search and is always looking for new ways to improve the student, employee, and community experience.

