

October 18, 2016

Dear Baker Community,

We are very pleased to announce the culmination of Baker's Head of School search process. Carly Andrews, Assistant Head of School at Bosque School in Albuquerque, New Mexico, has accepted the invitation of the Board of Trustees to succeed Dan Schwartz as Baker's Head of School, beginning July 1, 2017. The search generated interest from dozens of qualified candidates across the country, and on October 7 the Board unanimously accepted the recommendation of the Search Committee to offer the position to Carly.



Among the reasons we selected Carly are her leadership experience, vision, passion for children and teaching, and affinity for Baker's culture and educational philosophy, which make her a compelling choice to lead Baker into its second century. Carly's years of experience as an administrator and teacher in progressive schools prepare her well to further Baker's mission to champion an exemplary progressive education, and to carry out the initiatives outlined in Baker's strategic plan. Her husband Martin, an actor and director, and their daughter Beatrice, 9, join her in the move to Chicago.

Dan said of Carly, "I have known Carly for the past seven years, and am so happy that she will soon bring her passion, insight, and strong leadership to our school community. Her deep knowledge of children, skill in engendering community, and understanding of progressive education will well serve Baker now and in the future."

For more information about Carly's professional background, please see her resume and educational philosophy [here](#). As Carly begins her transition visits to Baker, we hope you will join us at a welcome reception on Friday, November 11 from 8:30-9:45AM in the Baker Library. There will be further opportunities to get to know Carly during future visits for those unable to attend on November 11.

We would like to thank everyone in the community - faculty, administrators, students, parents, alumni and Board members - who participated in the search process. We were humbled by your level of engagement and passion for the future of our school. Thank you also to those who organized and supported the effort behind the scenes, to everyone who attended the many September meetings and took the time to provide feedback on the candidates, and to those who generously offered their thoughts and perspectives along the way. We're grateful that so many of you chose to participate in this important decision.

We have an exciting year ahead as we both celebrate Dan's seven year tenure as

Head of School and begin to work with Carly as she moves into her new role. We have appointed a Transition Committee to support Carly and Dan as they work together to ensure a smooth hand-off on July 1. The committee, small by design, will coordinate a community-wide effort to support Carly during the transition period. We expect to involve members of all of the school's many constituencies in a comprehensive transition plan. The Transition Committee will include:

**Stacey Empson**, co-chair - Incoming Board President (July 1), 5th grade parent  
**Ralph Walsh**, co-chair - Board President, 8th grade parent  
**Denise Boswell** - Assistant Head of School  
**Jonathan Cowan** - Board Treasurer, 3rd and 5th grade parent  
**Christine DiBartolo** - Advancement Committee member, 2nd and 4th grade parent  
**Tyler Leach** - Middle School Latin teacher  
**Susan Poulos** - Baker Parent Organization (BPO) Chair, 3rd grade parent  
**Lisa Sparrow** - Finance Committee member, PK and 1st grade parent

While Carly is committed to finishing out her current role at Bosque School through June 30, she has graciously agreed to be at Baker several times during the current school year, including:

- November 12, 2016 - Fall Admissions Open House
- January 28, 2017 - Baker Board Retreat
- March 3, 2017 - Baker Benefit
- June 1, 2017 - Baker Graduation

We look forward to working closely with Carly and with all of you to prepare for this exciting new chapter in Baker's history. We are proud of the vision and commitment the Baker community demonstrated during our Head search. We heard consistently from candidates, consultants, parents, observers, and others how impressed they were with what they saw and heard about the school. That's a testament to the strength of purpose, focus, and confidence of everyone involved, and a signal that bodes well for Baker's progress under Carly's leadership. We are delighted to welcome Carly and her family to Baker, and confident that all of you will welcome them in your own way.

Sincerely,

Stacey Empson

*Chair, Head of School Search Committee*

[srempson@gmail.com](mailto:srempson@gmail.com)

Ralph Walsh

*President, Board of Trustees*

[ralphwalsh@sbcglobal.net](mailto:ralphwalsh@sbcglobal.net)

## A MESSAGE FROM CARLY ANDREWS

To the Wonderful Baker Community,

I am delighted to be writing what will be the first of many letters as your next head of school. I'd like to thank each of you for your kind reception this September. My family and I deeply appreciated your generous welcome and introduction to the school community. After meetings with the students, faculty and staff, parents and family members, the Board of Trustees, the Search Committee, and Dan, it was clear to me that I had found a school that champions the values and beliefs that I hold dear as a progressive educator.

The principles that guide the distinctive education at Baker and the ways that they are evidenced within the community are inspiring. During my visit I was moved by the self-portraits of students and parents that line classroom walls and hallways; the two students, heads together, discussing properties of equations; the teacher, camera in hand, documenting student exploration of monarchs; the student leading a morning meeting of his peers - part ritual, part inspiration. Moments like these speak of a school that pays attention to a child's curiosity, understands students as diverse, complex individuals who have different needs, and cares about environments that support the distinct phases of a child's development.

I am thrilled to lead Baker into its second century as a school. The philosophy and practices that were integral to Baker's founding in 1918 are still observable today, and we know empirically from the last decade of neurobiological research on children and learning that progressive education practices create the most ideal learning outcomes for children. This type of dynamic education occurs when dedicated teachers engage students in hands-on learning experiences, paying close attention to a child's understanding and setting the stage for their future development. We also know that progressive practices which nurture the whole child - including attention to socio-emotional growth, as well as to diversity, equity, and inclusion - serve all children as they develop and grow, allowing them to actualize their full potential.

If we zoom out from the micro-lens of our children to the macro-lens of our community and country, we want for this type of transformative education to strengthen our very democracy and the principles and practices of equality that should undergird it. As I mentioned in the parent meetings, I am aligned with the Progressive Education Network principles, including, "education must amplify students' voice, agency, conscience, and intellect to create a more equitable, just, and sustainable world." Schools are at their best when they honor a child's curiosities and when they embrace practices that have the power to transform individuals and communities.

On a personal note, our family dinner table conversations have shifted and are centered around the following musings: Where are the best places to sled in Evanston? Will the dog survive in three feet of snow? When are we going to buy winter boots for such excursions (for dog and child)? Can I walk to the library by myself when I am in the sixth grade? Will I be able to find my way from my class to the pool? Can we take the metro to school? In sum, we are all excited.

Though my work will officially begin July 1, I look forward to the upcoming transition and the opportunities to visit Baker, get to know you better, and work with Dan and the faculty and staff, so that we can hit the ground running (or sledding) next year. My family and I are looking forward to the start of a meaningful journey.

With great joy,  
Carly

## THANK YOU FROM THE BOARD

The selection of the Head of School is one of the most important decisions a school community makes. The Board of Trustees would like to express its sincere gratitude to the members of the Search Committee below, led by Search Committee Chair

Stacey Empson, for their work on behalf of the school. We thank the many members of Baker's community - faculty, staff, administrators, students, and parents - who worked hard to ensure an inclusive, well-coordinated process, who contributed thoughts and suggestions, and who extended a warm welcome to all of the candidates who visited our school. We also extend our thanks to our talented team at Educators' Collaborative, Doug Cummings, Judith Glickman, and Doug Jennings for their wisdom and guidance through the process.

## SEARCH COMMITTEE MEMBERS

- Stacey Empson, Chair - Board member and parent
- Denise Boswell - Assistant Head of School
- Elizabeth Gillette - Board member and parent
- Hilary Holder - Director of Admissions and parent
- Charis Irving - Board member and parent
- Tyler Leach - Middle School Latin teacher
- Mason Rocca '92 - Alumnus and parent
- Matt Rooney - Board member and alumni parent
- Merle Scharmann - Division Coordinator PK-2
- Ralph Walsh - Board President, parent, and alumni parent

*STAY CONNECTED*

