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March 15, 2017

Dear MCDS Community,

Over its 60-year history, MCDS has benefited from extraordinary leadership that has shaped and guided its mission and growth. This has certainly been true since Lucinda Lee Katz assumed the role of Head of School in July 2004. It is therefore a bittersweet moment as I write to inform you that Lucinda is planning to transition to the next chapter in her life and will retire as Head of School as of June 30, 2018.

Those of you who have been in the MCDS community for a while have no doubt heard Lucinda quote the proverb, "A society flourishes when people plant trees under whose shade they will never sit." When I reflect on Lucinda's tenure, and struggle with some simple way to sum it up, I am reminded of these words. As a leader, she has pushed our community to look beyond the present moment, anticipate what the future will require and undertake the change necessary to get there.

In our classrooms, this has meant a breaking down of traditional teaching and learning "silos," where faculty, staff and students embrace risk-taking and utilize their imagination in solving complex problems. Lucinda's leadership in strengthening indexed tuition, which enabled the school to fully support *every* family that required additional financial assistance during the severe economic downturn, meant that our community stayed whole at a particularly vulnerable moment. Her leadership in developing a campus master plan, which gave us a long-term framework for campus improvements, was the foundation for the *Step Forward* campaign (completed in 2010) that funded the lower campus improvements including the Learning Resource Center as well as our current *Step Together* campaign. The *Step Together* campaign will underwrite upper campus improvements while raising \$10 million in additional endowment funds.

Indeed, Lucinda's time at the school has been marked by an impressive rate of change. She has often assumed the hard role of pushing us forward faster and farther than might have been comfortable in the moment. Yet, as I look at where the school is today versus the day Lucinda first arrived in 2004, it is clear to me that we offer an educational experience that is more truly aligned to the world our children will face, a community that is more diverse and a daily operation that is more financially secure and set to ensure that the school will continue to fulfill its mission for generations to come. In short, under Lucinda's leadership, we have planted many trees.

The Board of Trustees has begun the process of assembling a search committee to guide the process of finding our next head of school. This committee will be co-chaired by trustees Holly Hagens and Jumea Park. Additionally, we have retained a team from the search consulting firm Carney Sandoe & Associates to assist us in the process. You will be hearing from Holly and Jumea soon with additional details about how that process will unfold over the next 16 months and ways to participate.

During the remainder of her tenure, in addition to focusing on the goals of our current strategic plan, Lucinda is committed to ensuring that the school is firmly on the path to successfully completing the *Step Together* campaign and Upper School construction project that will break ground on June 14, 2017. You can expect many more updates on these projects over the rest of the school year. At this moment, however, the most important thing is to pause and appreciate Lucinda's many contributions. I look forward to working with all of you over the next 16 months as we make this important transition and celebrate Lucinda's extraordinary leadership.

Sincerely,

Jay Jacobs
Chair, Board of Trustees