



CHARLES RIVER SCHOOL

DEEPER UNDERSTANDING, HIGHER ACHIEVEMENT.

Head of School Search Committee



Name: Tracy-Ann Bain

Relationship to CRS: Current and past parent; member of the Board of Trustees; member of the Diversity, Equity, and Inclusion Committee and the Enrollment Management Committee

Children's years of graduation: Ella ('18) and Lucas ('22)

Occupation: Technical Recruiter at Northeastern University

Other relevant skills: Professional recruiter for more than

15 years

Prior search involvement: Recruitment for IT professionals (QA Automation Engineers, Software Engineers, Project Managers, Salesforce Developers, etc.)



Name: John S. Ehlinger

Relationship to CRS: Current and past parent; member of the Board of Trustees; member of the Committee on Trustees and Development Committee; former Treasurer; former Chair of the Audit, Finance, and Investment Committees; former member of Campaign Steering Committee (Elevate & Celebrate); former member of 2013 CRS Head of School Search Committee

Children's years of graduation: Allie ('18), Lilly ('20), and Jack ('22)

Occupation: Corporate Turnaround Executive and Operating Manager

Other relevant skills: Corporate development across several industries

Prior search involvement: CRS Head of School (2013); searches for executives to operate companies in the manufacturing (2003), cable television (2005), investment management (2005, 2007), and healthcare (2018, 2019, 2020) sectors; led MBA Recruiting for DLJ (2000-2001)



Name: Nia Jacobs

Relationship to CRS: Director of Equity, Belonging, and Community Life

Occupation: Previous roles in independent schools include (student: Milton Academy '98) Social Studies, English, and Performing Arts Teacher; Senior Class Dean, Beaver Country Day School; Interim Dean of Students, Beaver Country Day School; NEASC Self-Study & Reaccreditation Coordinator, Buckingham, Brown, and Nichols School; Junior Class Dean, Dana Hall School; Junior Class Dean, Dana

Hall School; Assistant Director of Upper School, Dana Hall School; Academic Dean, Dana Hall School.

Other relevant skills: Former member of the Boston Renaissance Charter School Board of Trustees and Chair of Curriculum and Instruction Subcommittee (2005-2010), formal training in survey design

Prior search involvement: BB&N Upper School Director Search (2011) and Dana Hall Director of Enrollment Management and Marketing (2017); former search committee leadership: Dana Hall Director of Community, Equity, and Inclusion (2018) and Dana Hall Director of the Middle School (2018)



Name: Leslie Jackson Judge '91 (serving Ex Officio)

Relationship to CRS: Alumna; current parent; President of the Board of Trustees; former Chair of the Parent Association; active CRS volunteer for the past seven years

Children's years of graduation: Aidan ('24) and Brennan ('26)

Occupation: Clinical Dietitian/Nutritionist

Other relevant skills: Historical knowledge of CRS; close working relationship with current Head of School provides visibility of necessary skills and attributes

Prior search involvement: Involved professionally in many searches for clinical team members and has participated in the hiring process for CRS administrators through role on the Board



Name: William Kantrowitz '03

Relationship to CRS: Alumnus (end-to-ender, Class of 2003); member of the Finance Committee

Occupation: Director of Strategy at the New York Stock Exchange

Other relevant skills: Participation in alumni events for both CRS and other schools (Rivers and Villanova); various volunteer experience

Prior search involvement: Experience working with search firms and hiring for multiple senior positions at NYSE in addition to hiring for immediate team (most recent was hiring Global Head of Capital Markets); responsibility for initial scoping and screening with a search firm



Name: Lindsey McElligott

Relationship to CRS: Current parent and active volunteer for the CRS Parent Association; held several roles for the PA since starting at CRS including: New Parent Coordinator, Admissions Liaison, Community Service Co-Coordinator, and

Co-Chair for the Fair Committee; member of the Enrollment Management Committee

Children's years of graduation: Lauren ('25), Jack ('27), and Natalie ('30)

Occupation: General Dentist

Other relevant skills: Started and ran a dental study club for four years

Prior search involvement: Was a parent at two schools during a Head of School transition (2015, 2017); Involved in the initial community assessment in 2015; Participated in town-hall style interviews in 2017



Name: Rachel Miller

Relationship to CRS: Grade 5 Co-Teacher for 22 years and Grades 3-5 Cluster Coordinator for five years

Other relevant skills: Served on a number of committees including Professional Development, Theme Committee, Academic Leadership Team, and Curriculum Committee; member of the Program Committee during the 2019-2020 school year, which was instrumental in helping the school pivot to fully remote teaching during that spring

Prior search involvement: Served on many search committees responsible for hiring teachers in Grades 3-5



Name: Kate E. Paglia

Relationship to CRS: Current parent; Chair of Parent Association; member of the Board of Trustees; current member of the Committee on Trustees, Executive Committee, and Diversity, Equity, and Inclusion Committee; former Treasurer for the Parent Association; former member of the Development Committee

Children's years of graduation: Evelyn ('27) and Charlotte ('30)

Occupation: Project Manager and Editor

Other relevant skills: Work with foundations to support independent education; former high school English teacher with a master's degree in education

Prior search involvement: Served on hiring committees during work as a Senior Acquisitions Editor in publishing and as a high school English teacher



Name: Fred Ramos

Relationship to CRS: Current parent; Treasurer and member of the Board of Trustees; Chair of Finance, Audit, and Retirement Plans Committees; former Co-Chair of Elevate & Celebrate Campaign; former Class Parent

Children's years of graduation: Jill ('22) and Luke ('24)

Occupation: Banker (recently retired)

Other relevant skills: General business, strategy, finance, and organizational behavior skills

Prior search involvement: Experience in creating positions, interviewing, and hiring throughout 35-year business career



Name: Joanna Travis, Search Committee Chair

Relationship to CRS: Past parent; member of the Board of Trustees; Chair of Committee on Trustees; former Co-Chair of Elevate & Celebrate Campaign; active CRS volunteer over the last 13 years

Children's years of graduation: Ian ('19) and Brooke ('21)

Occupation: Attorney

Other relevant skills: Legal background; service on multiple non-profit boards; current service on another area independent school board; past service as legal counsel to non-profit boards; understanding of the development needs of independent schools

Prior search involvement: Legal counsel to Library Board in Michigan in its selection of Library Director (1998)



Name: Nakia Tull

Relationship to CRS: Current parent

Children's years of graduation: Emerie ('30)

Occupation: VP Customer Inclusion Leader at Fidelity Investments

Other relevant skills: Non-profit board work; The MLK Community Center, Newport; Diversity and Inclusion leader



Name: Julie Weeden

Relationship to CRS: Grades 3-8 French Teacher and Middle School Coordinator

Other relevant skills: Previously served as the Faculty Representative on the CRS Board of Trustees; Faculty Mentor

Prior search involvement: In roles at previous schools, served on Head of School search; served as Department Chair and assisted with hiring and training of new teachers



Name: Dudley H. Willis

Relationship to CRS: Past parent, current grandparent

Children's years of graduation: Dudley, Jr. ('88), Christopher ('89), David ('92), and Deborah ('94)

Grandchildren's years of graduation: Dudley, III ('23), Gloria ('30)

Occupation: Attorney as well as current and past service on multiple non-profit boards; member of Boston law firm with a broad base of clients for more than 50 years; partner in an investment advisory firm based in Boston.

Other relevant skills: Long-term affiliation with CRS;; past president of MA 4-H Foundation and Rivers School; board member of a number of Boston based charities including the Tufts Medical Center, Boys & Girls Club of Boston, Audubon Society, and the Perkins School.

Prior search involvement: Member of two search committees involving the selection of Heads of School for Rivers