



SAINT PAUL'S EPISCOPAL SCHOOL

January 14, 2026

To our Saint Paul's Community:

I wanted to take a moment on behalf of the Search Committee and the Board of Trustees to update you all on the current head of school search.

If any of you were part of previous searches or potentially have been in roles where you have interviewed and hired people in the past, you probably know how challenging and complicated the process can be. Even more so for us in this space as we look to the future of the church and school. Typically, searches like this can take a year or sometimes longer. We are pleased with progress and the caliber of the finalist candidates.

Many of you may know that the interview process is only half the work. Some of the hardest work is done during the selection, offer, and contract negotiation process.

Because those contract negotiations are not final, we have to maintain a level of confidentiality around the candidates. Remember, these candidates are interviewing us just as much as we are interviewing them. We want to ensure a strong, mutual fit between the school and each candidate, rooted in trust.

We are currently in the offer and contract negotiations phase for the HOS position. As experience has taught us, once a contract enters the mix, the pace tends to slow down. I will continue to keep you all in the loop as information unfolds.

Please keep us in your prayers as we move through these final stages of selection.

Take care and speak soon,

Duke Nelson
Board President
Search Committee Chair