



THE HEAD OF SCHOOL  
SEARCH COMMITTEE UPDATE

NOVEMBER 2017

# THE EPISCOPAL SCHOOL OF DALLAS

## MISSION STATEMENT

The Episcopal School of Dallas prepares young men and women for lives of intellectual discovery, integrity, and purpose. The School develops the unique talent and potential in each student and embraces sound learning, discipline, and faith as essential elements of an educated conscience.

## OUR FOUNDING TENETS

The Founding Tenets of The Episcopal School of Dallas were created simultaneously with the original Mission Statement. These Tenets provide the structure that enables the faculty, staff, and students to work and study in a faith-centered environment.

### DAILY WORSHIP

Nurturing a spiritual relationship with God through the use of the Book of Common Prayer within the context of a pluralistic and diverse student and faculty population.

### COMMUNITY

Experiencing mutual trust, respect, and honor while preserving individual identity, uniqueness of thought and personality.

### ETHICAL DECISION MAKING

Preparing students for actions which promote the common good through the study of religious and moral paradigms of history and contemporary thought.

### SERVICE

Actualizing the advancement of the common good through acts of mercy and renewal here and within the larger community. Daily worship, experiences in community, and studies in ethical decision making prepare members of this community for service to others, the highest manifestation of God's presence in our lives.

November 9, 2017

Dear ESD Community:

We are writing today with an update on our Head of School search for Meredyth Cole's successor upon her departure in June 2018. A nationwide search is underway. Given ESD's national reputation in the independent school community, we are confident that we will attract a pool of truly exceptional candidates.

The Search Committee, comprised of both active and emeriti Board Directors, includes Allen Custard (emeritus), Tom Luce, Libby McCabe, Marshall Mills, Nancy Perot, Margaret Ryder '87, Sadie Sherman, and Greg Whiteman '81 (emeritus). These individuals will provide wise counsel and thoughtful discernment to this process. ESD's Mission and Founding Tenets will be instrumental in guiding the committee. Biographies for committee members may be found following this letter.

The Search Committee will work closely with the educational search firm of Carney, Sandoe & Associates (CS&A). Carney Sandoe is nationally recognized and will help us identify The Episcopal School of Dallas' next leader. The firm brings a deep knowledge of independent schools from their 40 years of experience placing school leaders, administrators, and educators across the country. Over the past five years, they have also managed very successful searches for many of our most respected ISAS peer schools. We are pleased to announce that Bob Windham, Senior Consultant, and Burke Zalosh, Senior Search Associate, will be leading the firm's search team for ESD.

The Search Committee will be counseled in their work by a Faculty and Staff Advisory Council from across the school. They will provide our committee with a broad perspective on the daily life of the school. Eddie Eason (LS/MS/US), Connie Elms (LS), Rhonda Bier (LS), Scott Goetsch (MS), Meg Farenbrook '01 (MS), Kimberly Rogers (US), Donna Hull (MS/US), Max Auge (US), Phil Bryan (US), Tanya Harris (HR), and the Reverend Amy Heller have thoughtfully agreed to serve in this role.

Our goal is for the Head of School search process to reflect the thoughts and aspirations of the entire ESD family. Transparency and timely communication are paramount. Nevertheless, we have been advised by CS&A that we will likely need to honor requests to work confidentially with candidates so that we may recruit and interview the most talented leaders in the country.

The Search Committee will set up an online survey to allow our full community the opportunity to participate in this search. Additionally, our consultants will visit campus next week to meet representatives from various groups, including parents, students, faculty and staff, and alumni. We will notify you when the survey is posted. Important will be your input regarding the qualities our Committee should be seeking in candidates to become our next Head of School. We encourage you to participate.

Once prospects are identified and candidates screened, we will then take our final recommendation to the Board of Directors, who will make a final decision. The late timing of our search poses some challenges that could cause us to consider an interim solution. However, we hope to find our next great leader before the end of this academic school year and are moving forward as diligently and thoughtfully as possible.

We are deeply grateful to the volunteers on our Search Committee, the Faculty and Staff Advisory

Council, our consultants at Carney, Sandoe & Associates, and the entire ESD community for supporting this important transition.

If you have questions or thoughts about the search that you would like to share with the committee, please email us at [searchcommittee@esdallas.org](mailto:searchcommittee@esdallas.org). We will send periodic email updates to the community as the search progresses.

Thank you all for your continued support and commitment to The Episcopal School of Dallas.

Best regards,



Laura B. Boeckman  
Chair Emeritus, ESD Board of Directors  
Co-chair, Search Committee



Donald J. Carty  
Chair, ESD Board of Directors  
Co-chair, Search Committee

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## THE HEAD OF SCHOOL SEARCH COMMITTEE

### LAURA BOECKMAN

Laura Boeckman serves on the Executive Committee of the ESD Board as Board Chair Emeritus and is a member of the Comprehensive Campaign Cabinet. She is a past Chair of the Nominating and Governance and the Education and Student Life Committees and has served on the Advancement and Episcopal Identity Committees. Her Parents' Association involvement includes the Fine Arts Network Board, Booster Club Board, and the PA Executive Board.

Laura is a graduate of The Hockaday School and received her BA from Hollins College. Her professional experience is in marketing where she was the Assistant Director of Marketing in the Dallas office of Price Waterhouse (now PricewaterhouseCoopers) then Director of Marketing at Travis, Wolff & Company (now Armanini LLP).

Laura is a former board member of St. Philip's School and Community Center, TITAS, and Dallas Visual Art Center (now The Contemporary) as Board Chair, Chair of their Director's Search Committee, and a member of the Building Campaign. She has served on the Advisory Boards for Booker T. Washington School for the Performing and Visual Arts and the campaign to rebuild Booker T., the AT&T Performing Arts Center, and the Gifts Committee for TACA. She is a member of the National Charity League, Women for Orphans Worldwide, and HELPS International.

She and her husband, Dan, have three daughters, all ESD "lifers": Berry '14, a senior at Davidson College; Calla '16, a sophomore at Tulane University; and Emma '20, a junior at ESD. Laura's brother, Preston Berry '83, is also a graduate of ESD.

## DON CARTY

Don Carty currently serves as ESD's Board Chair and sits on the Executive Committee. He is a member of the Comprehensive Campaign Cabinet and immediate past Chair of the Finance Committee.

Don is a graduate of Queen's University in Kingston, Ontario, and of the Harvard Graduate School of Business Administration. He is the retired Vice Chairman and Chief Financial Officer of Dell, Inc., a position he assumed in January 2007. Before joining Dell, Don retired in 2003 as the Chairman and Chief Executive Officer of AMR Corporation and American Airlines. He had served in that position since 1998. Prior to that, he served as President of AMR Airline Group and American Airlines.

Don is a recipient of an Honorary Doctor of Laws from Queen's University. He serves on the Boards of Directors of Canadian National Railway Co., VMware, Inc., and Hawaiian Holdings. He is a past director of Barrick Gold Corporation., Brinker International, Inc., CHC Helicopter Corporation, Dell, Inc., EMC Corporation, Gluskin Sheff & Associates, Inc., Peak Health, Inc., Sears Holdings Corporation and Talisman Energy, Inc. Don is Chairman of Porter Airlines, Inc. and the former Chairman of Virgin America Airlines, Inc. and Research Now Group. He is a member of the SMU Cox School of Business Executive Board, a former member of the Board of Trustees of SMU, and former Chairman of Big Brothers Big Sisters of America and Big Brothers Big Sisters Lone Star.

Don and his wife, Ana, have two sons, Michael '12 and Donny '17, a freshman at Dartmouth College.

## ALLEN CUSTARD

Allen was an ESD Board Director from 2011 to 2017 and immediate past Vice Chair of the Board. He served on the Executive Committee and has chaired both the Advancement and Audit Committees. Allen is currently a member of the Comprehensive Campaign Cabinet.

A graduate of St. Mark's, Allen holds an AB in History from Duke University and an MBA from the Harvard Business School. Allen is the President of Pitts Oil Company, LLC, a privately held oil and gas exploration company founded by Mr. Custard's grandfather, L. Frank Pitts. Previously, he held the positions of Chief Financial Officer and Executive Vice President of Corporate Development and Strategic Planning at PlainsCapital Corporation.

He currently is a member of the board of the U.S. Oil & Gas Association and the Texas Alliance of Energy Producers. He also serves on the Town of Highland Park Finance & Audit Advisory Committee. Previously, he served on the boards of the Presbyterian Healthcare Foundation, the Harvard Club of Dallas, the World Affairs Council of Dallas-Fort Worth, the Dallas Theater Center and the President's 21st Century Council of Southern Methodist University.

Allen and his wife, Mason, have three children at ESD: Isabella '22 who is in eighth grade, William '24 in sixth grade, and Franklin '28 in second grade.

## TOM LUCE

Tom is a founding member of the ESD Board of Directors, serving from 1974-1979, 1984-1987, and is now serving a third term. He is currently a member of the Nominating and Governance Committee.

Tom holds a BBA and Juris Doctorate from Southern Methodist University and has been honored with the SMU Law School and University Distinguished Alumni Awards. Tom is Founding CEO and Chairman of the Board of

the National Math and Science Initiative, Inc. He was a Fellow and Teacher at the Kennedy School of Government at Harvard and the LBJ School of Public Affairs, as well as an adjunct professor at the Simmons School of Education at SMU. Tom was a founding partner with the laws firm Luce & Williams Ltd., and a founding and managing partner of Hughes & Luce. In addition to his legal career, Tom has engaged in public service for more than 30 years. He has been appointed to major posts by Texas governors five times, including Chief Justice pro tempore of the Texas Supreme Court. He served as U.S. Assistant Secretary of Education for Planning, Evaluation and Policy Development during the George W. Bush administration and was appointed by the U.S. House of Representatives Majority Leader as a member of the Library of Congress board.

Tom has been a Director of Encore Healthcare, TXU Gas Co., and served on Dell, Inc.'s Board of Directors He has co-founded and led various non-profit entities such as the Texas Business and Education Coalition, Just for Kids, and the National Center for Education Accountability.

Tom and his wife, Pam, have a daughter, Susan '89, and two grandchildren, Thomas '07 and Robert '10, all graduates of ESD.

## LIBBY McCABE

Libby serves on the Nominating and Governance Committee of the ESD Board of Directors and is a past member of the Strategic Planning Committee. She has served on the Board's Governance Task Force and Co-ed Education Evaluation Task Force. Libby is actively involved with the ESD Parents' Association, having served as a Grade Class Representative, Communications Representative, Eagle's Nest volunteer, and new Family Buddy.

Libby is a graduate of Duke University and Harvard Law School. She is the Director of Advocacy of the Commit Partnership, a collective impact organization working to improve education in Dallas County. Prior to joining Commit, Libby worked in New York City as both an entrepreneur and attorney. She was on the founding team and served as General Counsel and VP, Business Development of Axiom Law. Libby began her legal career as a mergers and acquisitions attorney at Baker Botts in New York.

Libby is on the board of the Commit Partnership and the Perot Museum of Nature and Science, and serves on the Advisory Board and is an alumna of Leadership ISD. She is a member of the Texas and New York bars.

Libby and her husband, Murray, have two sons at ESD, Luke '21, who is a freshman, and Elliott '23, who is in seventh grade.

## MARSHALL MILLS

Marshall serves on the Executive Committee of ESD's Board of Directors as Chair of the Building and Grounds Committee. He has served on the Finance Committee and Governance Task Force. As a past parent, Marshall was a participant in the Dads' Club, chairing the committee in 2015. He was also an active member of the Booster Club.

Marshall is a graduate of Jesuit Dallas and received his BBA in Finance from Southern Methodist University. He is President and Chief Executive Officer of Weitzman, overseeing and directing the company's operations and brokerage activity in DFW, Austin, Houston and San Antonio. Marshall joined Weitzman in 1992 and has also served as Chief Financial Officer. Prior to Weitzman, Mills was with Chase Manhattan Bank, N.A., where he was an interim construction lending/workout officer responsible for a major commercial property portfolio.

Marshall is a member of the Urban Land Institute, the International Council of Shopping Centers and the Maverick Chapter of the World Presidents Organization (WPO). He served as Treasurer of the Real Estate Council of Dallas and also has been on the Boards of Directors of the Real Estate Council in Dallas and the Real Estate Council Foundation. He is actively involved in New Life – Prostitute Diversion Initiative, organized by the Dallas Police Department to provide alternatives to street-level prostitution in Dallas. Marshall is the incoming Chairman of the Board of Directors for Lee Park and Arlington Hall Conservancy.

Marshall and his wife, Becky, who attended ESD, have two daughters, Mason who attended ESD and is a Texas Christian University senior, and ESD “lifer” Lauren ’16, a sophomore at the University of Arkansas.

## NANCY PEROT

Nancy is Vice Chair of ESD’s Board of Directors and serves on the Executive Committee and the Nominating and Governance Committee. She is a past member of the Episcopal Identity and Finance Committees. Nancy co-chaired ESD’s 2012 Head of School search and chaired the Mission Statement Evaluation Task Force. She has been an active ESD’s Parents’ Association volunteer, board member, and Class Rep.

Nancy is a graduate of The St. Michael School and The Hockaday School and holds a BA from Vanderbilt University. She is the owner of Interabang Books, an independent bookstore, and is a Director of Petrus Management Company. For ten years, Nancy was a writer and contributing editor for *Veranda Magazine*.

Nancy serves as co-chair of the St. Philip’s School and Community Center capital campaign, is a member of the KERA Board, and serves on the Perot Foundation Board of Directors. Nancy is also involved with the preservation efforts of The Alamo, where she is a member of their Endowment Board. She has served on a search committee for Vanderbilt University, where she was also Vice Chair of the University’s Board of Directors, as well as a search committee for the Hockaday School.

Nancy is the mother of four sons, all of whom attended ESD, Price, Ben, Ross ’08, and Clayton ’19, who is a junior at ESD.

## MARGARET RYDER ’87

Margaret is a member of the Building & Grounds Committee of ESD’s Board of Directors and has served on the Episcopal Identity and Advancement Committees. She is an active alumna and past member of the ESD Alumni Association Executive Board.

A graduate of ESD’s Class of 1987, Margaret received her BA from Hollins College. She is the owner of Fleurt Design, a floral, interior, and event design firm and past Principal of Feathers, Antiques and Interior Design. Margaret had an extensive career in education that includes teaching third-grade science at the Lamplighter School, an Environmental Science Study at Southern Methodist University, and as the Director of Education at the Dallas World Aquarium.

Margaret sits on the Board of Directors of the Colorado Chautauqua Association, ensuring environmental sustainability and historic preservation of this Colorado Landmark. She is an active volunteer at the Clayton Dabney Foundation, the Dallas Museum of Art, Susan G. Komen, and a passionate advocate for dog rescue and placement.

## SADIE SHERMAN

Sadie is Secretary of ESD's Board of Directors and Chair of the Episcopal Identity Committee and also a member of the Executive Committee. Sadie has previously served on the Nominating and Governance Committee and on the Board's Advancement Committee. In addition, Sadie assists the ESD Office of Admission in developing and improving diversity recruitment programs and is an active Parents' Association volunteer.

Sadie holds a BA from the University of Texas at Dallas and attended Denver City High School, in Denver City, Texas. Most recently, Sadie served as Chief of Staff at NEXstep, a software company where she directed the company's operational and organizational functions and ensured streamline execution of the company's strategy. Prior to NEXstep, Sadie handled Field Marketing for Optum Software in Charlotte, North Carolina.

Sadie is an active member of Jack and Jill of America. She was a charter member of Greater Frisco Chapter and held Executive Board positions of Treasure and Financial Secretary. Sadie is a current member of the Dallas Chapter and a current Age Group Coordinator. Additionally, Sadie is a member of the Dallas Junior League and an active volunteer at the Dallas Arboretum.

Sadie and her husband, Michael, are parents of Matthew '23, an ESD seventh grader, twin two-year-olds, Luke and Mason, and daughter Devin, also a graduate of the University of Texas at Dallas.

## GREGG WHITEMAN '81

Gregg Whiteman served on the ESD Board of Directors from 1992-1989 and 2003-2013. He has been a member of the Long Range Planning, Nominating and Governance, and the Advancement Committees. Gregg has also served on several ESD Board Task Force committees including the study of ESD's Mission Statement, Athletic Strategic Plan, Diversity, and School Safety. Gregg has served on the Executive Committee of ESD's Alumni Association Board and is one of its early founding members.

Gregg was a member of ESD's second graduating class and holds a BA in English Communications from St. Mary's University. He is President of GWII, a Dallas-based firm providing business consulting services focused on developing strategic business alliances with growth companies, commercial real estate, and oil and gas ventures.

Gregg is a member of the Movement Day Greater Dallas Board, serving on their Executive Committee and is also on the Executive Committee of The Game Changers Organization.

Gregg and his wife, Wendy, have one child, Cash '22, who is in eighth grade at ESD.