



## Board of Trustees Chair

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### *Charge from the Board of Trustees to the Head of School    Fall 2022*

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Dear Members of the OVS Community,

The Ojai Valley School operates under clearly defined governance policies. One of the many responsibilities of the Board of Trustees is the hiring of the Head of School. In fact, the Head of School is an employee – the only one – of the Board. So it is a major responsibility and sensible practice that the Board provides a “job description” for the Head of School, which constitutes this Charge from the Board of Trustees to the Head of School.

It wasn't only the members of the Board who helped construct this charge. In 2021, the School conducted a self-study as part of the California Association of Independent Schools (CAIS) accreditation process and the Board also received extensive communication from various constituencies during the recent search for a new Head of School. During these overlapping initiatives, the qualities of the School which are important to maintain, as well as our visions for the future, became clearer. These conversations played a substantial part in shaping the direction of the charge. Because so many in our School community contributed to this thoughtful dialogue, we wanted everyone to have access to the finished product.

The Board of Trustees will support and charge Head of School Lars Kuelling to work with the Ojai Valley School community of students, faculty, staff, parents, trustees, alumni, and neighbors to make progress on the following one- and three-year objectives (which are concurrent):

#### Immediate Charges for the first 12 to 18 months:

❖ Charge 1: Get to know the OVS faculty, staff and student body. The Board recognizes that it will be important for Lars to do this, and we encourage him to spend as much time as needed to become familiar with the School community and all aspects of campus life.

❖ Charge 2: Lead the initial administrative response to the CAIS accreditation report (a [\*\*synopsis of strengths and recommendations\*\*](#) as well as the [\*\*full 37-page report\*\*](#) are available using the links herein). The Board recognizes that this will be an excellent opportunity for Lars to develop an understanding (in great detail) of all aspects of the School.

❖ Charge 3: Undertake the creation of an updated strategic plan. The Board feels that it is important for Lars to complete a comprehensive and inclusive planning process to chart the School's future direction and secure approval of an updated Conditional Use Permit for the Upper Campus, as required by Ventura County.

❖ Charge 4: Spend time getting to know the broader Ojai and Ventura County community, as well as alumni beyond the local area. While the Board feels that Lars's primary focus should be on the internal workings of the School, we would also like to see him become familiar with a broad range of stakeholders and external friends of OVS.

#### Longer-Term Charges for the first 36 months:

❖ Charge 1: Maintain a safe and exceptional learning experience at OVS, striving to integrate fully an inspired academic curriculum with our philosophy of Integer Vitae, experiential learning, and a love for the outdoors. Work across the curriculum with

teachers and program leaders to continue to evolve the learning experience at OVS.

❖ Charge 2: Articulate the School's commitment to Diversity, Equity, and Inclusion, and lead the communal work of meeting that promise for all of our OVS community members.

❖ Charge 3: Promote excellence and diversity within faculty and staff offering sound and creative approaches to teaching, learning and building a healthy School culture. Work with the Board to ensure that adequate resources are available to support on-going faculty and staff development.

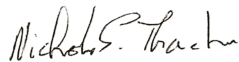
❖ Charge 4: Continue to operate the School on a sound financial basis, including special attention to maintaining a healthy student enrollment. Develop plans that will both enhance the annual giving program and set the groundwork for a future endowment fundraising campaign.

The relationship between the Head of School and the Board relating to these charges is one of support and accountability. Board members provide a significant resource of expertise and advice as the Head of School works to address the expectations of the charges, and the Head of School reports periodically to the Board regarding his progress relative to those expectations.

It's a wonderfully alive and intellectually challenging interaction among a group of adults pursuing a common goal – that of providing the best possible education for our students while honoring and retaining the School's long-established culture and mission.

We look forward to the healthy future of Ojai Valley School.

Sincerely,



Nicholas Thacher (L60)  
Chair of the Board of Trustees  
Ojai Valley School

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