

CDS Board of Trustees Recruitment Update for 2020-21

Committee on Trustees

Trustee Recruitment Process Overview

1. Needs assessment (Sept - Oct)
 - a. Consider Board goals, upcoming campaigns, succession planning etc
 - b. Analyze gaps in Board skills, experience and diversity
2. Identify ideal skills and attributes (Oct)
3. Invite BoT & Sr. Admin recommendations (Oct - Nov)
4. Review pipeline database of past recommendations (Oct - Nov)
5. Feedback from Sr. Admin via Head of School (Nov/Dec)
6. Identify a “long list” of 7-10 potential Trustees (Dec)
7. **Invite Board feedback on CoT long list (Dec)**
8. Prioritize list and assign outreach (Jan)
9. Recruitment (Jan - March)
10. Present slate to BoT for vote (March)
11. Orientation & Onboarding (May)

Trustee Recruitment Criteria

1. **Baseline requirements** - CDS will look for Trustees who:

- are aligned to the school's [mission and values](#)
- reflect the **diversity** of the CDS community as expressed in our [Diversity Mission Statement](#)
- have **discretionary time** to attend monthly Board meetings and actively participate in committee/task force work
- can fulfill Trustee duties including a **minimum three-year commitment**
- help the Board fulfill the CAIS recommendation to have more **non-parent** representation.

2. **Specific skill sets (specific to 2020-21 recruitment)**

- Advancement experience
- Construction experience, architect or engineer
- Diversity Equity & Inclusion work experience
- Futurist mindset/'big picture' thinker
- Local government work experience
- Real estate experience
- Strategic neighborhood relationship

3. **Succession planning** - Recruitment will take into consideration a future Trustee's potential to:

- lead a committee or task force
- lead the Board as an Executive Committee Officer (co-chair, vice chair, treasurer and secretary).

Candidates for Consideration in 2020-21

(Goal: 3 - 4 new Trustees)

- **Angela Alvarado** - Shelby (2nd). Audit Comm. & Annual Fund Chair. CPA.
- **Ted Arleo** - Torin (8th) & Sofia (alum). Former Trustee & Facilities Chair. Architect.
- **Rebecca Reeve Henderson** - Theo (TK) & pre-CDS aged. Strategy & PR.
- **Richard Hylton** - Nora (alum). Former Trustee, Head Search & COID Task Force. Real estate & DEI.
- **Carolyn Laub** - Zuri (2nd) & Kira (PS). Liaison. Strategy & DEI.
- **Meghna Subramanian** - Zaina Ghanem (1st) & pre-CDS aged. Liaison, tours & PTTA work. Lawyer.

Asking these people with Trustee potential to join Committees:

- **Makie Tam** - Sophia (6th) & Stella (4th) - Facilities
- **Laura Sims** - Rhett (K) & Willie (PS) - Advancement
- **Neetu Tolaney** - Hunter (1st) & Annabel (PS) - Advancement
- **Andrea Ach** - Desi (4th) & Livi (3rd) - Advancement

Next Steps

Please give CoT Chairs feedback on any of these 6 potential candidates by **January 10th** via [GOOGLE FORM](#) or in person.

CoT Chairs will prioritize list and recruitment begins in January.

Slate presented for vote - March 26 Board Meeting

Orientation - May