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## INCOMING HEAD OF SCHOOL

*Collegiate School's Board of Trustees unanimously voted on May 28, 2018, to name Penny B. Evins the next Head of School, beginning in July 2019, upon the retirement of current Head of School Stephen D. Hickman. Ms. Evins will come to Collegiate with extensive experience in the independent school arena. She and her family are honored to be joining the Collegiate community.*

## Meet Penny B. Evins, Incoming Head of Collegiate School



“Throughout my career, I have admired Collegiate as a national model of independent school education. My esteem for Collegiate as a compassionate, close-knit community grows with each and every person I meet. I am honored that members of the Board of Trustees would place their faith, support and trust in me as Collegiate’s next Head of School. I look forward to working with everyone in the Collegiate community to fulfill the mission sparked by Helen Baker and carried forward by past and current generations.” — *Penny B. Evins, Incoming Head of School, July 2019*

## PROFESSIONAL

Head of School

St. Paul’s School for Girls

Brooklandville, Maryland

2013-present

*Leads an early childhood through Pre-Kindergarten program and the 5th-12th Grade girls’ school; has launched numerous innovative programs, incorporated inquiry-based electives into the curriculum and increased enrollment and fundraising.*

Lower School Head

Isidore Newman School

New Orleans, Louisiana

2008-2013

*Led an 80-member faculty and 450 students from Pre-Kindergarten through 5th Grade and revamped*

*the curriculum and strategic, growth-oriented evaluation of faculty.*

**Strategic Planning Consultant/Admission Associate**

**The Lovett School**

**Atlanta, Georgia**

**2005-2006**

*Conducted peer research on benchmark schools and organizations around the nation regarding student life programs; led focus groups for students and faculty; and produced an action plan for school administrators and board members.*

**Counselor/Administrator**

**The Lovett School**

**Atlanta, Georgia**

**1998-2005**

*Oversaw the emotional, social and academic well-being of approximately 450 students in 6th-8th Grades; taught ethics and coached soccer.*

**Middle School Head**

**The Webb School of Knoxville**

**Knoxville, Tennessee**

**1997-1998**

*Led the division, 5th-8th Grades, of approximately 350 students and 50 faculty members; taught 6th Grade English; and continued serving as Upper School Counselor.*

**Upper School Counselor/Administrator**

**The Webb School of Knoxville**

**Knoxville, Tennessee**

**1996-1997**

*Served as the school's first Upper School Counselor; designed and implemented programming; taught ethics and coached soccer.*

## **EDUCATION**

**University of Virginia**  
**M.Ed., Counselor Education - 1996**  
**Advanced Studies, Chi Sigma Iota**  
**Honor Society**

**University of Virginia**  
**B.A., English - 1994**  
**Dean's List**

## ***Dear Collegiate School Community,***

On behalf of the Collegiate School Board of Trustees and the School Search Committee, we are delighted to announce the appointment of Penny B. Evins as our next Head of School, effective July 1, 2019.

Penny's appointment is the culmination of a nine-month national search that drew interest from a wide and diverse range of accomplished educators.

Early in the process, we established an Advisory Committee comprised of Collegiate faculty, students and alumni. We also engaged an independent school search firm, Carney Sandoe & Associates (CS&A), whose representatives visited campus and interviewed faculty, staff, students, parents, alumni and administrators. CS&A also surveyed the Collegiate community. Through this research, we learned that Collegiate stakeholders are united around the distinct leadership values that we want in our Head of School – integrity, vision, compassion, inclusivity, a strong sense of community, and a passion for education and children.

Penny possesses all of these values and more. Throughout her career, she has demonstrated the professional agility necessary to lead across all areas of independent school life. She has a passion for setting every student on a pathway to success and a strong appreciation of school culture and community.

We are thrilled to have found such an exceptional leader who is so aligned with Collegiate's core values and aspirations. We fully expect Penny will move our strategic priorities forward in a way that unites everyone around Collegiate's timeless mission.

Penny was born in New Orleans where she attended Isidore Newman School. She is a graduate of Choate Rosemary Hall in Connecticut. She received a B.A. in English and M.Ed. in counselor education from the University of Virginia. Penny will come to Collegiate after a successful six-year tenure as Head of St. Paul's School for Girls (SPSG) in Baltimore, Maryland. While at SPSG, Penny led the school's healthy growth in enrollment, contrary to both local and national trends in independent schools. She also

introduced innovative programs, including off-campus real-world experiences for students and new electives to enhance the overall curriculum.

Prior to her service to SPSG, Penny held a wide variety of positions, including counseling, admissions, strategic planning and division-level headships at some of the leading independent day schools in the Southeast.

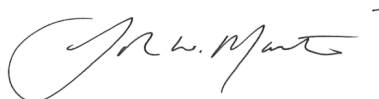
Penny and her husband Sam, also a longtime independent school educator and coach, have two teenage children, Sam and June Friend, who will attend Collegiate. We are looking forward to welcoming the Evins family to Richmond and our Collegiate community.

We are thankful for the hard work and wisdom of the Search Committee and Search Advisory Committee members, and the valuable input we received from nearly 1,000 members of our extended Collegiate family. Moreover, we are deeply grateful that Penny and her family have chosen to join us as Collegiate moves forward.

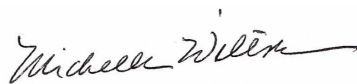
Best wishes,



Frank F. Mountcastle III  
Chair, Board of Trustees



John W. Martin  
Vice-Chair, Board of Trustees  
Co-Chair, Search Committee



Michelle Wiltshire  
Board of Trustees  
Co-Chair, Search Committee

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***“The Board of Trustees has made an inspired choice in naming Penny B. Evins as Collegiate’s next Head of School. Penny brings extensive independent school leadership experience, a demonstrated capacity for community-building and a proven commitment to Collegiate’s core values and strategic priorities. She is the right person at the right time for the right reasons.”***

***– Stephen D. Hickman, Head of School***



## LEARN MORE ABOUT PENNY B. EVINS

**How would people describe you as a person?**

**Give us an overview of your career experiences.**

**What are your thoughts about education and what trends are you following?**

**What do you believe are the key attributes of great independent schools?**

**How would people describe you as a Head of School?**

**What do you like the most about being a Head of School?**

**Before the Head of School search process, what had you heard about Collegiate?**

**What is now your sense of Collegiate from getting to know the School through the search process?**

**What can you share about your family?**

**What will this move mean to your family?**

**What personal message would you like to share with the Collegiate community?**

**Will the Collegiate community have an opportunity to meet you before July 2019?**

## HEAD OF SCHOOL SEARCH PROCESS

*Collegiate Names New Head of School, To Begin in July 2019 5/30/18*

*Head of School Search Committee Update 4/12/18*

*Head of School Search Committee Update & Position Description 1/30/18*

*Head of School Search Update 10/11/17*

*Head of School Search Committee Named 9/25/17*

*Announcement from Head of School Steve Hickman 7/20/17*

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*We extend our deep appreciation to the following individuals for the time, wisdom and care they dedicated to our search process.*

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## HEAD OF SCHOOL SEARCH COMMITTEE

*John W. Martin '78, Board Vice Chair, Past Parent '10, '11*

*Michelle Wiltshire, Trustee, Past Parent '07, '10*

*Charlie Blair, Middle School Head, Past Parent '01, '04, '06, '10*

*David Gallagher, Trustee, Parent '18, '24*

*Frank Mountcastle '83, Board Chair, Parent '14, '17, '21*

*John O'Neill, Jr., Immediate Past Board Chair, Parent '13, '16, '17, '21*

*Carter Reid, Trustee, Parent '16, '18*

*Danielle Scott, Trustee, Parent '25, '25*

*Mark Stepanian '89, Trustee, Parent '16, '18, '21, '23*

*LaNessa West, Lower School Co-Chair of Academic Services, Parent '19, '21*



# HEAD OF SCHOOL SEARCH ADVISORY COMMITTEE

*Mike Boyd, Director - Performing Arts, Parent '25*  
*Mason Chapman '84, Former Alumni Association President, Parent '22*  
*Caroline Hall '18, Student Cooperative Association (SCA) Co-Chair*  
*Terrell Harrigan '77, Former Trustee, Past Parent '09, '11, '14*  
*Beth Hutchins '88, Alumni Association President, Parent '19, '21*  
*Meg Johnson, Parents' Association President, Parent '17, '19*  
*Brian Leipheimer, Director - College Counseling, Parent '23, '24*  
*Shep Lewis '96, Senior Director - Annual and Leadership Giving, Parent '29*  
*Spencer Lyons '18, Student Cooperative Association (SCA) Co-Chair*  
*Kimara Parker, Parents' Association Middle School Coordinator, Parent '22, '25*  
*Scott Ruth '91, Alumni Association Board Member, Parent '19, '22, '25, '27*  
*Clare Sisisky, Director - Institute for Responsible Citizenship, Parent '29*  
*Alex Smith '65, Vice President - Development (Retired), Past Parent '90, '94, '00, Grandparent '25, '28*  
*Jasmine Turner '11, Alumni Association Board Member*  
*Stew Williamson, Upper School Faculty*

## BOARD MEMBERS

### OFFICERS OF THE BOARD

Frank F. Mountcastle III '83 - *Chairman of the Board*  
John W. Martin '78 - *Vice Chairman of the Board*  
Alfred L. Stratford III '85 - *Vice President, Investments*  
John D. O'Neill, Jr. - *Immediate Past Chairman of the Board*  
Stephen D. Hickman - *President/Head of School*  
Phyllis Palmiero - *Treasurer*  
Susan C. Wiley - *Secretary*

### BOARD OF TRUSTEES

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Ellen T. Bonbright '86  
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Peter E. Mahoney, Sr.  
Neelan A. Markel '96\*\*\*  
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Carter M. Reid  
Lisa E. Roday  
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Wallace Stettinius\*  
Alfred L. Stratford III '85  
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Rupa Tak  
Robert S. Ukrop\*  
Michelle P. Wiltshire

\* Life Trustee

\*\* Parents' Association President

\*\*\* Alumni Association President

## **ADMINISTRATION**

Stephen D. Hickman - *President/Head of School*

Charles L. Blair, Jr. - *Head of Middle School*

Susan R. Droke - *Chief Academic Officer*

Patrick E. Loach - *Head of Upper School*

Deborah I. Miller - *Head of Lower School*

Phyllis Palmiero - *Vice President-Finance and Administration*

Kristen O. Williams - *Vice President-Development*

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