



July 10, 2018

Dear Parents, Staff, Patrons and Members of the Tidewater Academy Community;

**The Board of Directors is pleased to announce the appointment of Ms. Lisa Francis as Tidewater Academy's new Head of School. Lisa will begin her new responsibilities on Wednesday, July 11, 2018.**

We are excited to have attracted an individual with Lisa's commitment to leadership, staff development and the education of students. Her dedication to students and her expertise with both school leadership and student learning are all qualities that the Board of Directors felt were essential in our next Head of School.

During the search process, the Board identified qualifications and qualities deemed essential in Tidewater Academy's next Head of School: a leader with experience in developing and improving student performance, with specific experience in middle school and upper school environments; a person with educational leadership experience; a leader who is a passionate advocate for children; a leader who has an inclusive, collaborative management style; a team builder; a leader who is approachable, visible in the role, warm and a leader who will appreciate the attributes of the Tidewater Academy community. We believe Lisa embodies all these qualities.

As part of the selection process, Lisa met with the Board of Directors and its' members on multiple occasions. She also met with administrative leadership, faculty, and staff. The Board also held a school community input session during which time patron's, parents and staff had the opportunity to provide input into what they would like to see in a new Head of School. The Board also received input via a survey, emails and phone calls. All the input received was considered in the selection of our new Head of School.

Lisa comes to us from Franklin City Public Schools where she most recently served as a "Turnaround Principal", supervising instructional programs, operations, human resource management, budgets and the professional development of teachers and staff. Lisa has extensive experience with school improvement and increasing student academic performance. She has a Master of Education in Administration and Supervision from Cambridge University, a Bachelor of Science degree in Elementary Education from Chowan University and is a graduate of the College of William and Mary "SURN" Principals Academy.

Lisa has also served on the Superintendents Advisory Council, Gifted Advisory Board, Special Education Advisory Board and the School Safety Council. She has also administered Data Driven Lesson Planning, Differentiated Instruction, School Safety & Intruder Response, Vertically Aligned Curriculum, Student Engagement and Understanding Expectations.

The Board of Directors would like to extend its sincere appreciation to everyone in the Tidewater Academy community who participated in this process. We believe Lisa will be a great asset for our school and will be a significant part of leading the future growth of Tidewater Academy.

On behalf of the Board of Directors, please join me in welcoming Lisa to the Tidewater Academy Community!

Sincerely,

William A. Havard  
Chairman, Board of Directors  
Tidewater Academy