



June 7, 2023

Dear UCDS Community,

We are honored and excited to announce that the UCDS Board of Trustees has unanimously selected Jen Vary to succeed Paula Smith as Head of School beginning July 1, 2024. Our vetting process confirmed what we already believed about Jen and her nearly two decades of UCDS service: that she's collaborative, strategic and passionate about both UCDS' mission and its culture. Together, these traits make her uniquely qualified to lead UCDS into the future.

Jen's ascension was truly earned. Our succession committee worked with a nationally recognized school search firm to spell out a robust interview and assessment process. At the conclusion of that process, it was clear to the committee and the Board that Jen was exceedingly qualified to be the next Head of School.

That clarity is anchored in the consistent story that emerged around Jen during the vetting process. Over and over, we heard specifics about Jen's leadership qualities. We heard of the passion that she built in the classroom and transferred to the administrative suite. We were provided examples of how her commitment to academic excellence extends to every student and faculty member. Finally, we heard what most of us have witnessed first-hand: that Jen demonstrates a willingness to work in partnership with a supportive community of parents and guardians and believes in the value of nurturing and sustaining a diverse, equitable and inclusive school community.

We hope the unanimity of our vote serves as a strong indicator of our commitment to Jen and our belief in her ability to lead UCDS.

Jen and Paula have worked together closely at UCDS for 20 years. That powerful bond will pay rich dividends as they collaborate on a smooth leadership transition over the next year. We are grateful to them both. Please join us in extending a warm welcome to Jen as our next Head of School.

With Gratitude,

The UCDS Board of Trustees