

Case Study 1

Heads of School Forum: In-Person

Heads of School from 10 independent PK-8 schools in San Francisco | Marin | Sonoma have met regularly in person since 2021 to coach each other through challenging changes in education.

1. Participants:

10 PK-8 Independent Schools. Average enrollment: 300. Largest school: 600+ students.

- Brandeis Marin
- Cathedral School
- Healdsburg School
- Marin Country Day School
- Marin Horizons School
- Marin Primary & Middle School
- Marin Montessori School
- Montessori de Terra Linda
- Mt Tam School
- SF Friends School
- Spring Hill School

2. Meeting Cadence:

From September 2021 to date, this group has met roughly six times per year for three hours, in person at a central location in Marin County.

3. Principal Objectives:

Following the impact of Covid in 2020-21, these Heads of School were looking for a more effective way to navigate the changing educational landscape, develop new leadership skills, and support each other beyond the traditional information sharing of local heads groups.

4. Program Focus:

The range of current events influencing school communities today continues to grow and includes the exhausting impact of constant change and transition, accelerating technology, political polarization, global conflicts, religion in schools, renewed debate around race and equity, anti-semitism, and social justice issues. These have become complex issues for many schools to navigate amongst parents, staff and students alike, requiring careful attention to community values and inclusive dialogue.

5. Impact Measurement:

As of May 2025, the group's year-end impact measurement survey reports:

- 100%** stronger authentic relationships with peers
- 97%** reduced feelings of isolation in the job
- 96%** would recommend Forum to colleagues
- 94%** improves my overall well-being
- 94%** feel more engaged in my role as a leader
- 91%** more confidently model whole-self well-being for my community

"Forum is a game changer. From our first session, I was blown away by how refreshed, energized, and connected I felt. This has continued for four years. Of all the events on my calendar, Forum is the one that I protect the most. I will not miss a session!" - Andrew Davis, HOS, Mt Tam School