



February 2019 View this newsletter online by [clicking here](#).

### **Seven Questions With....**

*A profile series of AIMS Heads of School, this year we highlight those with new appointments at our member schools.*



Randal Brown  
Head of School, Worcester Preparatory School

### **What lessons have you learned about leadership?**

Formidable skills of diplomacy are incredibly valuable and especially so as you advance in your school career. I have heard some experts describe conflict resolution as the essential skill in the industry. Do not shrink from the tough problems confronting your school, meet them head on. These tend to be the obvious problems clear to everyone. You get credit for taking them on and in doing so, it creates a positive gravitational pull that tends to bring along everyone else in the organization. Let subordinates know they have your trust and support. Never be shy about publicly praising their hard work or good ideas. Do not micromanage.

[Read more of this interview here.](#)

### **Data-Driven Decision Making from AIMS**

A benefit of AIMS membership is access to statistical data from member schools that

can inform decision-making by providing data points on trends in things like tuition pricing, salary ranges, inquiry and application rates, diversity statistics and so much more. Initial reports went out to Heads of School and Business Officers in December and more in-depth reports were released this week. Some interesting facts: Total enrollment for all AIMS schools has remained stable (2017 to 2018) and over \$190 million dollars in financial aid was distributed to students in 2018.



## NAIS/DASL Statistics

### Making Schools Safe: Creating Gender Inclusive Schools Breaks Attendance Records



*Jonathan Skurnik,  
Founder of the Gender and Youth Media  
Project*

On Tuesday **February 5th**, almost 250 teachers, staff and students gathered at **The Beth Tfiloh Dahan Community School** in Baltimore for our daylong deep-dive on creating gender inclusive independent schools. This was the first year we had more students attend than faculty and staff, and **Jonathan Skurnik**, our keynote speaker, rose to the occasion. After screening [his documentary](#) on the subject, he then encouraged dialogue and discussion, and many shared their sometimes emotional stories with the group. A transgender young woman, Johanna, was also present at the afternoon screening of the film marking her transition called **Becoming Johanna**. Students were treated to a Q and A with her, while the adults spent time with Mr. Skurnik discussing policy. Attendees left with a firm grasp of best practices for creating their own inclusive schools.

### Streamlining Accreditation Processes at AIMS

The **AIMS Commission on Accreditation** is the group of experienced volunteer professionals who oversee our accreditation process and protocols and deliberate on individual visiting committee reports and action plans from our schools. Our regular meetings, both in-person and via video conference, allow us to focus on both the progress of individual schools and strategic issues associated with accreditation as a process of self improvement, professional development, and peer evaluation. This year, we are *refining the process that our Commission uses to review and edit our reports*. Through the *use of shared electronic documents*, we have increased our focus and efficiency with each report, thereby allowing our Commission meetings to focus on the overall dimensions of each report, as well as **strategic issues related to accreditation as a tool for school growth and as a "brand" for our schools in the marketplace**. AIMS deeply appreciates the generous time shared by Commission members, and visiting committee chairs and members who engage in observational expertise in support of independent school growth and advancement.

**When your phone rings or an email pings from the AIMS offices, please consider accepting your invitation to serve to on a visiting committee!**



Over 80 of our Heads' Assistants and Administrative Assistants  
 February 8, 2019 at Bon Secours Retreat Center  
**2019 Head's Assistants and Administrative Assistants Retreat**

**Upcoming Professional Development Opportunities**

- [Conversations for AIMS Faculty/Staff of Color](#), Feb 22 at Friends School of Baltimore
- [AIMS Job Fair](#), Feb 23 at Gilman School
- [Birds of A Feather Round Table: First Grade](#), Feb 22 at Gilman School
- [Alumni Relations 101](#), Feb 25 at The Cambridge School
- [Virtual and Augmented Reality 101](#), Mar 6 at STAR Academy
- [Birds of A Feather Round Table: Third Grade](#), Mar 7 at Friends School of Baltimore
- [Talking About Race With Our Students and Each Other](#), Mar 20 at Rochambeau

The image shows a dark blue banner with white text and logos. On the left is the AIMS MD | DC logo, which includes an open book icon and the tagline "SERVING INDEPENDENT SCHOOLS IN MARYLAND &amp; THE NATION'S CAPITAL". To the right of the logo, the full name "ASSOCIATION OF INDEPENDENT MARYLAND &amp; DC SCHOOLS" is written, followed by the address "890 AIRPORT PARK ROAD, STE 103, GLEN BURNIE, MD 21061". Below the address are the website "AIMSMDDC.ORG", the phone number "410-761-3700", and social media handles for Twitter "@AIMSMDDC" and Facebook "Find us on Facebook".

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