



January 24, 2018

Dear Urban Community,

On behalf of the Board of Trustees of Urban School of San Francisco, and with deep appreciation for his extraordinary leadership over the last three decades, I'm writing to inform you of Mark Salkind's decision to retire as Head of School at the end of the 2018-19 school year (June 30, 2019).

Mark's love for and dedication to Urban have been remarkable, and he has positioned the school well for its next chapter. Mark has been a part of Urban since the very first day the school opened in 1966 and was a member of its second graduating class in 1970. Under his leadership, Urban has earned a national reputation for extraordinary teaching and for excellence and innovation in its educational program. Mark has overseen the growth of the school from 170 students when he was named Head in 1986 to 420 students today, with applications increasing from 45 in 1986 to more than 715 currently. He was instrumental in raising funds to purchase the school's first set of buildings and has overseen four major capital campaigns to expand school facilities. With the impending roll out of *Urban Thrives 2023*, Mark has completed seven strategic plans while at Urban. With Mark's encouragement and backing, Urban pioneered numerous innovations in teaching and learning, including being the first California high school to implement a 1:1 laptop program in 2000 and recently helping to develop UrbanX Labs and its focus on STEAM curriculum.

We are all testament to the fact that Urban will continue to grow and build upon Mark's legacy. Urban's teachers are experts in their fields and in how students learn best in order to prepare them for life after Urban. Our administrators and staff lead the way in developing systems that allow for the school's ongoing evolution. And most importantly, the students, guided by their advisors, teachers and families, are the gatekeepers of Urban's core values. Every day, our entire Urban community comes together to make the school thrive.

The Board of Trustees is honored and humbled to begin the search for Mark's successor, firmly guided by Urban's core values. The Head of School Search Committee will be chaired by trustees Shannon Cogen (Jack '18 and Tess '21) and Scott Sklar (Emily, '16), joined by parents/trustees/alums Steven Dinkelspiel ('74) (Emma '07 and Eli '14), John Hayashi (Lizzy '20), Misha Olivas ('94) (Mookie '19), Mark Wehrly (Alaina '20), and myself, and faculty members Cathleen Sheehan, Matthew Casey and Clarke Weatherspoon. The Board has engaged Clay Stites and Coreen Hester of Resource Group 175 (www.rg175.com) to assist us with this process. More information about the search process can be found at www.urbanschool.org/headsearch.

I know all of you will join me and the Board in expressing our appreciation to Mark over the course of this and next school year. We plan to organize many occasions in which we will thank Mark and celebrate his leadership. As a community, we will work together to identify a new Head who shares our mission and values and has the vision to lead us in the next stage of Urban's growth. I look forward to working with you in this process, which will rely on input from faculty, staff, parents, students, alumni and other community members. Thank you for your continuing support of Urban School of San Francisco.

Yours most sincerely,

A handwritten signature in blue ink that reads 'Eve Niquette'.

Eve Niquette (Geneva '16, Charlotte '17 and Sophira '21)
Chair, Urban School Board of Trustees