



FIND YOUR VOICE. SPEAK YOUR MIND.

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As Associate Head of School for Community, Nora Bates Zale's role in this leadership team will involve cultivating a vibrant and supportive school culture, as well as telling the story of who we are to the broader community. She will work closely with our Admissions and Advancement team in all facets of student admissions, marketing, and strategic fundraising. She is the point of contact for any external relations needs, and will serve on our Board's Development Committee. Nora will continue to oversee all areas of non-academic Academy student life. This includes programming for our advising program, leadership councils, senior leadership, special/traditional events, and now summer internships as well. She also will continue to oversee discipline, as well as work with our psychological consultant, and be the sounding board for the always active process of defining and honing our school's policies and standards.

As Associate Head of School for Academics, Neale Gay's charge is to focus on maintaining and developing our rigorous academic and arts curriculum from all angles, and to collaborate with John Schatz to spearhead academic program initiatives, such as our Enrichment and online learning opportunities. Neale will also pursue staff development, assist in strategies for admissions, and serve on our Board's Governance Committee. Neale will continue to specifically oversee the curriculum and faculty of our Humanities, Arts (including studio blocks), and now Languages programs, and serve as College Counselor.

As Associate Head of School for Operations, John Schatz's role will be to monitor the workings of the whole Academy machine, as it were, in close collaboration with the Director of Finance & Operations—a position previously known as Chief Financial Officer—as he oversees human resources, budgeting and operations, such as facilities, transportation, etc. John will also collaborate with Neale on spearheading academic initiatives, will manage the project of pursuing a boarding program, and will serve on our Board's Finance Committee. John will continue to oversee the curriculum and faculty of our Math & Science programs, as well as serve as Registrar and Athletic Director.

With a combined amount of over 20 years of experience of working at The Academy, we three are honored to have the support of both the Board of Trustees and the community in stepping up to the helm for this next chapter of the school's life. We have already begun to share the details of our various tasks with one another, and will continue to work as a concerted unit. We value the camaraderie we have built with one another, our ability to communicate clearly and respectfully, our different but complementary skill sets and our shared love of this very special school. We invite one and all to reach out to us with any questions or concerns - you can do so in one fell swoop by using this email: hos@charlemont.org. One of us will be sure to get back to you as soon as we can.