

May 10, 2022

Dear Academies at Roxborough High School Community:

Several months ago, Ms. Kristin Williams Smalley joined our school community as an Interim Principal. This initial appointment was temporary. We knew we would ultimately need greater input from the school community at large before making a permanent appointment. We set out to seek a wide range of opinions. Ideas from the community were gathered. An advisory group was formed to represent community constituents. Staff members and students submitted letters and testimonies describing their needs. We wanted to find the ideal leader for such a special school. I am excited to share that we have.

Ms. Kristin Williams Smalley has now been selected to serve as the official Principal of the Academies at Roxborough. The “interim” label is no longer needed. Principal Smalley stepped in during a time of significant change and considerable challenges. She demonstrated the wisdom to listen to stakeholders and understand their needs, the patience to observe and learn, and the courage to lead.

Principal Smalley quickly emerged as the right choice for continued leadership at the Academies at Roxborough. Feedback from participating stakeholders included powerful sentiments such as the following:

- **Parent:** *“Principal Smalley is a trusted ally for my daughter.”*
- **Student:** *“We want Ms. Smalley as our principal! She cares for us and believes in us”*
- **Community Member:** *“I know what we need, and it is Principal Smalley. I have had many interactions with her. She is the best.”*
- **Faculty:** *“Mrs. Smalley strives tirelessly to ensure that every body that comes into our building feels cared for and supported. Mrs. Smalley expects much from staff and students alike . . . We don’t mind, though, because when she asks us to give 100%, she’s giving 200.”*

I want to extend my deep appreciation to the selection committee for their commitment, for their collaboration, and for their care through this process. I also want to thank the many members of the school community who shared their hopes and perspectives during this search.

Principal Smalley has a vision for the Academies at Roxborough. Her strong leadership will be essential to achieving this vision. She also knows, however, that the vision can only be achieved with the collaboration and partnership of all members of the community. We are excited that she will be the galvanizing influence that leads the Academies at Roxborough community forward. Please join me in “welcoming” and congratulating Principal Smalley.

Sincerely,
Noah Tennant
Assistant Superintendent