



Tomás Hanna
Associate Superintendent, Secondary School Performance

February 12, 2025

Dear Girard Academic Music Program (GAMP) school community:

I am writing to share an update on the hiring process for the future principal for GAMP. We appreciate you graciously hosting district leadership on January 8 and 9, 2025 to share your concerns and provide feedback regarding the principal hiring process. We wish to make sure every student and their parents or guardians feel heard and seen.

During our time together you shared your thoughts on the principal hiring process; what the future leader of GAMP should know about the uniqueness of GAMP; and, the qualities you believe the next leader should possess.

On February 11, 2025, SDP leadership reconvened with leaders of the School Advisory Council (SAC), Home and School Association (HSA) and Principal Selection Advisory Committee (PSAC) to provide an update based on our collective experiences to date and your engagement with us in January.

Please see the next steps that will take place immediately based on your requests.

- Dr. Anh Nguyen, Assistant Superintendent of Learning Network(LN) has been appointed by District leadership as the liaison between the Central Office and GAMP. In this role, she will continue to be involved in GAMP's principal interview process, including the Principal Advisory Selection Committee, and strengthen communication with the school community. You can reach Dr. Nguyen via email at anhbrown@philasd.org.
- The GAMP principal position will be defined using the principal profile that incorporates language from the original & revised position descriptions that takes into account feedback from the Assistant Superintendent, the Principal Selection Advisory Committee (PASC) as well as input gathered during the January 8 and 9 community meetings. The recommendations you shared have been accepted and will be incorporated into the position description for GAMP.
- Ideal candidates will have demonstrated experience in leading at both the middle school and high school levels and will possess a strong understanding of and experience supporting both academic rigor and robust music education. Candidates must also have a proven track record of success in working with and supporting diverse school communities.
- To attract the most talented educational leaders, the Office of Talent will expand its recruitment efforts for the upcoming round of principal postings, including the

widening or enlarging of the 'Principal Pool of Eligible Candidates,' by publicizing these opportunities locally, regionally and nationally.

- The Office of Talent has the responsibility of ensuring candidates meet the qualifications of the position. The Principal Selection Advisory Committee (PSAC) is invited to participate in Interview Day. During this event, PSAC members will be provided with candidate résumés.
- The District continuously evaluates the principal selection process to ensure it effectively meets the evolving leadership needs of our schools and provides a positive candidate experience. Feedback received from the GAMP and other communities is carefully considered as part of our ongoing review.
- Until such time a principal is identified for GAMP, Principal Beaver will be asked to remain to ensure continuity of leadership. We join the GAMP community in thanking her for her willingness to serve in this critical role.

Your partnership is of the utmost importance when making decisions about what is in the best interest of our students. The School District of Philadelphia is committed to becoming the nation's fastest-improving, large urban district. This ambitious goal hinges on having exceptional teachers led by outstanding principals in every school.

Sincerely,



Tomás Hanna
Associate Superintendent
Secondary Performance

CC: Dr. Jermaine Dawson, Deputy Superintendent - Academics
Oz Hill, Deputy Superintendent - Operations
Dr. Anh Nguyen, Assistant Superintendent, LN15
Kaylan Connally, Chief of Talent
Joanne Beaver, Principal, GAMP
Leaders of GAMP SAC, HSA and PSAC
Monique Braxton, Deputy, Communications