



Public Charter High School

November 2018

Dear Thurgood Marshall Academy Community and Friends:

After three years of service to the Warriors community, I have decided to step down as Executive Director of Thurgood Marshall Academy at the end of the 2018-2019 school year.

I did not make this decision lightly; it was a deeply intentional process and it is with a sad and heavy heart that I share the news. As some of you know, the past year has been challenging for me personally as I deal with an aging family far from DC and increasing obligations which require more of my time be spent with my family. I have decided to make this announcement early in the school year to allow the Board the time necessary to complete a robust search for my successor.

I am very proud of my time at Thurgood Marshall Academy. When I joined the school, I did so with the expressed goals of growing the school, increasing our student retention, building special education systems and supports at the school, and maintaining our traditions of excellence. As I reflect on my time, I am confident that we completed a robust planning process related to our potential growth and, while we didn't decide to replicate at the time, we learned a great deal what is necessary for potential future growth. I am proud that we have maintained our Tier 1 status each year while increasing our retention of students and building a program that serves more students with deeper instructional needs. Because of this work, I am confident that the school is in a great place to accept a new Executive Director who will move the school to its next phase while continuing its traditions of excellence.

I am including a letter from the Board of Trustees that contains more information about the search process. I intend to remain at the school for the duration of the 2018-2019 school year and assist with onboarding the new Executive Director in order to ensure the school is set up for success. If you know of anyone that may be interested in the role, I encourage you to reach out and share the vacancy announcement or connect them via email with our recruiter Heather Schwager at [heather@reviverecruiting.com](mailto:heather@reviverecruiting.com).

I will always be a TMA Warrior and always committed to education for all; I believe so much in this school's mission, and I couldn't be prouder of the students, teachers, and staff for their work. It is so inspiring to watch all of you work increasingly hard to make sure that each of our students is pushed to be great and given a place to be themselves. I know that it is this determination and your work that will enable the school to continue its traditions of excellence throughout and beyond this transition.

As always, please do not hesitate to reach out to me with questions. I can be reached at [rpohlman@tmapchs.org](mailto:rpohlman@tmapchs.org) or 202-563-6862 x124.

Sincerely,

Richard Pohlman  
Executive Director