



July 19, 2018

Dear Cardinal Newman High School Community,

We are thrilled to announce a new organizational structure for the leadership of Cardinal Newman High School which will take effect on August 1st. An organizational structure, with the roles and responsibilities of its various positions and employees, must be coordinated in a way that will best serve the organization's mission, purpose, and goals. Through a process that included months of analysis, discussions, research and feedback, we have determined that a President-Principal model of leadership is no longer the optimum structure to efficiently serve the needs of Cardinal Newman's students, teachers, staff and school.

Graham Rutherford has served in the role of principal with admirable passion, dependability and inspiration while consistently placing the needs of students before other demands. The last school year with its overwhelming challenges to our community has provided evidence to his strong leadership and selfless service to the Newman community. We are deeply grateful for his hard work and service.

The last school year has also demonstrated that a team approach to leading Cardinal Newman is now a more efficient and effective structure to supporting students, staff and school. In this new structure, Mr. Rutherford's leadership as a member of the Administration Team will be focused on Student Life, Athletics, Student Activities and Student Discipline. This new position will allow Mr. Rutherford to focus his talents and energies on these areas which will thereby strengthen and build Newman's Student Life programs. Other members of the Administration Team will also have their defined areas to lead and manage. Together with President Laura Held, the Administration Team will collaborate, plan and execute the vision and strategy needed to continue to advance Cardinal Newman High School as the exemplary Catholic educational institution it is known to be.

Please review the attached announcement letter from Cardinal Newman High School's Administration Team. We are confident that these changes will more efficiently support and advance the work of teachers and staff.

Thank you for your support and your continued support as Cardinal Newman High School constantly strives to improve its service to students and families.

Blessings,

Dr. Linda Norman, Superintendent of Schools for the Diocese of Santa Rosa
Ms. Laura M. Held, President of Cardinal Newman High School