



Phillips Academy
ANDOVER

January 30, 2026

To the Andover community:

On behalf of the Board of Trustees, I am writing to inform the community that our 16th Head of School, Dr. Raynard Kington, will be leaving the Academy at the end of the 2026-27 school year.

The entire Board joins me in expressing our profound gratitude to Dr. Kington for his steadfast and bold leadership. Dr. Kington has championed many essential initiatives that reinforce Andover's commitment to providing an excellent education to talented students from a wide range of backgrounds and that sustain and strengthen the school's founding values in an era of rapid and uncertain change.

With his keen analytical mind and deep experience running complex institutions, Dr. Kington has ushered in several critical institutional reforms aimed at improving Andover's governance, instituting robust processes for evaluation and growth for both faculty and curriculum, and responding to escalating pressures on our students, faculty, and families.

Dr. Kington's leadership approach has been strategic and thoughtful, surfacing numerous important and sometimes complex challenges and, most importantly, designing systems and solutions that address those challenges. Dr. Kington has compelled all of us to re-examine our core operating principles, leading us to several innovative accomplishments, a few of the most important of which I would like to acknowledge:

- Developed and implemented a new system of support and feedback for faculty. The system emphasizes training, development, and assessment that capitalizes on deep analysis and intergenerational learning within cohorts defined by career length.
- Led the initiative to define the essential pillars of an Andover education, both school-wide and on the department level.
- Initiated a comprehensive curriculum review, including regular external departmental reviews in partnership with experts from higher education and secondary education.

- Created the Staff Council to deepen community connection and voice in shaping school policies and practices.
- Conceived and opened the Office of Family Engagement to improve support for all families.
- Introduced restorative principles to the student conduct system.
- Launched the Leadership Development Program within the Tang Institute, offering opportunities for all Andover employees and partnerships with other schools.
- Initiated a review of the structure and goals of the athletics program.
- Completed the Andover Anti-Racism Task Force Report.
- Strengthened support for student health and wellbeing, including efforts to improve connections with adults.
- Improved board engagement across a new committee structure, with more opportunities for trustees to engage in strategic, generative discussions and decisions.
- Conducted—and continues—a deep analysis of the school’s fiscal and financial responsibility, considering the size of the school, enhancing the student experience, and bolstering our advising and mentoring systems.

In every instance, Dr. Kington has brought care for student wellbeing, rigor, discipline, and courage to his work, which Board members have found invaluable as we work to ensure the future of our exceptional Academy.

Dr. Kington has achieved all of this amid a challenging pandemic, the completion of the school’s most extensive capital campaign, and numerous essential building projects to enhance our facilities. Through it all he has personified the authentic, courageous, incisive leadership to which we all aspire. Dr. Kington combines knowledge, goodness, and the pursuit of excellence with a *non sibi* commitment to service of humanity.

The Board looks forward to partnering with Dr. Kington and his senior staff to maintain momentum on these important initiatives over the next 18 months. We have retained the search firm, Carney Sandoe, to begin the process of identifying a successor for Dr. Kington and expect to share further information in the weeks to come. For now, we thank Dr. Kington, his husband Dr. Peter Daniolos, and their sons, for the dedication they have all shown to Andover and for being an invaluable part of our community.

Sincerely,

A handwritten signature in black ink, appearing to read "Amy C. Falls". The signature is fluid and cursive, with a large initial "A" and "F".

Amy C. Falls '82, P'19, '21
President, Board of Trustees