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Cape Schools Open Minds and Open Doors

Community • Academics • Passion • Ethics

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May 16, 2023

Dear Parents/Guardians, Staff, and Members of the Community,

After an intricate and extensive interview process, involving many stakeholders including parents, staff members, students, School Board members, and administrators, it is my sincere pleasure to announce that we have offered the finalist position of Pond Cove Elementary Principal to Ms. Tiffany Karnes. She was enthusiastically the unanimous choice of the eighteen person Hiring Committee. This process included the following steps:

- An initial interview with an eighteen person hiring committee to determine finalists
- The two finalists visited Pond Cove to meet with students in classrooms, meet with the staff, and meet with parents/guardians
- A site visit by an eight person team to each of the finalist's elementary school to meet with staff, parents, students, and other administrators
- The two finalists returned to Pond Cove for a Q & A session with staff
- Reference checks of each finalist
- An interview for each finalist with our Assistant Superintendent and myself

Ms. Karnes comes to us from MSAD 17 in Oxford where she has been a Principal at Oxford Elementary School for nine years. She has over 24 years of experience in education, with 17 of those years as an administrator. She is a firm believer in allowing students to feel safe to take calculated risks, think creatively, and become passionate members of their community in positive ways. She believes that it is imperative to bring students, staff, and community stakeholders together to provide a safe learning-centered environment for students to thrive in.

We believe that she will bring her passion, vision, and drive to lead our staff and students with integrity, courage, and kindness that we were privy to during the interview process. The School Board will vote on her nomination at a Special Meeting on 5/23/23. After what I believe will be a positive vote, I hope that you will join us in giving her a very warm welcome into our school community. There will be events offered for you and your children/students to get to know Ms. Karnes as well. We are very excited for the future of Pond Cove.

With Appreciation,

Chris

Chris Record, Ph. D