

# Poway Unified School District

*Donald A. Phillips, Ed. D., Superintendent*

**Dated: February 8, 2010**

**Subject: Retirement and Opportunities**

Dear Staff

Earlier tonight I formally announced to the Board of Education my plans to retire from Poway Unified, effective at the end of this school year. This is my 9<sup>th</sup> year in Poway and 20<sup>th</sup> year as a superintendent, after almost 40 years in education. My wife Robyn will also be retiring from Oceanside USD, and we are looking forward to having more time to travel, read the newspaper in the morning with a second cup of coffee, and doing some consulting work in public education. It feels like the right time to enter into a new chapter in our lives, as this June we reach major milestones in our retirement planning and family.

Following my announcement, the Board announced its unanimous intention to formally appoint Dr. John Collins as superintendent effective July 1, 2010. This will occur at the Special Board Meeting on February 22. I'm delighted with this decision and believe John will bring great continuity to the leadership of the District. John has served at all levels of leadership in Poway Unified – as assistant principal and principal, assistant superintendent and associate superintendent in the Learning Support and Business Support divisions, and most recently as deputy superintendent in my office. In my estimation, he is clearly the right leader to take over the helm of the District at this difficult time.

I hope you will join me in congratulating John on his upcoming formal appointment by the Board of Education.

I am very honored to have served as superintendent in this truly exceptional educational system. I cannot help but have mixed feelings about retiring, but I also look forward to a new set of challenges. I also cannot tell you how much I appreciate your dedication and commitment to prepare all students for their future. Thank you for your support over the years. I will clearly miss working with all of you after June 30<sup>th</sup>. In the meantime, we have a lot of important work ahead!

Warm regards,  
Don