Pingree School State of the School
2020–2021
UPCOMING EVENTS

VIRTUAL EVENT
Managing Stress, Anxiety, and Parenting Under COVID-19: A Conversation with Dr. Lisa Damour
Monday, February 22, 6:45–8:15 p.m.

VIRTUAL EVENT
Go Beyond an Awareness of Racism: Contribute to the Formation of a Truly Just and Equitable Society—An evening with Ibram X. Kendi, sponsored by AISNE
Wednesday, March 3, 6:00–8:00 p.m.
Dedicated to academic excellence and development of high personal standards, Pingree believes that a love of learning flourishes best in a diverse community that respects truth, curiosity, creativity, humor, and independent and imaginative thinking. Above all, Pingree strives to instill in its students integrity, decency, compassion, self-esteem, and commitment to one another and to the world at large.

Navigate | Communicate | Relate | Originate | Participate
Community, gratitude, and decision-making priorities

Community health and testing data

Cautious optimism

Resilience and patience
2021-22 calendar planning

T3 planning and year-end events

Collaboration and student participation

Feedback and assurance
FINANCIAL OVERVIEW
Fiscal Year 2020

SOURCES OF INCOME

- Net Tuition Revenue, 87.2% ($14.0M)
- Other Income, 5.0% ($811K)
- Endowment Contribution, 1.6% ($260K)
- Annual Giving, 6.1% ($984K)

DISTRIBUTION OF EXPENSES

- Salaries and Benefits, 62.9% ($9.8M)
- Academics and Athletics, 10.7% ($1.7M)
- Administration, 9.3% ($1.5M)
- Debt, 2.6% ($400K)
- Buildings and Grounds, 14.5% ($2.3M)
Health And Safety Enhancements
   Testing for Students, Faculty, and Staff
   Additional Staff and Transportation
   PPE Materials and Partitions
   Janitorial, Cleaning, and Sanitizing Supplies

Teaching, Learning, and Classrooms
   Professional Development
   Technology Upgrades and Equipment
   Spaces: Furniture, Tent Rentals, and Reconfiguring Classrooms

Financial Aid
   More than $4.5 million distributed to 38% of our students

*Final financial report will be shared with families post fiscal year-end.
ANNUAL FUNDRAISING EFFORTS

THE ROLE OF THE PINGREE FUND

- A community-driven annual fund that bridges the financial gap not covered by tuition and endowment income

- In 2020–2021, the Pingree Fund goal is $1.3 million

- Long-term goal is to raise $1.5 million annually (10% of operating budget)

ONEPINGREE SUPPORT FUND

- Health and Safety Enhancements
- Teaching, Learning, and Classrooms
- Financial Aid and Access

MALCOLM COATES PREP@PINGREE PROGRAM

HEAD’S FUND FOR INNOVATION & FINANCIAL FLEXIBILITY FOR PROGRAM
As Pingree School celebrates its sixtieth year, now is the time to reflect and plan for our future. The strongest schools provide an exemplary program today while also preparing to meet the school’s needs many years down the road. Some educational leaders believe that endowment per student is the most reliable predictor of a school’s future success. Now is the time for Pingree.
ENDOWMENT TO DEBT COMPARISON

($000)
HISTORICAL SNAPSHOT OF CAMPUS MASTER PLAN

Over the last decade, we have invested more than $30 million into our physical plant. Recent projects have included:

- **2004**
  Building Our Future, Expanding Our Home Campaign
  Completed in 2004; included academic center project

- **2014**
  Campaign for Arts, Athletics, and Access
  Completed in 2014; included new athletics center, performing and visual arts center, and access fundraising

- **2015**
  Commons Renovation Project
  Completed in 2015; phase one of the project included upgrades to student seating and serving area

- **2018**
  Turf Field Project
  Completed in 2018; phase one of project included installation of outdoor field and lights
PHILANTHROPIC INITIATIVES AHEAD

ENDOWMENT
Financial Assistance and Access
Faculty Support: Endowed Chairs and Professional Development
Fellowship Program
Prep@Pingree

PINGREE FUND
Unrestricted
Head's Fund for Innovation
Prep@Pingree and Access

PHYSICAL PLANT
Flexible Classroom and Science Spaces
Meeting & Performance Space (~150 people)
Support, Study, and Social Spaces
Wellness Center, Rink, and Track
Outside Learning Commons | RECENTLY RENOVATED
Upper Theater Lobby | **RECENTLY RENOVATED**
Dining Commons | RECENTLY RENOVATED
Upper Level Uhle Hall FUTURE
CELEBRATE DISRUPTIVE INNOVATION

Academic Approach to Managing Pandemic

CURRICULAR INNOVATION
- 2020 Booster Block Grammy Mix
- 9th Grade history monument project
- Architecture
- COVID-19 H-Block

FOSTERING EQUITY, INCLUSION, AND ANTI-RACISM IN OUR CURRICULUM AND OUR PEDAGOGY
- Advanced Environmental Science
- Math 3

CONTENT VS. MASTERY AND MAINTAIN FOCUS ON EQUITY AND ACCESS

“I think we need to be careful about saying there is X amount of overall learning loss because to me that is not the problem. It’s the inequality, it’s the inequality, it’s the inequality.”

– Professor Andrew Ho, Harvard Graduate School of Education on WGBH
STUDENT PROJECT SAMPLES

2020 Booster Block
Grammy Mix

9th Grade History Monument

Architecture

COVID-19 H-Block
CELEBRATE DISRUPTIVE INNOVATION

Academic Approach to Managing Pandemic

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Math 3: Housing and Loan Segregation in Massachusetts

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GOALS
Stay focused on our original planning goals, which include:

- health and safety
- equity and inclusion
- meaningful learning
- community connections

EMERGING PRIORITIES
As the year progresses and with improved weather, vaccinations, more testing, and possibly less mitigation efforts needed, additional viable goals have emerged:

- How can we accommodate students connecting with their classmates more often?
- Can we get students on campus more than twice each week?
- Can students connect with teachers more often, even if not on campus?
- Can we find ways for students to be together for co-curricular programming more often?

NEXT STEPS
- Survey to help prioritize
- Connect with DPH to share possible models
- Campus planning
- Communicate with families in early March

MITIGATION STRATEGIES IN PLACE
- Hybrid (in-person and async): De-densifies campus
- Cohorts across grade levels: De-densifies classes
- Pods: Maintains social distancing
- Mods: Minimizes contacts
- Masks
- Wayfinding
- Surveillance Testing

CHALLENGES AND OPPORTUNITIES:
- Vaccine Timeline
- Space Logistics
- Equitable instruction time across courses
- Minimize contact tracing
- Demands on faculty
Curricular planning for 2021–2022 with typical timeline for course registration and a full catalog of courses

Fostering student-centered experiences inside and outside of the classroom

Project-based learning: holding onto exams and building in project periods

Assessments and standards-based feedback

Moving Beyond AP’s, Advanced Seminars, and Integrated Studies Program

Community building through curriculum development (e.g. performing arts, social justice/anti-racism graduation requirement)
EQUITY AND ANTI-RACISM

Deliver an anti-racist education to all students

Develop, equip, and expect every Pingree employee to foster and sustain an equitable, inclusive, and anti-racist culture
2020–2021 PROGRAM HIGHLIGHTS

SUPPORTING STUDENT LEADERSHIP THROUGH SOCIAL JUSTICE AND EQUITY CLUBS

- Allies for Racial Equality
- Gender and Sexuality Alliance
- People of Color Coalition
- Women Empowered
- Student Equity and Inclusion Committee

PROFESSIONAL DEVELOPMENT

- Courageous Conversations Workshop
- Inclusive Classroom Practices Workshop
- Faculty Groups

INDIGENOUS PEOPLES’ DAY

- Assembly: Speaker-Megan Red Shirt Shaw
- Curricular connections

MLK COMMEMORATION

- Expanded programming
- Curricular connections
- King Center Beloved Community Teach-In for Student Leaders
- Social Justice Clubs Collective Action Weeks
- Keynote Speaker: Sybrina Fulton
Deepen anti-racism curriculum development

Sustain professional development

Evaluate student programs
CO-CURRICULAR UPDATE AND PLANNING

Sustaining program while prioritizing the health and safety of our students, faculty, and staff

Ensuring that our program is equitable and accessible for all students
Health and wellness

Connection among teammates, coaches, and advisors

Continued engagement and skill development
Continuing work with our colleagues in the EIL and NEPSAC to plan

Winter and spring updates

Looking ahead to fall
CREATIVE RESILIENCE OF STUDENTS

BUILDING AND SUSTAINING COMMUNITY

- Student Leadership
- Activities and events

Pingree Run Club, meeting during Learning Across Screens
STUDENT GOVERNMENT

- Fostering inclusivity and leading by example
- Project Wayfinder: self-reflection and thinking beyond the self
- Events for the student body

STUDENT LIFE COMMITTEE

- Invaluable feedback on school life for decision-making

STUDENT CLUBS

- Social Justice and Civic Engagement
- Surge in new club ideas this year

ADAPTING WITH POSITIVITY AND CREATIVITY
ACTIVITIES AND EVENTS

Grade Games

Learning Across Screens

Spirit Week

Crafting

House Competitions

Sledding and/or Ice Skating
Organizing safe in-person social events
Supporting student choice, autonomy and wellbeing
Promoting active citizenship
QUESTIONS?

Please use the Q&A button at the bottom center of your screen to ask a question of the panel.