MISSION STATEMENT

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.
**Initial Research Phase**
Initial research included surveys, focus groups, and a mission committee.

**Mission Committee Retreat**
Mission committee reviewed survey data and began exploring mission direction.

**Board of Trustees Retreat**
Board members reviewed survey data and provided feedback.

**Statement Finalized**
Mission Committee and ISM will finalize new mission statement.

**Statement Shared**
New statement will be announced to the full community.

**Additional Resources**
Portrait of a Graduate and Characteristics of Excellence drafted.

**MISSION REVIEW PROCESS**

- November–December
- January
- January
- February
- March
- March–April
PINGREE SCHOOL GOALS FOR THE YEAR

PRIORITIZING AND BUILDING RELATIONSHIPS with a focus on the purpose of our mission-driven work and deepening our commitment to community and belonging.

INNOVATING CURRICULUM and furthering academic excellence, especially as it relates to student skill development, college and life preparation, and ongoing work to move beyond AP to more relevant integrated studies, project-based learning, original thinking, and advanced application of knowledge.

ADVANCING OUR ALL-SCHOOL COMMITMENT TO EQUITY belonging, and anti-racism through measurable, systemic efforts.

FOSTERING THE CAMPUS MASTER PLAN and timeline for strategic facilities upgrades, which include (1) the installation of a track around the turf field and replacing the tennis courts, (2) defining flexible classroom and student spaces in and around the Weld Gym and dining commons, and (3) clarifying the plans for buildings along the exit drive.
The role and purpose of education is more important than ever.

Human connection is central.

Wellbeing, mental health, and agency are the foundation.

Assumptions must be questioned with humility and discernment.

The pace of learning must allow for students to analyze and synthesize information for understanding.

Growth and understanding must guide practice.

SIX EMERGING LESSONS FOR LEARNING COMMUNITIES
PINGREE SCHOOL
Enrollment, Operations, Finance, and Philanthropy
FINANCIAL OVERVIEW
Fiscal Year 2022

SOURCES OF INCOME
where the dollars came from

- Net Tuition Revenue, 88.0% ($14.9M)
- Other Income, 5.3% ($895K)
- Endowment Contribution, 2.2% ($370K)
- Annual Giving, 4.5% ($775K)

DISTRIBUTION OF EXPENSES
where the dollars went

- Salaries and Benefits, 65.4% ($11.0M)
- Academics and Athletics, 11.1% ($1.9M)
- Administration, 9.3% ($1.6M)
- Buildings and Grounds, 11.6% ($2.0M)
- Debt, 2.4% ($400K)
BOARD OF TRUSTEES COMMITTEES

Audit
Buildings and Grounds
Committee on Trustees
Development
Equity and Inclusion
Finance
Investment
Prep@Pingree Advisory Board
The endowment is the financial foundation for today’s and tomorrow’s Pingree to thrive. As we reflect and plan for the next chapter and campaign, we will prioritize two pillars of Pingree that require critical endowment support: financial assistance and our faculty.
ENDOWMENT GROWTH & PROJECTION

Pingree Endowment (in millions)

Endowment spend projection
ANNUAL FUNDRAISING

THE ROLE OF THE PINGREE FUND

- A community-driven annual fund that bridges the financial gap not covered by tuition and endowment income
- In 2021–2022, the Pingree Fund goal is $1.3 million
- Long-term goal is to raise $1.5 million annually (10% of operating budget)

UNRESTRICTED
Flexible investments in every student with an immediate impact on our program.

PREP@PINGREE
Support academic programs, cultural enrichment, and mentorship to ambitious middle and high school students from Lynn, Lawrence, and beyond.

HEAD’S FUND FOR INNOVATION
Funds promising new ideas, coursework, and innovative programs to ensure forward-thinking change that strengthens the Pingree experience.
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:

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

2019
Community Learning Garden
Completed in 2019, phase one included installation of 12 raised beds, irrigation system, and landscaping.
PHILANTHROPIC INITIATIVES AHEAD

PLACE
- Outdoor Track and Tennis Courts
- Flexible Learning, Support, and Social Spaces
- Learning Gardens, Exit Drive Barns
- Fitness Center

PEOPLE

PACE

ENDOWMENT
- Financial Assistance
- Faculty Support
- Fellowship Program
- Prep@Pingree

PINGREE FUND
- Unrestricted
- Prep@Pingree
- Head’s Fund for Innovation
**TRACK & FIELD | TENNIS COURTS**

**FUNDRAISING GOAL**
$1,400,000

**CURRENT TOTAL RAISED**
$1,000,000

**PROJECT TIMELINE**
Plan to break ground at the close of this academic year.
Project to be completed over the summer with facilities available for use by the end of August 2022.
400m Track & Field Master Plan | FALL 2021
Celebrations
Building community through our equity, inclusion, and anti-racism efforts
Looking ahead
CELEBRATE THE JOY OF LEARNING & EMBRACING INNOVATION

HOMEWORK
Mindful approach

CHANGE THE PACE WEDNESDAYS

RESOURCE CENTERS
Educational Resource Center, Writing Center, Quant Center

STANDARDS-BASED ASSESSMENT
Skill development, authentic feedback, and intrinsic motivation

T2 EXAMS
formative “formal” exams

PROJECT-BASED LEARNING
Local L.A.B., Capstone Weeks
PURPOSE-DRIVEN LEARNING
Fostering Equity and Building Community

- Required Racial Justice Reading
- Criminal Justice and the Math Classroom
- Non-Western English Seminars
- Red Art Collective and 9th Grade Arts

“Schools learned, as neuroscientists have argued for decades, that learning can only happen when students feel connected, safe, and seen. How to create spaces of belonging, where students can bring their emotions to learning, is the new frontier for learning.”

Independent School, Winter 2022
### PLANNING PROCESS

- **Research**: Pingree, other schools, colleges and universities
- **Review**: current honors, advanced, and AP courses
- **Share**: proposals and plans
- **Synthesize**: reach consensus
- **Identify**: lingering questions
- **Propose**: Spring 2022

### CORE PROGRAM ELEMENTS

- **Meaningful Rigor**
  - **Thinkload**
- **Originate**
  - Student-driven independent work
- **Joins Scholarship with Citizenship**
  - Engage with and apply solutions to social justice issues
- **Integrated Studies**
  - Apply learning to one or more additional disciplines

### DEPARTMENT-SPECIFIC ELEMENTS

### LOGISTICS

- **Course Type**
  - Pinnacle courses
- **Students Eligible**
  - Generally limited to juniors and seniors
- **Course Selection**
  - Combined application and recommendation process
- **Course Limit**
  - Limit of 3 at one time
- **Course Duration**
  - Typically 2–3 trimesters long
- **Accreditation**
  - Vetting and Audit Process
COMMUNITY & MULTICULTURAL DEVELOPMENT

ASSEMBLY PROGRAM
- Tommy Orange
- Jason Reynolds
- Moogega Cooper

EQUITY & INCLUSION COMMUNITY STANDARDS COUNCIL
- Focus on education
- Transformative conversations about impact of words and actions on community

EXPANSION OF TEAM
- Welcoming Equity & Inclusion Student Programs Coordinator
- Increased support for student programs and curricular planning
ATHLETICS & AFTERNOON PROGRAMS

Fall and winter highlights

What it means to be a Pingree Highlander

Fostering skill development and belonging at all levels
SCHOOL SPIRIT
- Event attendance
- Spirit Club
- Upcoming Student Experiences

INCREASING ACCESS TO THE FULL PINGREE EXPERIENCE
- Scheduling
- Transportation
- Student Feedback

COMMUNITY EDUCATION PROGRAM
- Grade 9 Students
- Grades 10–12 Students
- Transfer Students
- Advisory Debriefs
QUESTIONS?

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