

A bronze statue of a swan, standing on a rock, is the central focus in the foreground. The swan is facing right, with its head turned back. The background features a large, multi-story brick building with a prominent portico supported by columns. The building has several dormer windows. The scene is set in a well-maintained garden with green lawns and trees.

Advancing the Founders' Vision

THE LOOMIS CHAFFEE STRATEGIC PLAN 2025-30



Dear Members of the Loomis Chaffee Community,

With gratitude and excitement, we share *Advancing the Founders' Vision: The Loomis Chaffee Strategic Plan 2025-30*. This plan reflects our shared values, reaffirms our mission, and offers a compelling vision for the future of Loomis Chaffee. Thank you to our students, faculty, staff, parents, and alumni whose thoughtful insights helped shape this work.

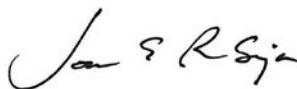
Chartered in 1874, The Loomis Institute was founded by five siblings who, after the tragic loss of their own children, sought to create a “fountain of good” for the children of others. Their noble vision — an inclusive, purposeful education for “all persons” — has guided the work and support of generations of Trustees, heads of school, faculty, staff, parents, and alumni. This plan continues that legacy, preparing our students to thrive and make a positive difference in an ever-changing world.

Central to the plan is the articulation of our core values: curiosity, inclusivity, integrity, kindness, and resilience. These values are deeply rooted in our founding ethos. From the beginning, Loomis encouraged open-minded inquiry and welcomed students from across Connecticut, the nation,

and the world. We remain committed to teaching children to think critically and creatively, and to nurturing a community where all feel seen, heard, and valued.

Looking ahead, we are confident in our ability to integrate emerging technologies while remaining grounded in human connection. Mentorship, collaborative learning, and personal expression will continue to define the Loomis Chaffee experience — even as we embrace new tools like artificial intelligence. At the heart of it all is our dedication to helping students be their best selves, serve the common good, and pursue learning with integrity, humility, and joy.

Our Founders envisioned a school that would honor the past, meet the needs of the present, and prepare students for an uncertain future. This plan affirms that vision. We are eager to begin this work — and invite you to join us.



Jody Reilly Soja
Head of School



Duncan A.L. MacLean '90
Chair of the Board of Trustees



Mission

As envisioned by our Founders, our mission is to inspire in all members of our community a lifetime commitment to the best self and the common good.

Shared Values



Curiosity

We wonder, listen, and learn with humility, purpose, and enthusiasm.



Inclusivity

We honor and protect the dignity of all members of our community and celebrate diversity of thought and experience.



Integrity

We embody authenticity and accountability in our work and our relationships.

Ne Cede Malis
“Yield not to
adversity”



Kindness

We embrace a generosity of spirit and care for others and ourselves.



Resilience

We aspire to act with fortitude and courage and to learn from adversity.



Loomis Chaffee



Loomis Chaffee pushes the boundaries of what school looks and feels like. We emphasize a dedication to humanity and the thoughtful integration of new technologies, with a commitment to critical thinking, creativity, self-expression, and meaningful dialogue. Rooted in shared values, thriving human relationships, and a commitment to the pursuit of personal and collective excellence, Loomis Chaffee empowers students to be their best selves and make an impact for the common good.

Vision





STRATEGIC PRIORITIES

Our people
Our program
Our place





Our people

We will celebrate diversity, encourage individuality, and foster a safe and inclusive environment where students, faculty, and staff feel connected and that they matter.

- Increase the sense of belonging and inclusion for all community members
- Strengthen community relationships and engagement
- Develop a comprehensive health and wellness program
- Recruit, develop, and support talented and dedicated students, faculty, and staff
- Expand our commitment to accessibility



A woman with blonde hair tied back, wearing a maroon hoodie, is speaking and gesturing with her right hand. She is seated at a white table. To her left, a young man with dreadlocks, wearing a grey sweatshirt, is listening intently. In the foreground, the back of a person's head and shoulders are visible, wearing a blue shirt. To the right, a woman with long brown hair, wearing a white sweater, is also listening. The background is a blurred workshop or classroom with various equipment and shelves. The text "Our program" is overlaid in a large, white, serif font.

Our program

We will build on our foundation of excellence in education, the arts, athletics, and co-curricular offerings while embracing innovation in our programs to foster the skills and mindsets our students will need to thrive.

- Provide more opportunities for a collaborative approach to teaching and learning
- Support the evolution of a curriculum that integrates emerging technologies while retaining our core educational practices and values
- Design and implement systems that meet our students where they are when they enter Loomis Chaffee and provide multiple pathways for success
- Develop opportunities for students to observe, practice, and engage in civil discourse with an emphasis on exploring the meaning of and relationship between the best self and the common good
- Strengthen the residential life experience through a comprehensive curriculum and dynamic programming





Our place

STRATEGIC PRIORITIES

We will ensure the long-term future of our school by responsibly stewarding resources and connecting our community to our campus.

- Advance the school's environmental sustainability efforts on campus
- Establish a deeper connection to and relationship with the town of Windsor and Greater Hartford
- Enhance alumni engagement and relationships with the school by creating experiences that deepen their affinity for Loomis Chaffee
- Ensure the economic sustainability of the school
- Create and update spaces that serve our people, programs, and community





Our Planning Process

- 1 comprehensive survey sent to Loomis Chaffee faculty, staff, students, parents, alumni, and Trustees
- Approximately 700 survey responses submitted and reviewed by the Strategic Planning Steering Committee
- 5 scheduled sessions for multiple faculty and staff focus groups, 4 student focus groups, 2 parent focus groups, 4 alumni focus groups
- Workshops with the Board of Trustees in July 2024 and January 2025
- Data aggregation from all sources
- 9 Strategic Planning Steering Committee meetings
- 9 in-person updates by the head of school at regional receptions across the United States and Asia
- 3 letters to the community with updates from the head of school
- Reports to the Board of Trustees in October 2024, January 2025, and May 2025

Strategic Planning Steering Committee

Jody Reilly Soja,
Head of School, co-chair

Keith Cowan '74, *Trustee, co-chair*

Krystal Anderson, *Staff*

Susan Chrzanowski, *Faculty*

Stephen Colgate, *Faculty*

Elliott Dial, *Faculty*

Ned Heckman, *Faculty*

Elizabeth Leyden, *Faculty*

David Rogan '76, *Trustee*

Marc Rubenstein '82, *Trustee*

Jennine Solomon, *Faculty*

Ariel Williams '06, *Trustee*



Loomis Chaffee