POMFRET SCHOOL STRATEGIC PLAN



PROGRESS REPORT

SCHOOL YEAR 2024–2025

YEAR THREE

Dear Members of the Pomfret Community,

Three years ago, we launched our strategic plan, *Change Makers and Problem Solvers*, a bold vision designed to guide Pomfret into the future.

Since launching *Change Makers and Problem Solvers*, Pomfret School has made meaningful progress across all three strategic initiatives: Integrated Educational Model, Community and Belonging, and Stewardship and Sustainability.

Today, as we mark the midpoint of this five-year plan, we reflect proudly on the tangible progress made across all three strategic initiatives. At the same time, we reaffirm our deep commitment to continuous growth and forward momentum.

Thanks to the shared efforts of our faculty, staff, students, and families, Pomfret continues to evolve into a more coherent, inclusive, and sustainable learning community. This Year Three report outlines some of the most meaningful steps taken over the past twelve months, demonstrating strong momentum and a clear alignment with institutional priorities.

Together, we are shaping a stronger Pomfret.

Sincerely,



J. TIMOTHY RICHARDS
Head of School



JUSTIN KLEIN '65
Chair, Board of Trustees

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IN JANUARY 2022, POMFRET RELEASED a new mission, vision, and strategic plan — closing one important chapter in the life of the School and opening another. As a decade-long period of growth and experimentation gives way to a new era of alignment and integration, we are pleased to present this Year Three progress report.

THESE ARE THE HIGHLIGHTS.

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INITIATIVE ONE

Integrated Educational Model

Bringing a visionary program into even sharper focus.

- Pomfret successfully launched the Pomfret Learning Record, starting with the Class of 2028. Based on the Portrait of the Pomfret Graduate, the top layer of this digital, interactive document is an easy-to-digest snapshot of all the competencies a student has earned during their time at Pomfret. The bottom layer consists of a robust student-curated portfolio that they can share with colleges.
- Colin Sullivan was hired as Director of Athletics and Afternoon Program. Before coming to Pomfret, Colin served as the assistant athletic director at Brown University and the athletic director at Salve Regina.
- The Association of College Counselors in Independent Schools conducted an ACCIS 360 audit of the college counseling program. Over three days in April ,the ACCIS team met with various school stakeholders to gather information. Several weeks later, Pomfret received a report offering recommendations for improvement.
- Students and faculty piloted generative AI in the classroom under new guidelines designed to support teaching and learning. In a related move, former Science Department Head Josh Lake was tapped to serve as inaugural Director of Technological Innovation — a new role focused on proactive implementation of AI technology.

Primary Highlight

This year, we rolled out our competency-based learning (CBL) and assessment model in the upper level curriculum, following the successful implementation of CBL in the lower level curriculum last year. We expect to complete the full adoption of CBL in the upcoming 2025–2026 school year, capping a multi-year implementation of this model.

Additional Actions

- The experiential travel program added a new destination. This year, students had the option to travel to Ikaria, Greece, as part of a course called Live Well – *Be Well: Learning from the Blue Zones*, a credit-bearing course that explores the happiest and healthiest communities on the planet.
- The Dean of Student's Office launched a new Leadership Academy. Pomfret's Leadership Academy helps students balance their roles in leadership, academics, and afternoon activities while developing the confidence and tools to lead effectively. A key component of the program is a credit system that reflects the time commitment required for each position.
- Humanities classes adopted REAL Discussion methodology for all classes, creating shared language and routines around structured discussion. P

INITIATIVE TWO

Community and Belonging

Creating a place where everyone truly belongs.

- The School reviewed admissions data regarding acceptance and matriculation rates, financial aid awards, and attrition of BIPOC students. These data were compared with other populations to identify and address inequities.
- The DEI Office created inclusive language and communication guidelines for all school materials and then conducted a review of said materials to identify areas of misalignment.
- Pomfret completed a campus-wide climate audit to assess inclusion and representation across stakeholder groups.
- Pomfret implemented ongoing professional development sessions to equip faculty with tools to address bias and promote inclusion in classrooms and beyond.

Primary Highlight

The Office of Diversity, Equity, and Inclusion created new reporting tools using formal feedback channels for students to report bias incidents directly to the DEI office for review and action. The office also implemented an educational program (GAP) for students accused of bias acts to promote awareness and accountability.

Additional Actions

- The Academic Office worked with department heads to add more diverse perspectives and voices into the curriculum.
- Pomfret strengthened existing connections with local and national organizations, especially the Youth Chapter of the Windham NAACP, to expand student leadership and connect DEI goals with global awareness.
- Students engaged in community awareness projects (CAP) with multicultural organizations to foster community service and cultural understanding.
- The School further developed a signature mentorship program designed to support groups of diverse faculty.
- The School launched a new program that pairs BIPOC students with alumni for guidance and support.

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INITIATIVE THREE

Stewardship and Sustainability

Ensuring Pomfret stands the test of time.

- We opened the Venue for Innovation, Science, Technology, and Academics (VISTA). This incredible 22,000 square-foot science center features new classrooms and learning commons, state-of-the-art lab spaces, and a central gathering point called the Hub.
- The Admissions Office explored expanding merit aid as a yield tool for high pay domestic families, starting with a new squash scholarship that covers 75 percent of tuition for recipients.
- The Facilities Department partnered with an external firm to conduct a Comprehensive Facilities Condition Assessment. This assessment provided the school with a clear, detailed accounting of the condition of our buildings and grounds, as well as our deferred maintenance.
- The Technology Office conducted a cybersecurity audit to assess areas of vulnerability. A report was created with recommended actions, many of which have already been implemented.

Primary Highlight

Pomfret successfully completed *Amplify: The Campaign for Pomfret School*, the largest fundraising campaign in the history of the School. In total, the comprehensive campaign exceeded its $80 million goal by $2 million for a total of $82 million.

Additional Actions

- The Dining Hall implemented the final phase of the composting program that brought the successful back-of-house program into the front-of -house, adding more visibility to the program and saving even more food waste.
- The Business Office partnered with Higher Learning Supply to run the School Store. The shift away from running the store in-house is expected to improve the customer experience and save the school money.
- A task force began early foundational work to prepare for the development of a new Master Plan next year. P

Strategic Plan Task Force

Integrated Educational Model



Tim Richards
Head of School



Gwyneth Connell
Director of the
Grauer Family Institute

Community and Belonging



Coretta McCarter
Dean of Diversity, Equity,
and Inclusion



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Dean of Faculty

Stewardship and Sustainability



Ed Griffin
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POMFRET

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This report represents an honest accounting of our progress in Year Three of our strategic plan. It is meant to inform and inspire our community, while reaffirming our shared purpose: to prepare students to pursue lives of meaning and purpose.