

Sesquicentennial Plan

9-05-07

The mission and values of The Pingry School are clearly understood and shared, and they have guided our governance and operations for decades. While much has changed at the school and in the world since John Pingry's time, his founding principles remain: a commitment to education in an environment that emphasizes honor and character, a commitment to respect, and a commitment to service. We share a goal—a vision—of ensuring Pingry's position as one of the very few unquestionably outstanding independent schools in the country. We must resist the temptation to rest on our laurels, and we must not let complacency, that ally of mediocrity, deflect us from our goal.

Thanks to generations of strong and visionary leadership, as we approach the 150th anniversary of John Pingry's founding of The Pingry School in 1861, the school is in a position of remarkable strength. Our financial picture is the envy of our peer schools, our admissions numbers are like those of the most selective colleges, and the performance of our students on academic measures, on the playing fields, on stage, and in the studios is exceptional.

As we regard the achievements of our alumni, and the positions of leadership, trust, responsibility, service, and power that they have held and hold today—in business, academia, medicine, public service, the arts—it is resoundingly clear that the important work that we do at Pingry now and in the days to come will serve the country and the world tomorrow.

We know that the only constant in the world of tomorrow will be change. Effective leadership in that world will demand intellectual flexibility and agility, creativity, teamwork, comfort with complexity and ambiguity, experience with diversity, and above all, character and honor. Among the first country day schools, Pingry today must redefine the country day philosophy for the new millennium.

Where we have long emphasized academic excellence, athletics, the arts, and the Honor Code, if we are to prepare our students to lead in this new world, we must redouble our emphasis on honor and character, reorient our academic focus toward intellectual engagement and rigor, confront the complexities of diversity and inclusion, and teach and model stewardship and sustainability.

By challenging ourselves, we must prepare and challenge our students to become global citizens and to engage the world rather than seeking sanctuary from it. By doing so, we will redefine the country day philosophy, and we will ensure that Pingry, through our

graduates, leaves the world a better place for our contributions to it. To do less would be to violate the very principles for which the school and its alumni stand.

Mission

The mission of The Pingry School is to foster in students a lifelong commitment to intellectual exploration, individual growth, and social responsibility by inspiring and supporting them to strive for academic and personal excellence within an ethical framework that places the highest value on honor and respect for others.

Honor Code

Pingry believes that students should understand and live by standards of honorable behavior, which are essentially a matter of attitude and spirit rather than a system of rules and regulations. Decent, self-respecting behavior must be based on personal integrity and genuine concern for others and on the ethical principles which are the basis of a civilized society.

The members of the Pingry community should conduct themselves in a trustworthy manner that will further the best interests of the school, their class, and any teams or clubs to which they belong. They should act as responsible members of the community, working for the common good rather than solely for personal advantage. They should honor the rights of others, conducting themselves at all times in a moral and decent manner while at Pingry and throughout their lives as citizens of and contributors to the larger community of the world.

Vision

Building on our long country day tradition of developing students' intellectual, creative, and athletic abilities in an environment that values character above all, our vision is to prepare our students to be global citizens and leaders of the 21st century. By setting and holding the highest of expectations, we seek to graduate young men and women who consistently demonstrate honor and character in all aspects of their lives, who as teammates and leaders navigate easily and effectively in our diverse world, who continuously challenge themselves intellectually and morally, and who are committed to ensuring that those who follow them, both at Pingry and in the world, will themselves have unprecedented opportunities.

Strategic Goals

To achieve this vision for Pingry, we must focus on four core themes: honor and character, intellectual rigor and vigor, inclusion and diversity, and stewardship and sustainability. We will advance these themes over the next five years through five strategic goals:

1. A well-rounded student body that is rich in potential and character, diverse in perspectives, backgrounds, aspirations and talents, and accomplished in academics, the arts, and athletics.

a. Enhance marketing and branding to ensure that Pingry's reputation is exceptional, accurate, and proactively shaped by the school

b. Take ongoing steps to engage the whole family of every Pingry student and candidate for admission in understanding and committing to the school's mission, vision, and Honor Code

c. Ensure that the admissions process continues to attract, admit, and enroll the best candidates to shape a balanced and diverse student body of extraordinary character and capability

d. Raise sufficient financial aid endowment funds to enable the best students who are admitted to enroll at Pingry

2. A collaborative faculty that is exemplary in its intellectual vigor and achievement, its diversity of background and perspective, its commitment to honor and character, and its zest for students and for learning.

a. Develop, implement, and monitor a recruitment strategy that increases the diversity of the faculty and staff so that it more closely mirrors the diversity of the student body

b. Ensure that the compensation package for faculty remains among the most generous of comparable suburban day schools and is structured to address the cost of living in our area and the lifecycle needs of our faculty

c. Develop a model program of ongoing faculty assessment and professional growth that challenges complacency and supports collaboration, lifelong learning, pedagogical innovation, intellectual engagement, and appropriate integration and applications of technology

3. A purposeful curriculum of academics, arts, athletics, and character development, continually reevaluated, that emphasizes moral and ethical decision-making, intellectual engagement, leadership, and global relevance.

a. Review and modify the current curriculum, with particular attention to

interdisciplinary and global connections and opportunities for leadership, and develop and implement a process for ongoing review and incremental adjustment across all divisions of the school

b. Review the athletics program and define and implement clear and consistent program goals

c. Evaluate and enhance the opportunities for extending the Pingry education, through service and experiential learning, beyond the borders of the campus and into the local, regional, national, and international communities

4. Exceptional facilities to support every aspect of the country day philosophy.

a. Assess athletics' needs and improve, modify, and expand facilities to ensure that the inter-scholastic athletics program and the physical education program have the facilities they need

b. Develop state-of-the-art standards for academic spaces and bring classrooms and other academic spaces up to those standards

c. Ensure that all common spaces and other spaces that support student, faculty, and staff life meet the highest standards

5. Resources sufficient to achieve our strategic goals, and commensurate with our stature and our aspirations.

a. Manage and steward our resources—financial, physical, and human—to ensure that future generations of Pingry students will have access to opportunities even greater than those available to our students today

b. Raise the funds to build and endow an athletics center and other identified needs of the athletics program

c. Raise sufficient financial aid endowment to ensure that every student who is admitted to Pingry can afford to enroll, and each student who attends Pingry can, regardless of family resources, partake fully of the breadth of the Pingry experience

d. Develop such exceptional connections with all Pingry constituencies that Pingry sets the independent day school standard for engagement, participation, and philanthropic support