Dear Norfolk Collegiate Community,

As outlined in our strategic plan, “Building an Even Better Experience,” one of our promises to current and future generations of Norfolk Collegiate students and families is a continued commitment to individual well-being and a strong sense of community and belonging. We believe that an inclusive and respectful learning environment is an essential condition for educational excellence. We also understand that diverse perspectives lead to enhanced critical thinking and greater understanding of the global society in which we prepare our students to live, learn and work.

To assess and support the inclusiveness of our school community for all members, our Well-being & Community Task Force has partnered with the National Association of Independent Schools (NAIS) to administer the Assessment of Inclusivity and Multiculturalism (AIM). Over the past year, this comprehensive process has included online climate surveys and a series of discovery focus groups comprised of a cross-section of our constituency groups.

We know that the work of creating a vibrant and diverse learning community requires continual attention and action. In the key areas of overall morale and satisfaction with the school’s approach to multiculturalism and inclusivity, we are in the healthy schools range as identified by NAIS. As cultivating an inclusive and supportive learning community is central to our institutional mission, we will strive to be among the highest performing schools in the nation in this regard. And while we are pleased to learn that Norfolk Collegiate performs favorably in key measures as compared to peer independent schools in the NAIS survey, a thorough analysis of the data collected has also identified areas for further work:

- Provide more professional development opportunities for faculty and staff related to inclusivity and multiculturalism.
- Create adult education programming for our entire school community and opportunities for facilitated discussions.
- Enhance opportunities for students to develop cultural competencies.
- Look for upcoming events and programming related to these important initiatives and read more about our AIM process here.

I would like to thank everyone who has been a part of this important work to support our school’s commitment to the well-being of all members of our community. If you have any questions about the AIM process, please feel free to contact Jan Weintraub, Well-being & Community Task Force Chair, at jweintraub@norfolkcollegiate.org.

Sincerely,

Scott G. Kennedy
Head of School