AIM Overview

After the project was introduced during the winter of 2017, members of all constituency groups (students in grades 4-12, parents and guardians, trustees, administrators, faculty, staff, and alumnus/a) were invited to take online climate surveys. Out of the 1,753 persons who were invited to participate, 662 persons took the online climate survey yielding an overall 38% return rate.

The AIM Climate Survey Summary Review identified the following snapshot of key themes in comparison to other schools:
During the spring and summer of 2017, additional information was gathered during discovery committee meetings which involved discussions facilitated by taskforce members. A total of 128 persons participated in the following groups:

- Admissions & Financial Aid
- Alumni Involvement & Investment
- Faculty & Teachers with Teaching & Learning
- Parent Involvement – Lower School
- Parent Involvement – Middle School & Upper School
- School Governance & Leadership with Policy & Administration
- School Publications & Environment
- Staff Involvement & Life
- Student Life – Adults
- Student Life – Lower School
- Student Life – Middle School
- Student Life – Upper School

Listed below you will find some of the overarching themes from the discovery committee discussions:

- Members of our school community across constituency groups appreciated the opportunity to be involved in the AIM process and expressed gratitude for the school’s willingness to engage in this work. During discovery committee sessions, many participants spoke of an interest in seeing and in being part of future group discussions about topics related to inclusivity and multiculturalism.
- Overall, our school is doing a good job of creating an authentically welcoming place for persons from different backgrounds and/or with different beliefs. Members of all constituency groups enthusiastically reported that they find our faculty and staff to be supportive and helpful.
- Although older students and adults within our school community acknowledge that efforts are made to foster the promotion of inclusivity and multiculturalism within our school, they cited the need for an enhanced school-wide approach.
- In all facets of the project, members of all constituency groups cited the need for more diversity among faculty, staff, and our Board of Trustees.
- Members of our faculty, staff, and Board of Trustees cited the need for more opportunities for trainings related to inclusivity and multiculturalism.

During the 2017-2018 school year, an analysis of the data collected from the online surveys and the discovery committees was completed, findings were reported, and attention is being paid to items that were identified as high priority concerns. Plans are being made to address needed work in these areas, and periodic updates will be provided.