

RIDGEFIELD ACADEMY

Head of School Transition Plan

2018  2019



Following twenty years of strong leadership under Jim Heus, the Ridgefield Academy community is excited to welcome Tom Main as our Head of School. After an extensive community consultation process, which included community surveys, focus groups and meet-and-greets with faculty, staff and parents, the Board of Trustees has established the following entry plan. This plan is intended to guide Tom and the community through both his entry to the school and the aims and initiatives he will work to pursue in his first 2-3 years at Ridgefield Academy.

People, Community, and Culture

Tom will take immediate steps to immerse himself in the culture and community of Ridgefield Academy by being open, present and engaged at all four campuses. He will initiate opportunities to build relationships across the myriad constituencies of Ridgefield Academy including students, parents, alumni, trustees, faculty, and staff. Tom's specific goals are to:

- Nurture positive and productive relationships across the Ridgefield Academy community
- Drive dynamic and meaningful communication within and across all four campuses
- Become an active presence in the enrollment of new families and engagement of current families
- Promote inclusivity and diversity among students, faculty, staff, and the Board of Trustees
- Strengthen and extend ties to the surrounding Connecticut and New York state communities

Programs & Curricular Advancement

Tom will immediately work to develop a deep understanding and appreciation for the philosophy, structures and programming that defines a Ridgefield Academy education. He will spend time with administrators, faculty and students to observe the efforts that go into the day to day delivery of content in the classroom. Tom's specific goals are to:

- Become a strong advocate for the unique value of our preschool to 8th grade educational model
- Engage actively in the school's educational programs, the student learning experience, and current and future teaching excellence
- Continue to incorporate the Center for Innovative Teaching and Learning into the lifeblood of the school
- Refine Ridgefield Academy's value proposition to emphasize the educational programs and student experiences that differentiate the school from its peers

Institutional Strength

Tom will place himself at the heart of the institutional makeup of Ridgefield Academy and work to build a deep familiarity with the facilities, processes, and infrastructure essential to the functioning of the school and its ability to posture for the future. Tom's specific goals are to:

- Clarify and refine the Ridgefield Academy brand to elevate the school's outreach and marketing
- Reimagine the Office of Development to foster and expand Ridgefield Academy's philanthropic culture
- Partner with the Board of Trustees to spearhead a new Strategic Plan for the school as a high priority
- Become a fluent contributor to Ridgefield Academy's long-range financial planning process
- Successfully attain reaccreditation from CAIS in the fall of 2020 while fostering a culture of continual improvement



Empowering every student

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