

Charge to the Head of School

David Perfield · Adopted by the Board of Trustees, April 2026

OUR MISSION

The mission of New Hampton School is to cultivate lifelong learners who will serve as active global citizens.

The Board of Trustees charges the Head of School to lead in partnership with students, faculty, staff, families, alumni, and fellow trustees — advancing New Hampton's mission, culture, and long-term sustainability. This Charge is organized in three phases and will be revisited annually.

YEARS 1–2 · PRESENCE, STABILITY & FOUNDATION

Build Community Trust

Become a visible, approachable leader through a listening tour with students, faculty, families, alumni, and trustees. Sustain New Hampton's warm, family-like culture while modeling honest, empathetic, and transparent communication.

Strengthen Enrollment & Finances

Lead enrollment growth aligned with mission and affordability. Work closely with the Board on fiscal discipline, financial aid strategy, and data-informed decision-making.

Align Leadership & Organization

Assess senior leadership roles and organizational effectiveness. Recruit and retain talented faculty and staff, and establish clear expectations, evaluation practices, and professional development.

Articulate Academic Identity

Champion New Hampton's signature programs — IB, Academic Support, and Project Week — while ensuring student wellness and intellectual rigor remain mutually reinforcing.

YEARS 2–3 · STRATEGY, CULTURE & EXTERNAL PRESENCE

Execute the Strategic Plan

Translate a five-year strategic plan into measurable goals with clear ownership, timelines, and systems for accountability and institutional learning.

Cultivate Faculty & Staff Excellence

Build a professional culture of fairness, growth, and recognition — supporting leadership development and celebrating achievement across the community.

Advance Campus & Programs

Steward the Campus Master Plan, including the dining hall–student center project, guided by sustainable design and educational purpose. Ensure excellence across academics, arts, athletics, and outdoor education.

Elevate New Hampton's Reputation

Serve as a compelling ambassador to alumni, families, donors, and partners. Clarify New Hampton's narrative and strengthen advancement and philanthropic efforts.

YEARS 4–5 · VISION, DISTINCTION & LEADERSHIP

Establish Long-Range Vision

Position New Hampton for sustained relevance and resilience — aligning academic, financial, and campus priorities around a shared, ambitious future.

Achieve Financial Sustainability

Maintain balanced budgets, strengthen enrollment pipelines and philanthropic capacity, and ensure affordability and access remain central to the School's mission.

Define Programmatic Distinction

Ensure New Hampton is recognized for balanced excellence across academics, arts, athletics, and wellness, with expanding opportunities for experiential, interdisciplinary, and global learning.

Lead in Independent Education

Contribute meaningfully to regional and national educational conversations, strengthening partnerships and New Hampton's role in shaping best practice.

The Board commits its full support, counsel, and accountability as we advance this Charge — together honoring a 200-year legacy while shaping an inspiring future for New Hampton School.