



PDS

Spirit

The Magazine of Presbyterian Day School

Doug Carpenter '76
on the rebirth of Memphis

SPRING 2017

Looking Forward

Headmaster Hancock casts
a vision for our future





PDS Spirit

SPRING 2017

PDS Spirit is a publication of Presbyterian Day School. PDS maintains a nondiscriminatory policy with regard to race, color, and national or ethnic origin.

Editor and Art Director
Winston Baccus

Managing Editor
McKee Humphreys

Director of Alumni Relations
Dwight Creasman

Contributing Photographers
Jim Kiihnl
Whitney McNeill

Contributing Writers
Laura Glenn
Courtney Shove
Rachel Bishop

Presbyterian Day School
4025 Poplar Avenue
Memphis, TN 38111
901-842-4600
www.pdsmemphis.org



A Letter from the Headmaster



The 2016-17 school year is now complete and offers us the opportunity to reflect on all that was accomplished this year at Presbyterian Day School.

I began the school year with a goal for our faculty to dream about STEAM (Science, Technology, Engineering, Arts, and Math) education in our classrooms. The teachers rose to the challenge and created many hands-on activities for the boys. We had many firsts at PDS this year. From our Early Childhood STEAM DAY to putt-putt and arcade activities, the boys had a blast creating and exploring outside the classroom. This issue of *PDS Spirit* features information about our boys using EDGE Design Thinking for a community service project and you will see many of our STEAM activities in action.

The launch of our new and improved website took place at the beginning of the school year. If you have not visited pdsmemphis.org lately, I invite you to visit and keep track of all the amazing things that take place at PDS.

Looking toward the future, I hope you enjoy learning about the mission of PDS and how we plan to continue building better boys. God has given us a great opportunity in Memphis and I look forward to seeing all the ways we will live out our mission in the years to come.

Sincerely,

Steve Hancock
Headmaster



**Looking Forward:
Advancing
Our Mission**

16

Doug Carpenter '76
on the rebirth of
Memphis

6

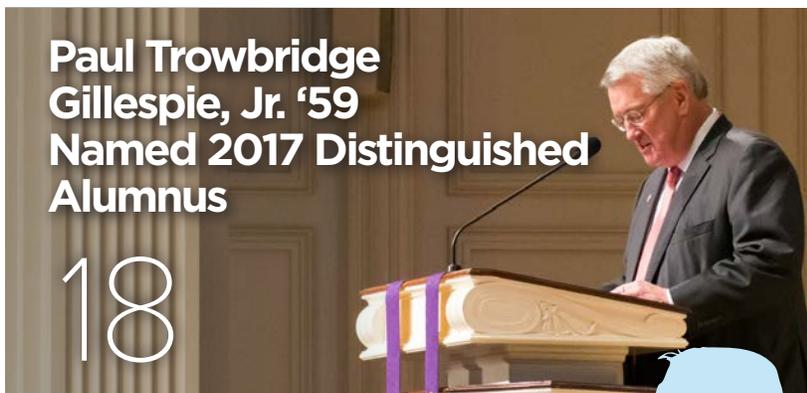



12

Using **EDGE**
Design Thinking
to Bring Relief to
Food Deserts

**Paul Trowbridge
Gillespie, Jr. '59
Named 2017 Distinguished
Alumnus**

18



**Teacher Feature:
Tony Rudzena**

17




School News

4

Do You Make Too
Much to Qualify for
Financial Assistance?

14

Destination Imagination Teams Succeed in First Year

What do Flaming Fajitas and Subterranean Master-Sharks have in common? What are Flaming Fajitas and Subterranean Master-Sharks, you ask? They are the names of the 2016-2017 Destination Imagination teams from PDS.

Boys from the fourth and fifth grades have been working toward imaginative solutions to open-ended challenges since last fall. The Subterranean Master-Sharks (5th graders: William Levy, Henry Lindeman, Will Hess, John

Michael Pfrommer, Ross Kaye, and Ihsan Omer) tackled an engineering challenge requiring the construction of a balsa wood structure that bears weight integrated into a story about two nations resolving a conflict. The Flaming Fajitas (4th graders: Whitt Stockburger, Matthew McKay, Owen Gooch, Sam Scull, Davis Rudd, and Aidan Lightman) chose an improvisation challenge involving research into stock characters and storytelling genres.

Both teams enjoyed an amazing

first-year journey! Having qualified at the regional level for the state tournament, the teams traveled to Nashville on April 8 to compete with schools across the state of Tennessee.

The Flaming Fajitas gave a strong performance and finished in sixth place for their challenge. Our fifth-grade team, Subterranean Master-Sharks, amazed everyone when their balsa wood structure held 861 pounds propelling them to a first-place finish and a spot at the Global Finals in May!



The Subterranean Master Sharks. Pictured with their Balsa Wood Support Structure holding up 861 pounds! 5th graders: William Levy, Henry Lindeman, Will Hess, John Michael Pfrommer, Ross Kaye, and Ihsan Omer.



Flaming Fajitas. Pictured: Whitt Stockburger, Matthew McKay, Owen Gooch, Sam Scull, Davis Rudd, and Aidan Lightman with instructor Lili Frye.

Mission and Vision of Destination Imagination:

To teach students the creative process and empower them with the skills needed to succeed in an ever-changing world.

Farewell to Retiring Faculty Members

With the conclusion of the 2016-2017 school year, we bid farewell to three retiring faculty members.

Jan Conder came to PDS in 1987 to serve as Administrative Assistant to former Headmaster Dr. Len Sumner. She was named the school's first Director of Admission in 2001. She has been the first point of contact with hundreds of PDS families.



Ting Ting Davis helped launch our Mandarin program in 2008. Fearing government retribution for being a part of the Tiananmen Square demonstrations in China, Ting Ting left for America in December 1989.

Verna Bohannon officially joined the faculty in 1997, but she has long served the school in one capacity or another. Alumni will remember Verna helping them cross Poplar Avenue, long before she was officially part of the staff. At PDS, she helped with our AfterCare department and served as a teachers' aid.



Story Idea by 6th Grader Vince Boberski to Be Made into a Book!



In 2016, Rodale Books launched a contest asking kids to submit ideas for stories that could inspire a full-length book by a *New York Times* bestselling author. The winning entry was submitted by Presbyterian Day School 6th-grader Vince Boberski!

Over Spring Break, Boberski traveled to New York City where he was surprised and recognized by the Rodale Kids team at their New York City office. His story idea about a pair of modern-day scientists who get stuck in the Stone Age will become *The Story Pirates Present: Stuck in the Stone Age* by *New York Times* bestselling author Geoff Rodkey, author of *The Tapper Twins* series.

“My advice about writing a new story is write whatever comes to your mind. Even if it doesn’t make sense, you can use your imagination to make it make sense.”

– Vince Boberski, 6th Grade

Doug Carpenter '76

on the rebirth of Memphis

Doug Carpenter's words aren't cheap. He puts into action the things he promotes. The principal of a successful communication firm, he's more than a clever phrase or successful brand rollout. Through his clients, he brings out the authenticity of Memphis, a city he loves.

Carpenter came to PDS in sixth grade, after moving to Memphis from Franklin, TN. At the time, he didn't know that just one year at the school and a simple quiz in Ms. Welford's Bible class would shape his view on the power and importance of communication.

Staring at him from a piece of photocopied paper, a fill-in-the-blank question read: "_____ is the root of all evil." His response: "money." Wrong. The correct response was: "the love of money." A young sixth-grader, he came to realize what a difference a word — or in this case, two words — can make and how important it is to pay attention to details.

"I think as humans we are very easily lead astray by bad communication," Carpenter said. "They say being understood is one of the hardest things for people to

do. ... Later in life, I was always contemplative because it was really important (to me) that if I had something to say, that I articulated it well."

As he went through high school and entered college, he didn't know he would enter the field of communications, but the writing seemed to have been on the wall all along. As a sophomore at Memphis State University in the 1980s, Carpenter enrolled as a business major and signed up for an Introduction to Advertising class. During class, he sat listening to a guest speaker discussing ad specialities and thought, "I can totally do that, sell promotional products to businesses." So he talked to the presenter after class and took a job doing just that.

At 19, with his family's support, he left college and





went to work in sales and never looked back. Soon, being an independent sales contractor turned into a job at an advertising firm, and by 23, Carpenter owned his own agency. He attributes much of his success in business to the openness and approachability of Memphians: “I find the people in this city remarkably generous with their time and energy and support.”

Now, he leads Doug Carpenter + Associates, or DCA, which he founded in 2009, after more than 20 years in the industry. His previous ventures included Doug Carpenter Advertising, which later became Carpenter Sullivan and then Carpenter Sullivan Sossaman (cs2).

At DCA, Carpenter and his staff of eleven provide advertising, public relations, and marketing solutions to mostly Memphis-based clients, including Folk’s Folly, Memphis Public Library, Memphis Medical District Collaborative, Dunavant Enterprises, Raymond James, Big River Crossing, and Financial Federal. What sets the DCA team apart is its deep understanding of and love for the Memphis community, especially Downtown Memphis, where the DCA office enjoys views of South Main Street.

“Downtowns nationwide are collectively experiencing a renaissance,” Carpenter said in *Inside Memphis Business* in July 2016. “Their relatively small, walkable areas concentrate commercial, cultural, and civic assets. Downtowns are the intersections of business, tourism, and cultural exchanges, creating a vibrant identity for the greater city.”

Steeped in a complex history, Memphis has been undergoing a rebirth that is truly authentic — but it isn’t taking place without visionaries such as Carpenter, who are helping translate projects that were once just one-off ideas into a well-communicated, palpable reality. Carpenter wholeheartedly believes that failures should be viewed as opportunities to learn, and he has watched Memphis go through many starts and stops in terms of building and redevelopment projects.

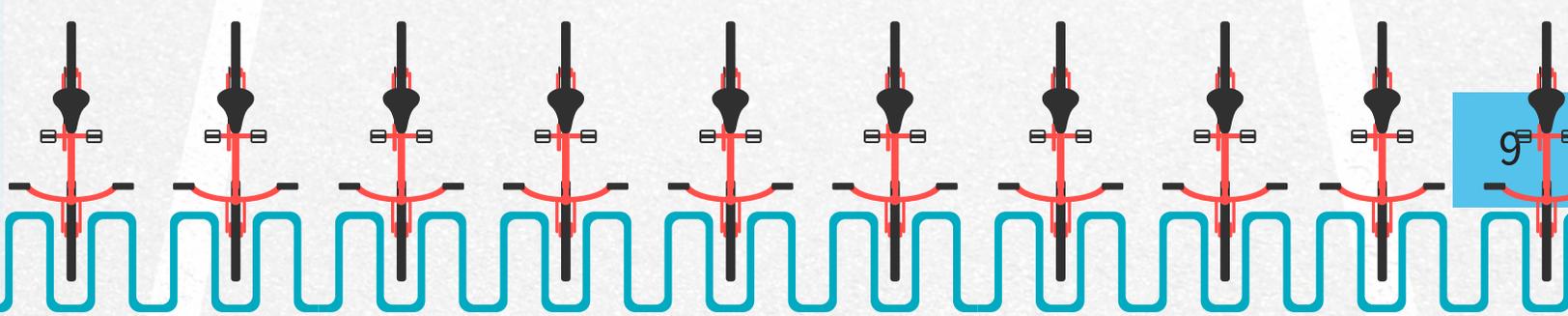
“The credit falls on the backs of those who probably want it the least because you’ve got to have a different mentality to put that kind of energy and effort into something that’s not going to have a return quickly,” he said.

What Carpenter respects about Memphis, in all its river town “rough and tumble,” is that it has powered through failed initiatives and learned from them. He cites the Memphis Medical District Collaborative as a shining example. He said, after years of ideas that crystallize, the eight anchor institutions — St. Jude Children’s Research Hospital/ALSAC, the University of Tennessee Health Science Center, Regional One Health, Southern College of Optometry, Methodist Le Bonheur Healthcare, Southwest Tennessee Community College, and Baptist College of Health Sciences Memphis Bioworks— are finally pulling in the same direction. The goal is an increased vibrancy in the the area bordered by Poplar Avenue, I-40, Vance Avenue, and Danny Thomas Boulevard.

The current energy in Memphis is undeniable, and Carpenter said it is the result of many years of key leaders working behind the scenes to get new projects started that are just now coming into fruition. Fortunately, for Memphians, many of these projects are opening to the public in what seems to be a cleverly timed renaissance. In less than two years, several major projects have been completed in and around downtown, including Bass Pro Shops at the Pyramid, The Chisca on Main, Loflin Yard, and Big River Crossing. And in 2017, the behemoth Crosstown Concourse redevelopment will open, and Explore Bike Share is scheduled to launch.

Both DCA clients, Loflin Yard and Big River Crossing were finalists for 2017 Building Memphis Awards, which *Memphis Business Journal* gives to “honor projects that have created a community impact in the areas of investment, jobs created, and potential impact on a surrounding area.” Big River Crossing was named “project of the year” by the publication.





BRINGING BIKE SHARE TO MEMPHIS

Of all of the downtown projects, Explore Bike Share is the closest to Carpenter because he founded it and is leading the fundraising efforts to bring it into fruition. In 2015, he chaired an exploratory committee to determine the project's viability in Memphis. During several public sessions, the committee gathered feedback from fellow citizens and educated the community as to what a bike share is and how it would benefit Memphis.

"You can almost check the box that it (bike share) is just a mandatory asset for a contemporary city, and it's worth the price of admission for that," he said, "but we want to do more with authentic programming efforts related to transportation and bringing our community closer together, both culturally and geographically."

A bike share program allows citizens to pick up a bike at a self-serve location and drop it off at another. Folded into that are the benefits of users not having to keep up maintenance on bikes and not having to worry about them being stolen. Most bike share programs offer a pay-as-you-go option and monthly or annual memberships.

Explore Bike Share, a 501(c)(3) organization, will enhance the Memphis community in many aspects: transportation, tourism, health, environment, and culture. And because the bike share will be accessed via mobile phone app (think Uber and Lyft), there will be opportunities for youth coding groups to develop Memphis-themed audiovisual tours. In fact, Carpenter has plans for Explore Bike Share to join forces with CodeCrew, a nonprofit that makes technical education available to children in Memphis, to create some of the mapped-based tours.

Explore Bike Share has already raised two thirds of the \$3 million required to launch and is on pace to meet its funding goals for a 2017 introduction. The proposed program includes 600 bikes and 60 stations in the Downtown and Midtown Memphis areas.

At the end of the day, what Carpenter loves about Memphis is its approachability and willingness to tackle complex issues. For example, for a long time, the state of Memphis' public schools hampered businesses' ability to recruit outside talent, but Carpenter credits

Memphis with having the grit to change its perspective — from a city with a faltering school system to one that has become a hotbed for educational reform. Now, many other cities are watching Memphis as it works to creatively address education issues. The changes won't happen overnight, but city leaders are laying the groundwork that will return benefits in the long haul.

Carpenter said the black eyes in Memphis' history, not the least of which is Martin Luther King's assassination, has "created a stew of lament and opportunity, a drive to overcome and to work harder to prove a point. Those attributes make it so people embrace energy in a forward way."

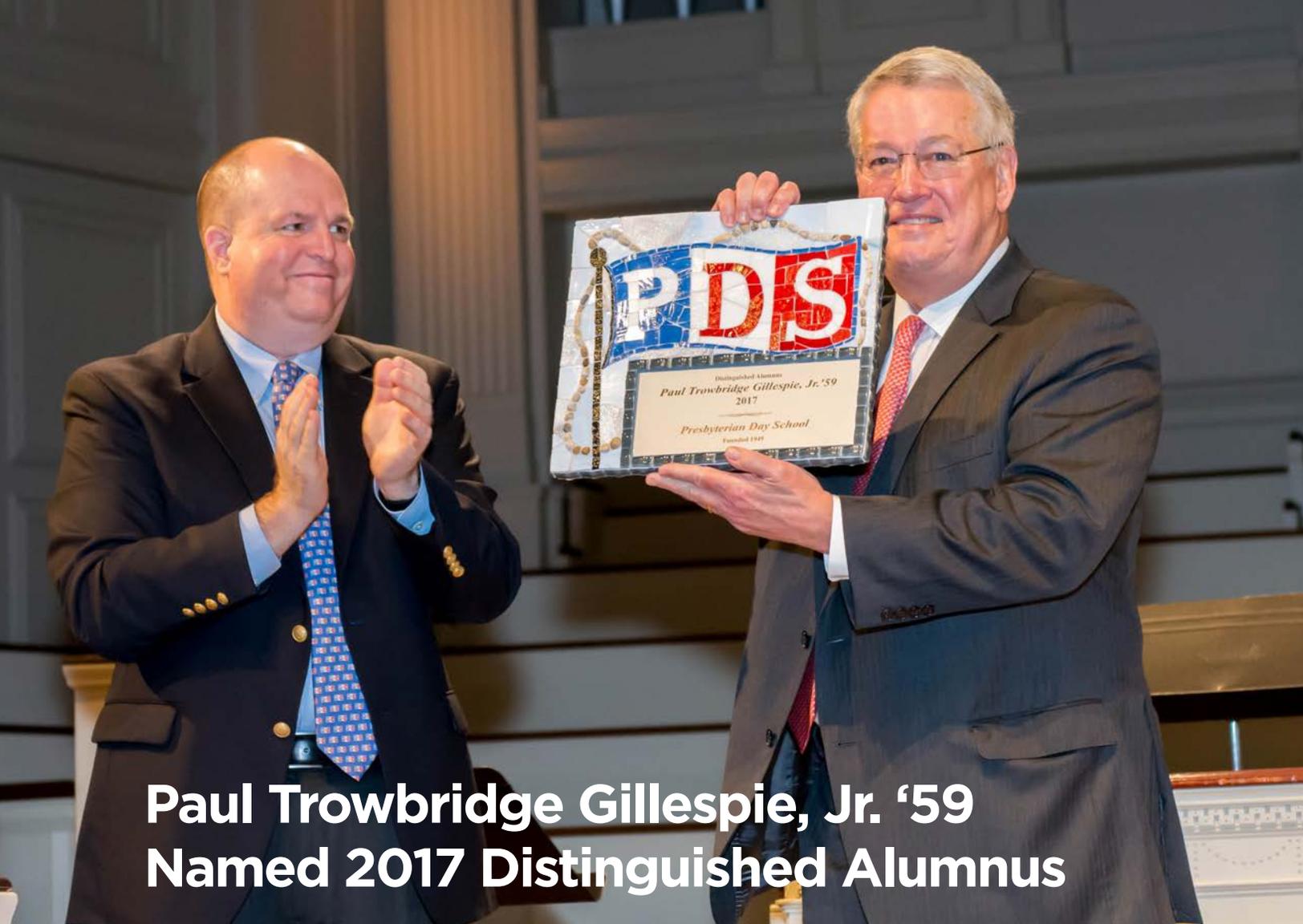
Any talk of the city's self-esteem issues is currently falling by the wayside. The people who live in Memphis recognize the challenges they face but have the momentum to press forward as a long-anticipated energy bubbles to the surface. In a sense, it's not the new buildings and redevelopments that are recharging Memphis; it's the steadfast love of the citizens for their city, their willingness to stay the course and put their trust in thoughtful collaborations.

"I think the city recognizes that they don't need third-party validation any more, that we have a really great thing going on here," Carpenter said. "Let's keep it, and let's grow it."

On the whole, Memphis is courteous and open to conversation, and Carpenter said even his out-of-town clients are quick to notice and embrace these qualities. The neat thing about Memphis is that if citizens want to approach city leaders, most of their doors are wide open. In comparison to other big cities, Memphis doesn't have layers of insulation. That doesn't mean inciting change is easy, but it's definitely doable.

"It's a city where if you have an idea and want to do something, the probability of you having the resources to pursue it are there," Carpenter said. "People will see you. People will talk to you. People will try to help you."





Paul Trowbridge Gillespie, Jr. '59 Named 2017 Distinguished Alumnus

Paul Trowbridge Gillespie, Jr. '59 was recognized as the 2017 Distinguished Alumnus at a reception and chapel service in April.

Trow graduated from PDS, MUS, and Vanderbilt University. He worked for First Tennessee Investment Management, Inc., co-founded Southeastern Asset Management, and co-founded NewSouth Capital Management, Inc. where he currently serves as Principal and President. He has served many organizations as a board member and continues to be involved in the community. He is married to Elizabeth Johnston Gillespie, and they have three sons, Paul III, Stuart, and John.

Trow was honored at a reception at the home of Courtney and Fred Schaeffer '82. The following day, Trow was the guest speaker at chapel speaking to the PDS boys and special guests.

Headmaster Steve Hancock remarked that many great things would not be possible if PDS did not stand on such a firm foundation. "Trow Gillespie is a

very integral part of that foundation," said Mr. Hancock. Trow graduated from PDS in 1959. His 3 sons attended PDS, and he served on the PDS Board of Trustees and was the chairman of one of our earliest capital campaigns.

"To be a Success" was Trow's 6th grade ambition written in the yearbook. He has been just that and continues to be. His love for his family, his success in business, his civic and philanthropic generosity, his warmth and his ability to enjoy life have truly set him apart. Trow is distinguished, and we are proud and humbled to be able to name him as the 2017 PDS Distinguished Alumnus.

Established in 2008, The Distinguished Alumnus Award is given to a PDS alumnus who demonstrates a love for the school and represents the goals, ideals, and imagination of Presbyterian Day School. 🏆

Tony Rudzena

Bible Teacher for 4th, 5th, 6th

TONY RUDZENA JOINED PDS IN 2016. A Memphis native and graduate of Crichton College, he holds two Masters degrees from Gordon-Conwell Theological Seminary in Boston.

How did you get interested in teaching?

When I was in college I began to lead a bible study at my church for high school students. I loved how I could help someone else learn more about God. I knew at that moment, I would continue to teach in some capacity for the rest of my life. Ever since college, I have pursued a vocation in teaching. After spending time as a private tutor, and teaching at a charter high school in Memphis, I heard about and applied for the Bible position at PDS. And I'm really glad I did!

Why do you teach?

Some of the most influential and memorable people in my life were my teachers. I wanted to be able to have that same impact on others and do whatever I could to help them along in their life journey. I love learning and sharing that passion with others so that they see the value in being a lifelong learner. Ultimately, I teach to glorify God with my gifts and abilities, and contribute to human flourishing for the sake of the common good.

Why teach at PDS?

When I was looking into applying for the Bible position at PDS, I remember reading the mission statement/ vision of the school: "PDS strives to glorify God by developing boys in wisdom and stature and in favor with God and men." Having the same vision myself, I knew it would be a great fit

for me to work at this school. I love teaching at a place where I have the freedom to teach the boys about who God is and what He has done throughout the redemptive narrative found in the Bible, while at the same time focusing on individual mentoring relationships with the boys. The *Building Boys, Making Men* program here is an excellent resource already in place for me to tap into as I teach here at PDS.

What do you enjoy doing when you are not at PDS?

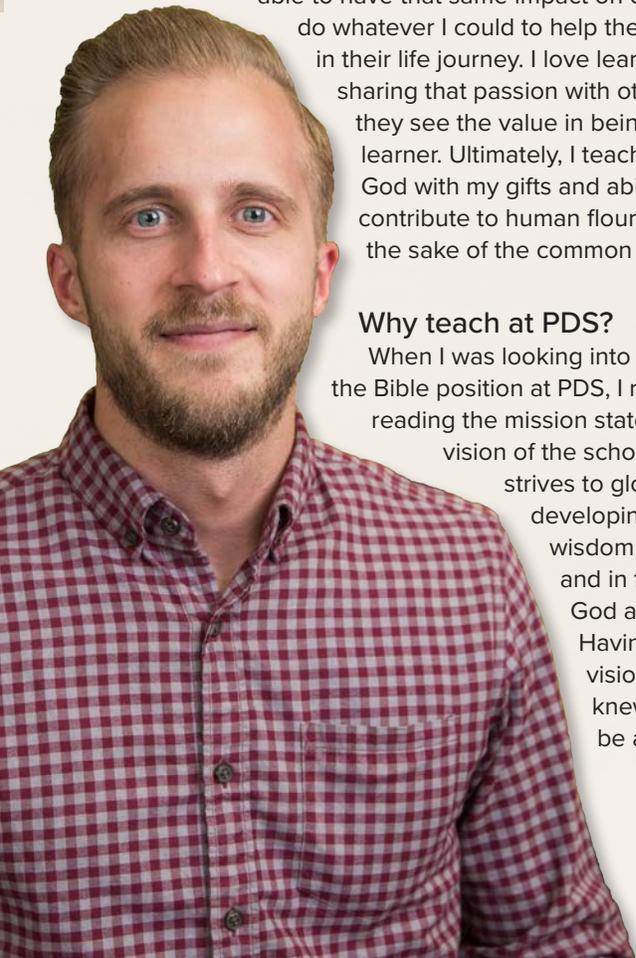
I enjoy sports, especially basketball and watching soccer. When I am enjoying holiday breaks from PDS, I am more often than not traveling to New York City to visit family and close friends. And I love being involved at my church, as well as hanging out with friends.

What do you want a student to get from having had you as a teacher?

I want all my students to know that they are created in the image of God with great intrinsic value and dignity, with incredible potential. And as an image bearer, I want the student to know that God loves them with more depth than they could ever imagine. I want them to understand that the story of the Bible is the story of how God reigns and rules primarily by His love.

What is the most important life lesson you want each student to come away with?

To love God with all their heart, mind, soul, and strength; and to love their neighbor as themselves. I want each student to learn the lifelong value of committing to these two commandments.



Using **EDGE Design Thinking** to Bring Relief to Food Deserts

In January, PDS fifth graders were asked to brainstorm answers to this question: “What do people need to survive?”

The list of responses from the boys was extensive and thoughtful. After a great deal of lively debate, each homeroom class independently came to the same conclusion: food.

In Shelby County, nearly a quarter of the population is food insecure. Being food insecure is defined as not always having access to food or having to skip meals because there isn't enough of it. In 2010, the Food Research Action Committee ranked Memphis as having the highest rate of food insecurity in the country. Beyond the financial issues that lead to food insecurity is the concept of food deserts — areas where there are no large grocery stores providing access to fresh food. Memphis has been ranked as having one of the country's worst urban food deserts.

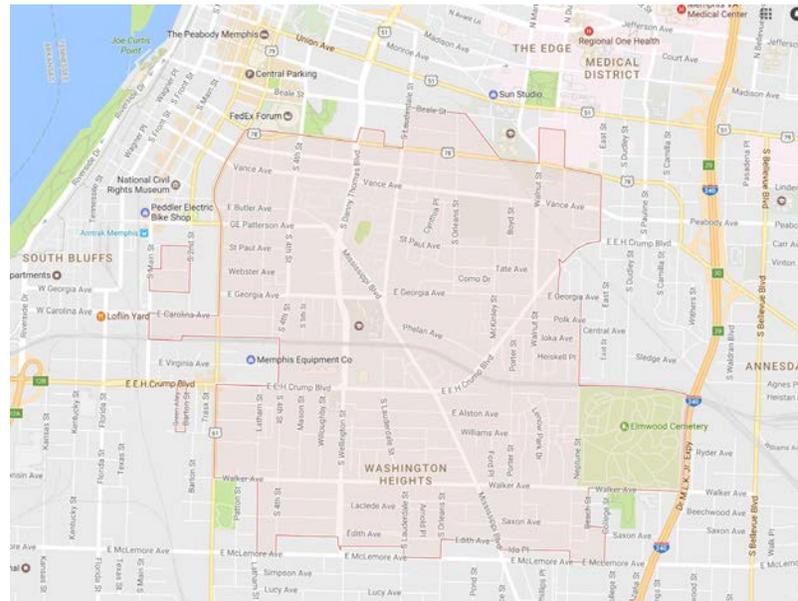
Using the *EDGE Design Thinking* process, the boys interviewed local experts, including Sherry McClure, co-founder of Merge Memphis, a local non-profit dedicated to feeding hungry people in Memphis. Boys created presentations on hunger in Memphis and organizations that are working to help. One concept that the boys were intrigued by was the idea of creating little neighborhood food pantries or “blessing boxes,” a concept which began in northwest Arkansas in May of 2016 (littlefreepantry.org).



In Shelby County, nearly a quarter of the population is food insecure.

In September of 2016, Merge Memphis set up three little free pantries in Memphis. Each week, volunteers stock the pantries with non-perishable items. The boys designed and created blueprints for their boxes, and on April 28 teams of boys and parents joined forces to build 19 little free pantries. These pantries are being installed in food deserts in the Memphis area in collaboration with Merge Memphis. 📍

Learn more about *EDGE Design Thinking*:
pdsmemphis.org/edge



A map showing the boundaries of the 38126 zip code, where the food pantries will be installed



On April 28, parents helped build the little food pantries that the boys designed as part of the project.



Thank you.

86%

of parents have either pledged or donated to the 2016-17 Annual Fund.

Your gifts ensure that PDS continues building better-equipped boys.

If you have not given to the 2016-17 Annual Fund, it is not too late.

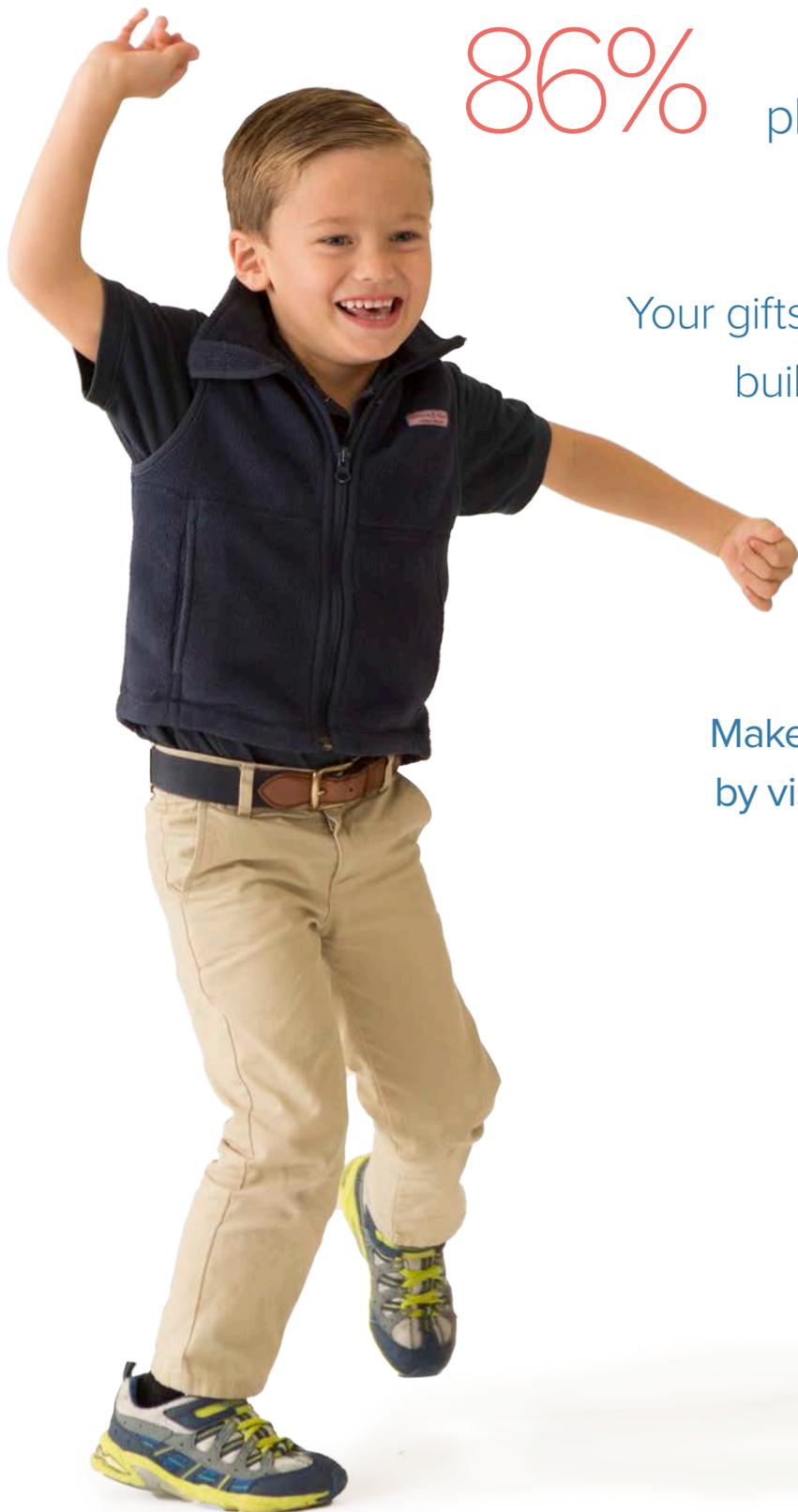
Make a gift or pledge today online by visiting pdsmemphis.org/giving or call 901-842-4606.

Your gift of ANY size does make a difference!

Gratefully,



Lee M. Rantzow
Director of Annual Giving



Do I make too much money to qualify for financial assistance?

This question is frequently on the minds of many families seeking independent schools for their children. However, many times it is not verbalized and families presume they do not qualify. The answer to this question may surprise you.

According to a recent report published by the National Association of Independent Schools (NAIS) entitled *EMERGING TRENDS: The “New” Financial Aid Applicant*, families who applied for financial aid for the 2012-2013 academic year have higher incomes than those who sought financial aid ten years ago. In fact, the highest-earning families in America comprise the largest growth of financial aid applicants. The report suggests that this trend is due to the price of tuition rising faster than a family’s ability to keep pace without seeking financial aid support. PDS has also seen many middle and higher-income families qualify for financial assistance.

PDS uses NAIS’ School and Student Services (SSS) to help determine what a family can pay in tuition. This service takes into account many factors, including income, expenses, assets of both the student and the parents, and liabilities, as well as the number of children attending tuition-charging schools. Ultimately, the formula SSS uses seeks to determine a family’s discretionary income — the

income over which the family has choice as to how it is spent. A percentage of discretionary income is the amount SSS suggests a family can pay toward tuition.

A small, confidential committee at PDS reviews all applications and awards grants to current families in January and new students in late February. Awards are determined taking into account the money budgeted by the school for financial aid, the number of applicants qualifying, and the need.

If in doubt whether or not your family qualifies, go ahead and apply. This step has to be taken in order to determine the answer to the question, “Do I make too much money to qualify for financial assistance?”

Visit our Financial Aid page for more information on Presbyterian Day School’s policies and procedures. ●

If you have any questions about Financial Aid, please contact Rachel Bishop at 901-842-4618 or rbishop@pdsmemphis.org.





Looking Forward: Advancing Our Mission

by Steve Hancock, Headmaster

Over the past three years, I have had the opportunity to work with many groups at Presbyterian Day School. From students to parents to faculty, I have learned volumes from people who truly love our school. The Board of Trustees is a dedicated and generous group of men and women who have set about to ensure the future of PDS. Together we have studied our mission and our programs. We have reevaluated our budgets and expenses, and we have dreamt about the future of our great school. The Board has been answering five critical questions to guide us as we seek to champion our mission.

WHO ARE WE?

Our school was founded in 1949 with a mission that has never changed: We strive to glorify God as we develop boys in wisdom and stature and in favor with God and man. When you walk on campus, you will see our mission lived out as our teachers and boys work together to become stronger in both character and knowledge. We are striving to be mission-driven in all that we undertake from teaching the seven virtues to customizing our math program. We believe so strongly in our mission that it is hanging in every classroom, and we have asked each boy to memorize the statement beginning in first grade.

HOW ARE WE DOING AS A SCHOOL?

While there are always areas to work on in a school, I am proud of the accomplishments we have made over the past three years. Much of the school change to this point had its genesis in parent surveys conducted in 2015. From financial efforts to educational change, our mission drives all that we do. Over the past years we have added more sports, created new after-school activities, launched a band, changed the way we teach reading and writing, and the list goes on and on. I am thankful for how richly God has blessed us during this time and am excited for the next steps.

HOW CAN WE BE EVEN MORE MINDFUL OF OUR MISSION?

Our character education program is second to none. *Building Boys, Making Men* has shaped the lives of countless boys at PDS. The book *Flight Plan* is being taught in many different schools and churches around the country. The seven virtues permeate our school culture as we teach our boys to be Humble Heroes and Servant Leaders. As many will exclaim, the sixth grade year is a wonderful culmination of the teaching and learning that has happened in the younger grades.

The program is constantly being evaluated, and we have a deep desire to coordinate the program at an even higher level. Plans are being formed to create new and exciting content for our younger students. We are exploring the creation of early reader chapter books, graphic novels, coloring books, activity books, songs, and skits all designed to teach our seven virtues. Our deep goal is to help families continue the conversation regarding these virtues at home.

Recently we have begun a new program. *Strategic Dads University* began in January; hundreds of fathers from around our community have already benefitted from the teaching provided by several noted experts. Dads are hungry for content and information on how to be a better, stronger, and more strategic father. The education, support, and mentoring of fathers is an important next step as we work to strengthen community and educate the future leaders of Memphis and beyond. As we dream about the future of this program, I ask every member of the PDS community to pray about ways we can bring this program to an even larger audience.

ACCESS AND AFFORDABILITY

I have witnessed the sacrifices you have made for your sons to have access to this incredible education. Having lived in other parts of our country, I can say with certainty that our boys are receiving a world-class education that is the envy of many schools around the United States. Yet, we need to make certain this education is affordable and accessible for all qualified applicants.

Access

Throughout these next years, we will be looking for ways to raise dollars to help make PDS a place for any boy who will thrive in our school. This is an opportunity for us to reach out to many areas of our city and partner with families who want the best for their child. The school already has an amazing track record of helping families in need. This program will be known as Young Scholars, and we have already had great success in identifying both students and donors.

Affordability

At the same time, we want to make certain we are helping families who might benefit from a small amount of financial help. Each year there are families who decide not to apply to our great school due to financial barriers. Over time and with the growth of a robust endowment, we can take away many of those concerns. While many families will need to continue to sacrifice





to have their son attend PDS, we have a long term goal of being able to meet 100% of every family's demonstrated need. The possibilities are very exciting as we build a robust community that mirrors our city.

HOW CAN WE BETTER SUPPORT OUR TEACHERS?

Finally, one of the things that makes our school great is our teachers. Not only is the faculty devoted to our boys, but they are constantly learning how to become better at the craft of teaching. The teachers at PDS are continually training to create engaging classrooms where the customization of the curriculum for each individual is paramount. We need to honor and support these teachers like never before.

One way to honor teachers is by compensating them as true professionals. Over the past three years, modest tuition increases have been used to provide raises for our faculty and staff. Increases have ranged from 0-3% and have not resulted in great gains for our teachers. Many schools around the country have programs to additionally compensate teachers and provide continued professional development. A special task force of the Board of Trustees has been formed to find ways to secure funding to help retain and recruit the incredible faculty at PDS.

WHAT ABOUT CURRENT STUDENTS?

Detailed above are ways in which our mission can continue to expand. These expansions will serve our current and future students. As we expand our *Building Boys, Making Men* program to the younger grades, we will experience a greater depth of understanding of the *Seven Virtues of Manhood*. Creating an even more diverse school will build a school that will mirror our city and create a future for understanding that must begin with our children. Finally, our teachers pour their hearts out to our boys, and we need to encourage and support them in every way possible. ●



Presbyterian Day School

BUILDING BETTER BOYS

4025 POPLAR AVENUE
MEMPHIS, TN 38111-6022

NON-PROFIT ORG.
US POSTAGE

PAID

MEMPHIS, TN
PERMIT NO. 554

