



5-YEAR STRATEGIC PLAN

2026-2031



MISSION STATEMENT



The mission of Saint Mary Academy is to educate students spiritually, academically, emotionally, and socially through a curriculum rooted in the Roman Catholic faith. Students are educated in a manner that fosters academic excellence, provides a supportive atmosphere and develops students to be responsible, moral members of their church and community.

VISION STATEMENT



Saint Mary Academy is a school where each child's academic, spiritual, and emotional needs are met at the highest level possible. In partnership with parents, Faculty, and Administrators support students in their academic efforts and model Christian behavior and values each day.

Students feel safe emotionally and physically and are encouraged to develop creative expression and pursue individual talents. Saint Mary Academy maintains a model Catholic community that encourages each member to grow toward fulfillment as a total person and a child of God.

ASPIRATION 1: DEEPEN CATHOLIC IDENTITY

Goal 1.1: Strengthen Faith Formation for Students

- Expand student participation in liturgical ministries (e.g., altar serving, choir, readers).
- Integrate daily faith practices and reflective prayer across all grade levels.
- Increase participation in meaningful hands-on service-learning projects that align with Catholic Social Teaching.

Goal 1.2: Stay Connected with Alumni and their Families

- Provide opportunities for graduates to return to SMA and assist current students.
- Invite and provide dedicated space for alumni to attend established parish and school events.
- Recognize and highlight alumni accomplishments in SMA's social media and newsletter.

Goal 1.3: Increase Parish-School Integration

- Collaborate with parish ministries for student and family engagement.
- Hold joint events between parish and school.
- Look for ways for Saint Mary Academy and Saint Bernadette Parish to be one entity.



ASPIRATION 2: ACHIEVE ACADEMIC EXCELLENCE

Goal 2.1: Enhance Curriculum and Instruction

- Review and align curriculum to Archdiocese and national standards annually.
- Expand STEAM programming across all grades.
- Integrate a comprehensive Science of Reading and a Math program across all elementary grade levels.

Goal 2.2: Invest in Teacher Recruitment and Retention

- Host more student teachers in order to expose future teachers to SMA.
- Provide additional professional development funds to increase attendance at national conferences for teachers.
- Increase teacher pay so that all teachers in good standing are above the median on the Archdiocesan scale.
- Provide financial incentives for teachers in the form of milestone years and perks.

Goal 2.3: Support Diverse Learners

- Expand academic support services for advanced and struggling learners.
- Implement programs to assist advanced learners.
- Increase MAP Scores in Reading and Mathematics for all learners on a year-to-year basis.



ASPIRATION 3: STRENGTHEN COMMUNITY & FAMILY ENGAGEMENT

Goal 3.1: Improve Communication with Families

- Launch a mobile-friendly parent communication platform.
- Provide opportunities for parents to come in and speak with Administration.
- Conduct annual family satisfaction surveys to guide improvements.



Goal 3.2: Increase Volunteerism and Parent Involvement

- Establish parent volunteer committees for academics, faith life, and events.
- Offer flexible volunteer options to meet working families' needs.
- Host opportunities for families to have access to the school building/school day.

Goal 3.3: Develop Comprehensive Extra Curricular Programs for Students

- Launch additional after school classes that broaden the offerings for students.
- Offer a complete range of academic teams for all grade levels in all local competitions.
- Enhance the participation and offerings in Musical Theater, Drama, and Choir.



ASPIRATION 4: ENSURE LONG-TERM SUSTAINABILITY

Goal 4.1: Grow Enrollment Strategically

- Develop a comprehensive marketing plan highlighting school strengths.
- Increase attendance at open houses and number of tours.
- Increase enrollment by 3% each year for the next 5 years.

Goal 4.2: Secure Financial Health

- Launch a 5-year capital campaign for facilities and technology upgrades. Items to be considered would be a) new field for sports b) new playground c) conference room d) nurse's office e) drama room/mini theater.
- Increase Monarch Mile and Evening of Excellence participation/funds through targeted efforts.
- Work toward offering additional tuition assistance and scholarships.

Goal 4.3: Maintain and Improve Campus Facilities

- Conduct a campus master plan with the anticipation for future growth.
- Prioritize safety and accessibility upgrades.
- Develop additional lands for athletic purposes.



A MESSAGE FROM THE PRINCIPAL



Dear Saint Mary Academy Families,

As we look toward the future of Saint Mary Academy, I am filled with gratitude and excitement. Our five-year strategic plan serves as a roadmap to strengthen our Catholic identity, enhance academic excellence, expand opportunities for students, and ensure the long-term vitality of our school. This plan builds upon our rich traditions while embracing new opportunities that will prepare our students to thrive in an ever-changing world.

The future of Saint Mary Academy is bright, and I am excited about the possibilities that lie ahead for our students, families, and community. Thank you for your trust, support, and commitment to our mission. Your partnership makes this vision possible, and together we will continue to help our students grow in faith, knowledge, and service.

Respectfully,
Jack Richards



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