

OUR PLAN IS IN PLACE.

Our long-term
plan supports
our commitment
to creating
Women of Vision.





STRATEGIC PLAN 2023-2028

**Create a healthy
balance between
academics
and other
responsibilities
to best serve each
student's mental
health**

As we look to the future, we know this long-term plan will proactively address challenges and leverage opportunities that support our commitment to creating Women of Vision.

We are grateful to our Steering Committee for the time and talent they have dedicated to this process.

If you would like to learn more about the strategic plan please contact:

Andrea (Zobler) Zimmerman '96
Principal
azimmerman@nda.org



LAUNCH

September of 2022

The steering committee members met with Boston-based Partners in Mission for an orientation to the strategic planning process and plan next steps.



DEVELOP

January - February

Steering committees submitted reports, findings were analyzed, and measurable goals were developed.



ENGAGE

October - December

Committee members engaged key stakeholders and the greater school community in an effort to gather data critical to the development of the strategic plan. Opportunities and challenges were identified in key areas of importance to NDA.



FINALIZE

March – December

The extensive assessment and analysis will be completed. The final strategic plan will be prepared for review by NDA's Board of Trustees for approval.



IMPLEMENT

Starting in the Spring of 2024, the transformational 5-year plan will be presented to the NDA community and implemented.



**Ensuring the
campus will
be attractive and
state-of-the-art**

STRATEGIC PLAN 2023-2028

Board of Trustees

Kim Grilliot
President

David Koenig
Chair

Stephanie DuPree
Sr. Jacquelyn GUSDANE SND
Rosanna (Violi) Hoelzle '03
Kathleen Korducki
Shayla Bell Moriarty '02
Anne Rex
Ann Riddle
Bridgett Root
Barbara (Backus) Roshon '79
Paul Spinazze
Jenny (Conrad) Swope '83
Anna (Malone) Toney '04
Sr. Mary Nancy Vance SND
Dan Vining
Jeff Wisniewski

Steering Committee

Liz (Brennan) Higgins '93
Jenny (Conrad) Swope '83
Andrea (Zobler) Zimmerman '96

COMMITTEES BY DOMAIN

Academics

Ann Riddle
Chair

Beth Corrigan
Laura Gallaher
Christine Knaggs
Beth (Berg) Strbik '89
Mary Beth Wetli '91
Fr. Alan Zobler OSFS
Lana Kanaan '24
Courtney Lestock '23
Samantha Paris '24
Audrey Wittkop '24

Advancement

Rosanna (Violi) Hoelzle '03
Chair

Jen Benedict '91
Tolani Kashimawo-Afolabi
Anna Kolin
Dan Nester
Anna (Malone) Toney '04

Catholic Identity

Aimee Parks
Chair

Sr. Vivette Baker SND '60
Gayle (Brennan) Beier '93
Lindsey Bronder-Krile '16
Sarah Hunter
Josh Mocek
Natalie Chryst '24
Julia Nester '23
Abigail Williams '24

Enrollment

Jeffrey Wisniewski
Chair

Karen Miller
Fr. Joe Newman OSFS
Kitty Slight
Paul Spinazze
Lauryn Hancock '26
Tia Maly '24
Abbey Weaver '25

Facilities and Technology

Dan Vining
Chair

Bernadette (McCarthy) Caris '12
Steve Demski
Matt Mishler
Keith Tremmel
Jeff Williams
Sr. Nancy Vance SND

Finance

Stephanie DuPree
Chair

Michelle (Savage) Bissel '91
Tricia Dunn
Anne Rex
Rick Sasala

Governance

David Koenig
Kathy Korducki
Co-chairs

Kim Grilliot
Meredith Mercurio '92
Bridgett Root
Barbara (Backus) Roshon '79

Student Life

Denise (Dawson) Olson '84
Chair

Travis Galloway
Melanie Kyle
Shayla Bell Moriarty '02
Michelle (Carey) O'Brien '07
Melanie (Egan) Ogradowski '93
Gary Snyder
Carlie Kukiela '23
Angel Perrin '25
Morgan Szozda '24

Retreat Participants

Sr. Vivette Baker SND '60
Sarah Bednarski '96
Gayle (Brennan) Beier '93
Jen Benedict '91
Michelle (Savage) Bissel '91
Bernadette (McCarthy) Caris '12
Beth Corrigan
Steve Demski
Tricia Dunn
Stephanie DuPree
Kristin Dusseau-Busse '92
Travis Galloway
Kim Grilliot
Sr. Jacquelyn GUSDANE SND
Liz (Brennan) Higgins '93
Rosanna (Violi) Hoelzle '03
Tolani Kashimawo-Afolabi
Dave Koenig
Anna Kolin
Kathy Korducki
Marysa Lake
Meredith Mercurio '92
Karen Miller
Matt Mishler
Josh Mocek
Fr. Joe Newman OSFS
Dan Nester
Michelle (Carey) O'Brien '07
Melanie (Egan) Ogradowski '93
Denise (Dawson) Olson '84
Aimee Parks
Joe Pinciotti
Ann Riddle
Barbara (Backus) Roshon '79
Kitty Slight
Gary Snyder
Paul Spinazze
Jenny (Conrad) Swope '83
Keith Tremmel
Sr. Nancy Vance SND
Dan Vining
Mary Beth Wetli '91
Jeff Williams
Jeff Wisniewski
Andrea (Zobler) Zimmerman '96
Fr. Alan Zobler OSFS
Courtney Lestock '23
Meredith Morris '25



**Enhance
educational
offerings that
prioritize the
students'
well-being**

Academics

Student Learning Goal

Notre Dame Academy will enhance educational offerings that prioritize the students' well-being, academic success, and life preparedness.

Faculty/Staff Goal

Notre Dame Academy will develop a plan to recruit and retain knowledgeable, faith-filled, diverse faculty and staff.

Objectives

- Create an environment that prioritizes individual expectations for a healthy balance between academics and other responsibilities to best serve each student's mental health.
- Develop a plan to recruit and retain knowledgeable, faith-filled, diverse faculty and staff.
- Research life skills needed after NDA and implement best practices.
- Report the relevancy of ACT scores in the college application process and identify and communicate expectations of IB/AP course enrollment.

Advancement

Notre Dame Academy will foster a culture of giving that encourages philanthropy, educates the NDA community about the needs of the school, provides opportunities to engage with the mission, and ensures financial sustainability.

Objectives

- Develop initiatives and benchmarks to engage alumnae to give of their time, talent, and treasure.
- Build a dynamic, comprehensive marketing plan that will enhance the image and visibility of NDA.
- Generate alternative revenue streams that transform the long-term financial position of NDA.

Catholic Identity

Rooted in the charism of the Sisters of Notre Dame, Notre Dame Academy will create a nurturing environment for members of the community to develop a personal relationship with Jesus Christ empowered to live the Gospel Values.

Objectives

- Assess the service learning program to enhance and provide opportunities that are meaningful, accessible, and flexible.
- Examine current service offerings for students and enhance meaningful faith formation opportunities.
- Create an ongoing program to educate the faculty and staff on the charism and educational principles of the Sisters of Notre Dame to be beacons of light to our students.
- Build an environment that welcomes open and honest discussion regarding Catholic Social Teaching.

Enrollment

Notre Dame Academy will achieve enrollment goals by inspiring families to make the transformational choice and become engaged members of Notre Dame Academy's community.

Objectives

- Implement a comprehensive enrollment management plan.
- Evaluate expansion of the Notre Dame Junior Academy to support enrollment.



**Create a nurturing
environment
for members of
our community**

STRATEGIC PLAN DOMAINS

Facilities

Notre Dame Academy will develop an evolving master plan that ensures the campus will be attractive and state of the art, with multi-purpose spaces for future growth, keeping safety and security paramount.

Objectives

- Continuously engage stake-holders and experts in developing a campus master plan that enhances our buildings and grounds in support of the NDA mission.

Finance

Notre Dame Academy will develop a financial strategy to advance the school's vitality and affordability in support of its mission.

Objectives

- Create a competitive salary and benefit package to attract and retain outstanding faculty and staff committed to the mission of Notre Dame Academy.
- Evaluate and enhance the tuition model, including tuition assistance, to ensure Notre Dame Academy remains accessible to all.

Governance

Notre Dame Academy, under the leadership of the Board of Trustees, will ensure an active governance model aligned with the tradition, vision, and principles of the Sisters of Notre Dame.

Objectives

- Create and ensure a succession planning process for board members and key leadership positions.
- Implement an effective board evaluation process.

Student Life

Notre Dame Academy will empower students to be intellectually curious, passionately faith-filled, and socially responsible servant leaders. As such, the Notre Dame community will work to foster positive relationships with internal and external partners for students to feel safe, heard, and connected.

Objectives

- Assess and enhance current mental health services and needs of the students to create an environment that promotes access to mental health support.
- Establish a socially responsible year-round initiative for the NDA community that embraces and educates on thoughtful respect for all while also celebrating differences.
- Provide students with opportunities to create a pathway that proactively and purposefully creates engagement with other Catholic school communities.
- Create an environment to allow students to have a meaningful voice to enhance their NDA experience.
- Assess current opportunities provided for students including but not limited to cultural, spiritual, or club and develop a cohesive culture.



Strategic Plan Retreat Participants



**Rooted in the
charism of the
Sisters of
Notre Dame**

Our Mission

Notre Dame Academy, a Catholic college preparatory school for young women, educates in the tradition, vision, and principles of the Sisters of Notre Dame. We empower students to be intellectually curious, passionately faith-filled, and socially responsible servant leaders.

Our Vision

In the spirit of the Gospel, we foster globally minded women of vision who are bold, brilliant, beautiful, and blessed.



3535 West Sylvania Avenue
Toledo, Ohio 43623

Sponsored by the Sisters of Notre Dame