

A Strategic Plan for 2016-2021: Young Women Empowered for the Future



brilliant
MINDS
compassionate
HEARTS
inspirational
LEADERS

Holy Name of Mary
College School

INNOVATING

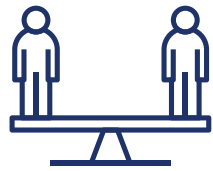
If one is lucky, a solitary
fantasy can totally

transform

one million realities.

- Maya Angelou





RESPECT



COMPASSION



JUSTICE



EXCELLENCE

Since 2008, Holy Name of Mary College School in Mississauga, Ontario, has been educating young women ready for the rigors of the 21st Century, rooted in Catholic core values and the Catholic tradition. Proudly founded by the Felician Sisters and the Basilian Fathers, HNMCS has sought to become the premier young woman's independent Catholic School in the GTA.

As the School Board and leadership oversaw the successful completion of the school's first Strategic Plan, leadership collaborated with the Board in Fall 2015 to develop and Mission, Vision, and Strategic Direction. These documents were instrumental to the overall direction of the next five year plan. Through a rigorous discernment and exploration process of the previous plan, school surveys, and facilitated visioning, the HNMCS Board of Directors sought best practice and determined appropriate processes to begin a journey towards the next five years.

The School's Board approved and adopted the Strategic Plan in June 2016. This plan propels the school into the future and provides measurable goals by which we will assess our success and revise as necessary, responding to the need of the times.

Compelled by our Mission, Vision, and Core Values, we would like to share the HNMCS Strategic Plan which will guide the future as we collaborate with leadership, faculty, and families to maximize the impact of this plan and further our Catholic mission.

MISSION

Founded by the Felician Sisters and Basilian Fathers, the mission of Holy Name of Mary College School is to provide young women the highest quality of education with a moral grounding in the Catholic faith, its traditions and worldview in order to enable them to realise their full potential as influential leaders of faith and community.

VISION

HNMCs strives for a culture of achievement that develops the individual capacity of every girl. The curriculum is tailored for girls who are given every opportunity to develop and excel in the way they learn best in order to achieve optimal academic success. Girls at HNMCS are inspired to take active leadership roles in using their talents, intellect and courage as responsible citizens through the virtue of compassion and outreach to others. HNMCS develops a culture that inspires, and empowers the girl of today with more self-confidence and stronger leadership skills to become the next generation of confident female leaders of character.





SERVING

Being
powerful

is like being a lady, if you
have to tell people you are
you aren't

- Margaret Thatcher

MISSION & CATHOLIC IDENTITY

Holy Name of Mary College School ensures that Catholic culture and faith, the Sponsors' core values for ministry, the school's Mission, Vision and Values, and support for those in need, define the HNMCS experience, policies and practices.

To promote our Mission & Catholic Identity, we:

- Integrate the teachings of Jesus Christ throughout the curriculum
- Create a sense of belonging within a supportive and caring climate
- Celebrate the Catholic faith in vibrant liturgies
- Provide rich learning experiences to develop Catholic character and Catholic leadership
- Commit to the social teachings of the Catholic church
- Foster a commitment to spiritual development in partnership with family



MISSION & CATHOLIC IDENTITY



Measurable goals:

- Provide formation to ensure that Catholic faith and culture and the sponsor's charisms are expressed and interwoven in all aspects of the HNMCS curriculum and the school community.
- Provide formation to Ensure that the theory and practice of the Church's social and environmental teachings are essential elements of the curriculum and fabric of the school.
- Recognize, embrace, and express the sponsors' core values, and the school's values, Mission and Vision at HNMCS, with particular focus on those in need.
- Offer regular opportunities to students, staff, and parents to practice their faith through service, prayer, the Eucharist and liturgy.

The Mission & Campus Ministry Committee monitors these goals and reports through the Head of School to the Board of Directors.



LEARNING

If we want

scientists

and

engineers

in the future, we should be
cultivating the girls as the boys

- Sally Ride

ACADEMIC EXCELLENCE

Ensure that HNMCS is distinguished as an all-girls learning environment, exceeding educational academic standards by providing a challenging, balanced, enriched, innovative curricular and co-curricular programme in a personalized and compassionate school environment.

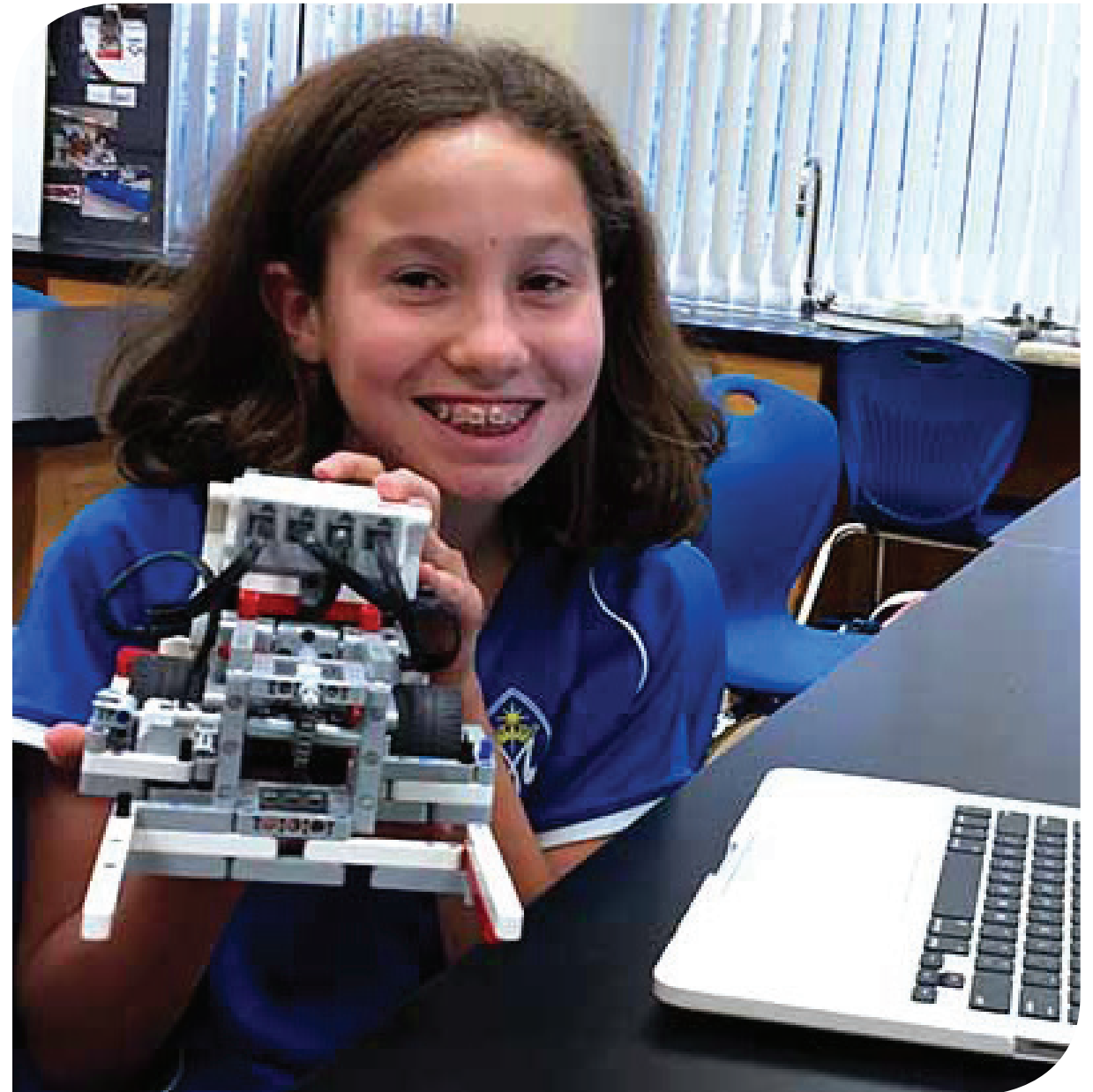
To promote Academic Excellence, we:

- Present a university preparatory curriculum
- Tailor an educational experience for each student



100% University Acceptance

90% Honour Roll Achievement in an Enriched Academic and Innovative Landscape



ACADEMIC EXCELLENCE



Measurable goals:

- Continue ongoing teacher development for growth through the implementation of an Annual Learning Plan (ALP) and a Teacher Performance Appraisal (TPA) process while also supporting job-embedded learning through Professional Learning Communities (PLC) to deepen practice, collaboration and reflective inquiry.
- Implement 21st Century Competencies through a personalized, girl-centric education that promotes spiritual growth, compassion, servant leadership, and student wellness.

The Academic Excellence Committee monitors these goals and reports through the Head of School to the Board of Directors.

ACADEMIC EXCELLENCE



Measurable goals:

- Implement consistent, fair, and transparent assessment and evaluation practices and procedures that are valid and reliable, and lead to the improvement of learning for all students in accordance with Ministry of Education Growing Success policy.
- Secure membership in CIS and engage HNMCS in the many opportunities the organization provides.
- Nurture the HNMCS faculty's understanding of the vocational call as teachers and identify as to strengthen its professional experience and satisfaction.
- Investigate and enrich curricular and co-curricular offerings and expand partnership opportunities with SMCS.



THRIVING

Many times I had to
dig deep
and
perform

All of that adversity helped me and
drove me to want to be the best

- Hayley Wickenheiser

GOVERNANCE & LEADERSHIP

Holy Name of Mary College School Board of Directors and Leadership ensure strong servant leadership in governance, administration and teaching to effectively implement the HNMCS Strategic Plan.

To promote Governance and Leadership, we:

- Maintain our commitment to Sponsors and Catholicity
- Collaborate
- Communicate transparently
- Maintain students as the primary interest



GOVERNANCE & LEADERSHIP

Measurable goals:

- Strengthen the governance structure and formation of the HNMCS Board and broaden its composition.
- Update the strategic plan and establish key board objectives for success.
- Establish key committees to assist and monitor critical school areas identified in the strategic plan.
- Develop succession plans and formation programmes at all levels.
- Refine the Head of School position description and review the performance appraisal process.
- Reaffirm and strengthen the relationships and understandings between HNMCS, the Basilian Fathers (SMCS), and the Felician Sisters.

The Executive Committee monitors these goals and reports to the Board of Directors.





LEADING

We must

**open the
doors**

and we must see to it they
remain open, so that others
can pass through

- Rosemary Brown

OPERATIONAL VITALITY

Holy Name of Mary College School Board of Directors and Leadership ensure that HNMCS has robust recruitment and retention, sufficient financial resources, and excellent facilities, to ensure the school's on-going vitality, growth, and stakeholder satisfaction.

To promote Operational Vitality, we:

- Promote the school aggressively Collaborate
- Communicate transparently
- Maintain students as the primary interest



OPERATIONAL VITALITY



Measurable goals:

- Grow enrolment of prospective students by increasing the conversion rate of mission-fit families, expanding marketing reach and recruitment efforts in key target areas, utilizing data points, and by leveraging the SMCS relationship.
- Broaden the number of international, national, local students enrolled and diversify the make-up of these students.
- Maintain current strategies and identify new initiatives to sustain the retention rate.
- Develop a targeted programme to increase grade 5 and 6 enrolment and strengthen the middle school.

OPERATIONAL VITALITY



Measurable goals:

- Develop and implement a comprehensive and targeted social media strategy to reach prospective families and enhance the school brand.
- Grow the annual giving campaign by identifying capital spending priorities, establish new advancement strategies, identify new naming opportunities, and build relationships with potential donor families.
- Create a permanent top donor board display that encourages and recognizes long term financial support to HNMCS.
- Involve the parent community to actively promote the growth of the school through the recruitment process and continue to encourage parent volunteerism.
- Continue regular Board financial reviews and ensure that the school operates annually on a cash flow positive basis focused on actuals, revenues and cost management.

The Advancement Committee and the Finance Committee monitor these goals and reports through the Head of School to the Board of Directors.



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