

NOTRE DAME HIGH SCHOOL



PEORIA
NOTRE DAME



STRATEGIC PLAN

LETTERS from the *Co-Chairs*



Growing up in St. Bernard's Parish, I understood firsthand the power of strong Catholic role models and the sacrifices that were made to provide us with years of faith-building Catholic education. As a proud third generation graduate of the Academy of Our Lady and parent of three Peoria Notre Dame alumni, I have been honored to co-chair the Strategic Plan with Mitch Gilfillan and work with such inspirational leaders.

The enthusiasm and passion surrounding this vision for Peoria Notre Dame continues to grow exponentially. The devotion of countless parents, students, and alumni to our dedicated faculty and staff will enable us to build a road map to clearly define who we are and where we plan to propel Peoria Notre Dame in the future. The Strategic Plan has helped us engage a significant resource of untapped talented visionaries within our Catholic community whose skills are deeply influencing the implementation of our Strategic Plan goals and objectives.

With our 160-year tradition of Catholic education beginning with the Academy of Our Lady, Spalding Institute and Bergan High School, we are grateful to all who have contributed to our Peoria Notre Dame Strategic Plan. Now, we invite our entire community to join us in promoting our Catholic Identity as we strive to live our mission of educating the whole person — body, mind and soul.

Karen Crowley Metzinger (AOL '73)

As a Peoria Notre Dame alum and father to two children at St. Philomena School, it is such a privilege to serve in a role aimed to help advance PND into the future through our Strategic Plan. So many hardworking volunteers – including priests, parents, alums, current staff and students – have shown remarkable support and continue to demonstrate the importance of Catholic education in Peoria.

On behalf of my co-chair, Karen Crowley Metzinger (AOL '73), we are grateful and appreciative for so many people and the countless hours dedicated to help stabilize, secure, and facilitate a plan that will grow PND for another generation to come. From our Strategic Plan, we are seeing positive results already, but our long-term outlook is even more exciting.

What that means for the Strategic Plan and you: the time is now. We are at a pivotal point in Catholic education in Peoria and the momentum is building. We know the future of PND is strong based on the incredible support and vision in place. We hope you can sense the pride we have for PND as we invite you to step forward and help our mission continue to thrive. Go Irish!



Mitch Gilfillan (PND '02)

A MESSAGE from the *Interim Principal*

It is a joy to come to school every day to focus on our students and how well Peoria Notre Dame's teachers guide the development of each student's body, mind, and soul. Our teachers are skilled, devoted, knowledgeable, caring, and inspiring. Most importantly, our teachers are faith-filled. Whether it is a science class, a Spanish class, or a music class, our teachers are guided by God and His love for each student.

My husband, Greg, and I are Bergan graduates, and our five children graduated from PND. As students, we cared about our classes, friends, and extracurriculars. The value we have for our education grew significantly over time. Now that I am in administration in the same building, I have a new and deeper appreciation for all involved in operating a Catholic school today and ensuring it will be strong into the future.

The excitement and optimism exhibited since we launched the Strategic Plan are energizing. Implementing the various stages of the plan brought – and will continue to bring – many people together to benefit our current and future students.

We thank Bishop Lou Tylka for his leadership and encouragement to undertake this important process. We know that God is the master planner, and we are thrilled to have this road map to guide us. I hope you, too, value our strategic goals, will pray for this excellent work, and will continue to support the mission of Peoria Notre Dame.

Susie Ciccirelli

*Susie Ciccirelli (BHS '83)
Interim Principal*





LIVING OUR MISSION

Peoria Notre Dame's mission is to develop the whole person - body, mind, and soul. The newly created Strategic Plan addresses three domains which guide us in our mission of forming well-rounded students: Catholic Identity, Academics, and Student Life.

DEVELOPING the *Soul*

Catholic Identity

Our Goal:

Peoria Notre Dame will promote an authentic, joyful witness of the Gospel and love of God and neighbor by nurturing personal relationships with Jesus Christ and extending the mission of PND into the school and community.

We will:

- Grow a more cohesive Catholic and virtue-driven culture school-wide within various academic disciplines, extracurriculars, and athletics.
- Cultivate partnerships with our families by providing faith enrichment opportunities that firmly anchor them in their Catholic faith.
- Increase and improve opportunities for the faith formation of the faculty and staff to enable them to more fully live out the mission of Peoria Notre Dame and provide an authentic witness of their faith within the PND community.
- Within all courses and programming, foster authentic spirituality that leads students to encounter Christ in a meaningful way and inspires them to seek holiness in their daily lives.

DEVELOPING the *Mind*

Academics

Our Goal:

Peoria Notre Dame High School will enhance its academically challenging, differentiated, and comprehensive curriculum to support and develop all students, enabling them to reach their full potential.

We will:

- Use data-collection and analysis to inform and improve instruction, facilitate collaboration between teachers, and align core subjects.
- Enhance and expand the Student Services program to better support the needs of all students.
- Research benefits and drawbacks of semester vs. trimester schedule, and implement or refine the model that best supports student learning.
- Improve communication between Peoria Notre Dame, central diocesan administration, and partner schools about academic opportunities, expectations, and course specific feedback.

DEVELOPING the *Body*

Student Life

Our Goal:

Peoria Notre Dame will inspire a well-rounded student life within a positive school climate that enhances the development of every student's body, mind, and soul.

We will:

- Promote a balanced involvement for all students in the various areas of student life: extracurriculars, athletics, and the arts.
- Establish a robust and explorative college/career-planning program starting freshman year.
- Develop structured avenues for communication between the student body and faculty/administration.
- Effectively develop Christ-like student leaders in and outside the classroom.
- Develop and implement a comprehensive formation program for students' social, emotional, and mental health needs.
- Create student experiences that foster relationships between PND students and K-8 students from our partner schools.





SUPPORTING OUR MISSION

The domains of Enrollment, Facilities and Technology, Advancement and Communications, Governance, and Finance support the mission of “developing the whole person - body, mind, and soul.” The Strategic Plan seeks to guide every aspect of our school in the future to ensure Peoria Notre Dame continues to provide quality Catholic education for years to come.

Enrollment

Our Goal:

Peoria Notre Dame will achieve and maintain optimal enrollment through recruiting efforts and relationship building with parishes, parents, alumni, and the community at large.

We will:

- Enhance the recruitment process to better compete with both public and private schools in the community.
- Improve communication about financial aid opportunities and grow awareness that Catholic education is an option for all students, regardless of financial need.
- Further develop relationships between Peoria Notre Dame and pastors, parents, and parishes to increase visibility and engagement within the community.
- Collect, analyze, and use data to attract, recruit, enroll, and retain students.
- Create and implement a comprehensive and robust recruitment strategy.

Facilities & Technology

Our Goal:

Peoria Notre Dame will have the highest quality facilities—technology infrastructure, academic areas, and athletic facilities— to allow students to develop themselves fully.

We will:

- Conduct a campus audit and create a facilities master plan for ongoing facility maintenance, cosmetic upgrades, and capital improvements.
- Research and update technology to allow for continuous innovation and differentiation.
- Study the feasibility of expansion projects, including but not limited to the school’s athletic facilities and the Allen Road property.

STRATEGIC *Plan*



Many of the action steps laid out in this strategic plan are completed or implemented.

Advancement & Communications

Our Goal:

Peoria Notre Dame will create and implement balanced and sustainable funding initiatives to support strategic growth and ensure the long-term viability of the school's mission.

We will:

- Centralize fundraising efforts through the Advancement Department.
- Develop a comprehensive and consistent branding and marketing communications plan to increase school pride, promote the value, and place PND at the top of mind for enrollment, donations, and employment.
- Develop a plan and process for consistent and transparent communication about past efforts and future plans to all stakeholders.
- Engage alumni of all ages in social and stewardship opportunities to foster school pride, strengthen community, and further alumni ownership in the legacy of Catholic education in Peoria.

Governance

Our Goal:

Peoria Notre Dame High School's leadership team will operate under governance structures and processes to best enable strategic decision-making aligned to its mission in cooperation with the Catholic Diocese of Peoria (CDOP).

We will:

- Establish and implement advisory board(s) reflective of the school community and local pastors to assist the school leadership in fulfilling the school's mission.
- Evaluate and adopt an administrative model and/or organizational structure to balance the school's needs and effectively implement the school's mission.
- Enhance the collaboration and communication with the CDOP and the Office of Catholic Schools to support PND's implementation of the strategic vision for the school.
- Develop and implement a data-driven process for evaluating, selecting, and reviewing key initiatives supporting strategic priorities.



Finance

Our Goal:

Peoria Notre Dame High School will effectively manage revenue through diverse and balanced funding sources to provide a more sustainable financial base to meet the current and future needs of the school community.

We will:

- Develop a tuition and financial aid model to ensure the school remains available for all families at all income levels.
- Provide more competitive compensation and benefits to attract and retain outstanding faculty, staff, and coaches.
- Anticipate and plan for changes in demographics and enrollment with our partner schools.
- Determine, maintain, and grow the unrestricted endowment balance required for educational and operational funding.
- Establish a financial plan for long-term capital expenditures.
- Invest strategically in additional personnel and resources to generate additional revenue.

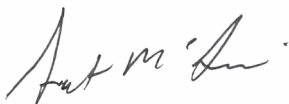
A MESSAGE from the *Chief Operating Officer*

Peoria Notre Dame High School has a history of excellence for nearly 160 years in the greater Peoria area. Few schools have a heritage as unique as that of Peoria Notre Dame which is a result of the amazing work of Academy of Our Lady, Spalding Institute, and Bergan High School. It is our duty, with the help of God, to continue progressing our mission to develop the whole person: body, mind, and soul.

It has been an incredible blessing to have more than 50 highly skilled, faithful stakeholders come together and provide a deep dive in all areas of our school through the Strategic Planning process. This allowed stakeholders to offer feedback which formed objectives in each domain that will ensure the continued excellence of serving our students and community for many years to come. We plan to use this document as a resource to keep our school on track, and to build a foundation that will stand up to any challenges that might come ahead.

I personally cannot thank the community enough for dedicating hundreds of hours of their time to this initiative. It is very comforting to know that there are so many experts in the community that are all focused on Peoria Notre Dame continuing to be the best high school in the Peoria area. I am honored and excited to see the results of our Strategic Plan initiative and how this will positively affect our current and future Peoria Notre Dame families. Of course, it also helps to know that we have God on our side!

God bless,



Grant McInnis

Chief Operating Officer

