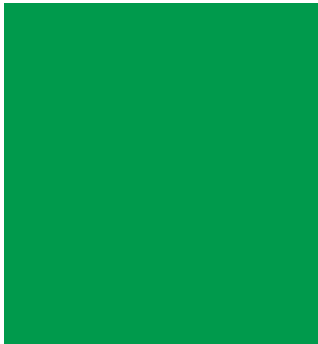
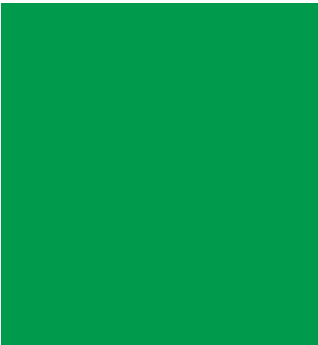
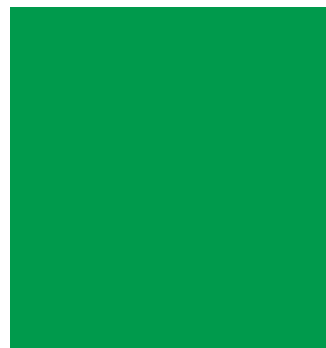


1924



THE FUTURE IS NOW



A STRATEGIC PLAN FOR OUR NEXT CENTURY
2020-2025



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OUR MISSION ►

Founded in 1924, Nerinx Hall is an Independent, Catholic, college-preparatory school for young women in the Loretto charism of loving service. The mission of Nerinx Hall is to cultivate empowered women who pursue academic excellence within a diverse community, forge a path towards social justice, and grow in knowledge of themselves and their world.



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► WHO WE ARE

Founded by the Sisters of Loretto, Nerinx Hall is grounded in the belief that educated, caring, empowered young women are essential to our world. We strive to help each young woman know herself and her world. We offer her a loving community of faith that nurtures her individual gifts, enlivens her spirit, and reveals a diverse world where hope prevails. We call each young woman to deliberate Christian action in her world.

WOMEN MUST KNOW THEMSELVES AND THEIR WORLD

We believe that knowledge of self develops as each student experiences her powers of reason, imagination, intuition, and physical skill, and as she grows in her relationship with God. We provide each student with experiences that will help her develop the self-assurance, flexibility, creativity, and balance needed to face her rapidly-changing world.

We believe that knowledge of the world must encompass science and technologies, arts and humanities, religion and cultures, and a historical perspective of humankind. We challenge our students to achieve academic excellence in each of these areas, believing that excellence is best achieved when the student has developed these skills: the self-discipline to assimilate facts and master skills of learning; the confidence to analyze critically, speculate imaginatively and communicate intelligently; and the ability to engage in collaborative learning.

DIVERSITY ENRICHES AND TRUST EMPOWERS

We believe with the Sisters of Loretto that diversity within a community is essential. Thus, we seek diversity in our faculty and our student body. We offer a curriculum that is open to the contributions of women and men, to diverse cultures and experiences. We challenge our faculty and student body to respect differences of opinion and to find strength in a variety of backgrounds and perspectives. We see Nerinx Hall as a community of learners, working together to develop their potential as persons.

As persons deeply rooted in a Judeo-Christian heritage, we share the profound belief that our God has created good, and that the goodness of each student grows best in an atmosphere of trust. Thus, we strive to create a community based on trust and rooted in the love of Christ—one that witnesses to patience and hope, that remains open to the spirit in each person, that values personal integrity, that works for cooperation more than competition, and that is able to laugh and to forgive. We hope that within this community each student will come to value herself and her world, and will choose to make lasting commitments to others and to a world which greatly needs her.

WE ARE CALLED TO DELIBERATE CHRISTIAN ACTION

Exemplifying the pioneering spirit of the Loretto community and the Gospel call to mission, Nerinx Hall calls each young woman to responsible Christian leadership in the world. We challenge her to make a difference in her community. We prepare her for action that results from deliberate choice, that responds to areas of deep human need, that challenges the dehumanizing aspects of her world, that increases awareness of environmental concerns, and that promotes a just peaceful society. In preparing her for action, we offer her opportunities to lead, to take risks, and to effect change within and through her school community. Nerinx Hall inspires each student to a life-long pursuit of knowledge, self-awareness, Christian community, self-expression, and committed action.

OUR LORETTO VALUES

FAITH

Building hope, fostering community, and acting in charity and service through the enduring love of God

COMMUNITY

Building relationships that are affirming, inclusive, empowering, and compassionate

JUSTICE

Promoting changes to eliminate oppression and creating systems and relationships in which people, especially women, are treated fairly and impartially

RESPECT

Being open to differences, and believing in each person's potential; promoting the dignity of individuals and protecting the sacredness of all creation

OUR PEOPLE ►

STRATEGIC PLANNING COMMITTEE

BOARD

Sara Barnett*
Cherina Coffman*
Susan Johnson '68

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PARENTS

Michael Coffman
Kevin Folkl
Matt Hathaway
Laura Spreck Lee '85
Jen Lohman
Elizabeth McGowan
Mike Taylor

FRIEND OF NERINX

Kathleen Lodes

STUDENTS

Meghan Bryan '20
Zoe Coffman '20
Lillian Folkl '22
Sydnee Haymore '20
Caroline Leigh '20
Ellie McGrath '20
Alia Noor '22
Chloe Peters '20

* Parent 2019–2020

OUR PRIORITIES ►

- COLLEGE & CAREER COUNSELING
- FACILITIES
- VIABILITY
- ACADEMICS
- SUSTAINABILITY

OUR PROCESS ►

In September 2019 Nerinx Hall began the process of developing a new strategic plan to guide our work as we approach the school's centennial.

First, faculty and staff were surveyed on the current culture and priorities of the school. The leadership team looked critically at Nerinx and our competitors using a variety of inventory tools to better gauge our current position and opportunities for the future.

More than 70 members of the community were invited to actively participate in the committee process. Ultimately, we had 35 individuals join us, including students, alumnae, current and former parents, board members, and staff members.

The first committee meeting began with an update on the current state of the school with reports on academics, facilities, admissions, finances, and advancement, followed by time for discussion and questions. We viewed *Most Likely to Succeed*, a documentary about innovative schools around the country, to inspire us to think about creative possibilities and solutions for Nerinx. We concluded our first session with small groups completing a SWOT (Strengths/Weaknesses/Opportunities/Threats) analysis.

In the weeks between the first and second meetings, we examined themes that emerged from the SWOT analysis, and developed a working plan from those ideas and items mentioned multiple times. The second meeting started with an examination of the SWOT results. We asked the group to participate in an exercise that challenged us to look at ways to mitigate weaknesses and threats by highlighting opportunities and strengths. This helped shape strategic initiatives from the many ideas mentioned in the SWOT analysis. Small groups were then asked to write action items for the areas of need that emerged. The plan was approved by the Board of Directors in March 2020.

Community is among the four Loretto Values which guide our school. It was important that value also be the foundation of our strategic planning. The unique perspectives and experiences of the committee members allowed for a thorough and progressive plan for the future.

PRIORITY DETAILS

COLLEGE & CAREER COUNSELING ►

GOAL

Expand and refine our college counseling program to promote college exploration and career preparedness beginning in a student's freshman year.

ACTION ITEMS

- Publish a formal college/career counseling plan to stakeholders annually
- Formalize college rep visits to allow for short presentations from each school
- Identify students, as early as their freshman year, with potential to attend highly-selective institutions
- Develop working relationships with targeted highly selective institutions and Historically Black Colleges and Universities
- Provide additional online resources for the college search process
- Create an individualized college search process for each student with more information and guidance in the scholarship search process
- Create a new on-campus mentoring program, in conjunction with the Advancement Office that develops relationships with alumnae currently in college, as well as those in the professional world
- Hire an additional college counselor to work with students in the House of Studies Honors Program

FACILITIES ►

GOAL

Maintain and build the facilities necessary to attract and educate the next century of Nerinx Hall students. When considering the design, construction, and operation of facilities, sustainability will remain a priority.

ACTION ITEMS

- Develop an understanding of the master plan construction phasing and components cost developed in Spring 2019
- Coordinate ongoing capital upgrades to support the master plan
- Improve energy management with existing systems
- Identify potential upgrades to current facilities
- Develop outside classroom in courtyard area



VIABILITY ►

GOAL

Develop and implement a program that secures the viability of Nerinx Hall through initiatives in enrollment, fundraising and alumnae engagement.

ACTION ITEMS

ENROLLMENT

- Define an optimal operating class size
- Recruit students from diverse populations
- Maintain a 60% or better rate of 8th grade visits to applications
- Determine outreach targets in Catholic, independent and public school markets
- Increase outreach efforts for families relocating to St. Louis
- Provide professional development and recognition opportunities for grade school principals and teachers
- Develop mentorship and training opportunities for Nerinx students to connect with grade school students
- Develop robust summer programming for middle school students

FUNDRAISING & CAPITAL CAMPAIGN

- Build a donor-centered philanthropic culture to ensure financial sustainability
- Increase giving to the annual fund and scholarship fund to \$1 million per year within 5 years
- Secure \$250,000 in major gifts annually for special initiatives within 5 years
- Increase the school's endowment to \$10 million by 2025
- Launch and complete the first phase of comprehensive capital campaign within 4 years
- Enhance marketing of Nerinx Hall's endowment and planned giving opportunities
- Develop plans for the Nerinx centennial during the 2024-25 school year

ALUM ENGAGEMENT

- Leverage our alumnae support by providing opportunities for mentorship, connections and cooperation through alumnae engagement, including a new on-campus mentoring program in partnership with the Counseling Department
- Increase alumnae financial donations in both total number of gifts and total dollars donated

ACADEMICS ▶

GOAL

Ensure Nerinx is the premiere choice among all-girls Catholic high schools. Focus on professional development and growth for faculty in the areas of data usage and best practices for educating modern learners. Strengthen the student experience with expanded programming coupled with a commitment to the Loretto tradition.

ACTION ITEMS

FACULTY

- Provide faculty with the needed resources to grow and develop in their academic areas
- Further our commitment to attracting and retaining qualified minority candidates when hiring
- Identify staffing needs to develop programming to address opportunities in STEM related areas
- Expand faculty training for the utilization of data to inform curricular and instructional decisions
- Develop and offer additional online courses throughout the curriculum that extend student learning beyond the classroom and the standard academic year
- Develop a relationship with Webster University in the areas of the arts and STEM
- Increase active learning in our classrooms
- Develop outside classroom in the courtyard area

STUDENTS

- Build an 8-week freshman orientation/induction program
- Create and implement an updated schedule that best serves our students as 21st-century learners
- Increase experiential/cross curricular opportunities
- Develop plans with student leaders to increase school spirit and pride
- Grow and develop leadership opportunities for students
- Create opportunities for all Nerinx students to be exposed to and utilize 3D printing
- Explore the emerging trend of Esports
- Identify ways to reduce stress and implement strategies to help students manage anxiety





SUSTAINABILITY ►

GOAL

Earn and maintain the National Green Ribbon for sustainability by reducing our environmental impact and associated costs, improving the health and wellness of the students and staff, and provide effective environmental sustainability education.

ACTION ITEMS

- Reduce environmental impact and costs
- Improve the health and wellness of students and staff
- Continue to effectively educate our community on environmental and sustainable practices



NERINX HALL

EMPOWERING WOMEN SINCE 1924