

NOTRE DAME PREPARATORY SCHOOL AND MARIST ACADEMY

Strategic Plan

2023-2028



LETTER TO THE COMMUNITY

When the Marist Fathers and Brothers accepted the call in 1994 to serve the Archdiocese at 1300 Giddings Road, it was a daunting assignment: to turn the only Catholic school in Pontiac into a beacon of hope for families in Oakland County. Thirty years later, we've grown from 80 students to more than 1,000 who come from 75 zip codes across Southeast Michigan.

The world changed dramatically in that time. New trends in primary and secondary education compelled us to think and work in innovative ways. This has resulted in predictable enrollment, greater interest among donors, and sound finances statements—which has positioned us as a leading PreK-12 Catholic school in the Midwest.

We are grateful to families who partner with us on their child's educational journey, alumni who live our mission in a contemporary world, and friends and neighbors who cherish Catholic education. Hundreds of these constituents as well as employees and students shared their insights about the future of our school over the course of a year. The priorities in these pages are rooted in dialogue from interviews and focus groups, feedback from surveys administered in 2023 by Independent School Management (ISM), and best practices from other educational institutions.

Our community has created a meaningful plan that honors our Marist heritage, further strengthens our academic offerings, and deepens our culture. Each year going forward, we'll share a list of annual strategic priorities and keep you informed of our ongoing accomplishments. You'll be asked to be a part of these conversations. *Our work is just beginning!*

Fr. Leon Olszamowski, s.m., envisioned 30 years ago what our school would become. We can only imagine the next five years—but we have a plan, which is both practical and aspirational. Each one of you will be essential in writing the next chapter of our history.

Doing the work of Mary,



Andrew J. Guest

ND'84, P'12'16'19
Head of School



Stephen V. Pangori

P'13'15'17'18
Chair, Board of Trustees

Develop Curious and Confident Thinkers

Academic excellence has always been a priority for Notre Dame Preparatory School. Students are challenged to meet high expectations in the classroom, utilize their talents, and reach their full potential. To make this so, the Board of Trustees and administration are committed to attracting, retaining and rewarding faculty and staff who are encouraging and generous in spirit.

To foster a learning environment where students thrive, we will:

- Continue to care for students' academic, social and emotional wellbeing as the only Catholic school in Michigan to offer the International Baccalaureate (IB) program for students from PreK to 12th grade.
- Further invest in college-preparatory counseling and campus ministry activities so students become all that God intends them to be.
- Enhance classroom instruction and learning as a Microsoft Showcase School (6-12) and Apple Distinguished School (PreK-5).

To support our faculty and staff, we will:

- Benchmark salaries and benefits among public and Catholic school peers and develop a compensation plan that fosters employee retention and engagement.
- Continue to offer personal and professional development programs that empower every staff member to grow spiritually and in their chosen career path.
- Recognize and celebrate educational accomplishments, length of service, and contributions to our mission.

Stand 'Strong and True'

With enthusiastic consensus about these priorities among our constituents, we will focus on what matters most in the next five years. Achieving our vision for 2028 and beyond will require the contributions of many. Responsibly stewarding those gifts and the resources that Our Lady has already bestowed on us will ensure our collective efforts are successful.

To imagine the future of our campus, we will:

- Update the master plan with new and renovated buildings and grounds that best enable the school to deliver its mission.
- Create a facilities plan to prioritize necessary improvements and maintenance, and a funding plan to ensure its stewardship.

To re-dedicate our school to the people who bring it to life, we will:

- Continue to cultivate an engaged and informed community of alumni, parents, grandparents, parents of graduates and friends who voluntarily contribute their time, talent and treasure.
- Ensure that tuition revenue and endowment income cover 100 percent of our annual operating expenses and educate constituents on the merits of this budget model.
- Launch a multi-year fundraising campaign to make real our vision for Notre Dame Prep in 2028 and beyond.
- Invest in the Notre Dame Alumni Association to strengthen lifelong relationships among alumni of Notre Dame Prep as well as our heritage schools, including Notre Dame High School, Pontiac Catholic, Oakland Catholic, St. Frederick and St. Michael.
- Refresh the parent-volunteer experience in the Parent and Booster Clubs to create more opportunities to participate in these strategic priorities.

