



Bishop McNamara High School *Strategic Plan 2028*

1

ELEVATE OUR STUDENT EXPERIENCE

Enhance the overall student experience by prioritizing and improving student well-being.

- Perform “**best-in-class**” on AP and SAT benchmarks.
- **Survey student well-being** annually for the next two years and every two years thereafter to measure factors beyond sleep and stress that lead to flourishing students.
- Investigate policy adjustments to support **21st-century learning and growth**.
- Review mental health services and **develop an intervention plan** that impacts mental health and well-being, including reducing homework load and restoring sleep.
- **Refine and overhaul academic course offerings** and AP programs to ensure maximum readiness for college and career.

3

BE BEST IN CLASS

Market the school’s identity and value to become a tier-one school.

- Define and determine what tier-one means to BMHS and benchmark accordingly with improved parent/faculty communication.
- Use elements from the **BMHS Graduate Profile** to guide stories and testimonials and make it well known that there are wait pools annually.



2

INVEST IN OUR FACULTY

Ensure we are positioned to attract, develop, and retain faculty members who embody professional excellence and provide a world-class learning experience.

- Invest in **faculty compensation** and professional development.
- Support faculty to progress in meaningful and personalized **professional development goals** and support those goals with adequate dollars, administrative support, and time.





CAMPUS & FACILITY ENHANCEMENT

- Develop a comprehensive Campus Master Plan, including a review and focus on reducing our campus carbon footprint and beginning work on the 100/200 hallways.
- Explore best practices for maintaining a safe and affirming space for students and employees.



GROW OUR ENDOWMENT

Align financial management policies and practices with the vision of becoming a tier-one school.

- **Grow Endowment** from \$4m to \$10m.
- Align a **multi-year strategic financial plan** with the school's overall plan and our identity as a tier-one school.
- Establish and document **sound cash reserves** and hard income percentage goals.
- Explore ways to **monetize spaces on campus**, while being mindful of who uses it and that they respect the legacy.

BECOME A FUNDRAISING BOARD

Utilize the vast resources and connectivity of our Board of Directors to meet the objectives of our strategic plan, build a robust pipeline of future members, and grow a culture of giving and getting.

- Create and update a **board profile** that outlines needed skills, abilities, and capacities.
- Explore **generative thinking/contingency planning** based on specific scenarios on an annual basis and expand the involvement of Board Members in donor cultivation and "asks."
- Commit to becoming a **"fundraising board"** that makes introductions, holds meetings, and makes the ask.



BISHOP MCNAMARA IS AN
INDEPENDENT HOLY CROSS, CATHOLIC,
COLLEGE-PREPARATORY SCHOOL.



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