



ROOTED IN HISTORY, DRIVEN BY CURIOSITY

2025-2030 STRATEGIC PLAN

ST. MARY'S
EPISCOPAL SCHOOL



OUR MISSION

St. Mary's Episcopal School provides an unparalleled educational experience that challenges and supports each girl as she discovers her unique purpose and reaches her individual potential.

OUR COMMUNITY VALUES

ACADEMIC EXCELLENCE

We encourage intellectual curiosity and spark a lifelong love of learning.

BELONGING

We foster an inclusive community where we value the uniqueness of each person.

HONOR

We hold ourselves and each other accountable to act with strong moral and ethical character.

EPISCOPAL IDENTITY

We are led by God's love to support spiritual growth and to be knowledgeable and respectful of each other's beliefs.

COURAGE

We have the confidence to take risks and to persevere.



TRADITION GUIDES US, CURIOSITY PROPELS US FORWARD

From the earliest stages of learning, St. Mary's nurtures curiosity. Students are encouraged and empowered to explore, ask questions, and seek new knowledge. Asking questions fosters critical thinking and problem-solving skills and empowers students to be active participants in their education.

In 2023, St. Mary's launched a two-year re-accreditation process applying this same curiosity to planning for the future of our 178-year-old institution. Parents, students, alumnae, and faculty were asked to reflect on the school's mission and values through surveys and focus groups. Their input helped shape a strategic plan that reflects our community's shared values of academic excellence, belonging, honor, Episcopal identity, and courage.

St. Mary's continues to evolve, embracing innovation while staying true to the principles that have shaped generations of students. The future of St. Mary's is bright because it is rooted in a community-wide commitment of providing an unparalleled educational experience for girls.





GOAL #1

INSTITUTIONAL EXCELLENCE

How do we define, evaluate, and promote excellence in all aspects of the school to prepare girls to succeed in an ever-changing world?

Strategies:

ENHANCE academic programming based on feedback generated from curricular evaluation and annual testing data.

SET measurable goals and offer opportunities for clear and consistent biannual faculty and staff feedback.

INCREASE co-curricular offerings and electives, allowing students to maximize the academic experience and create specialized learning paths in grades 9-12.

PROMOTE St. Mary's as the leader in education and a model for how to educate girls.



GOAL #2

LIVING OUR EPISCOPAL IDENTITY

How do we appreciate the unique value of each member of our community, embracing our individual cultural beliefs and respecting our differences?

Strategies:

ENSURE that each girl is known and valued as a member of the St. Mary's community, affirming her sense of belonging and well-being.

RECRUIT and **RETAIN** excellent faculty, staff, and administration to increase diversity of race, perspectives, and teaching styles.

IMPLEMENT professional development and curricular programming, which enhance diverse perspectives, cross-cultural skills, and social-emotional learning.

INCREASE our student applicant pool from underrepresented groups.



GOAL #3

FINANCIAL STRENGTH

How do we guarantee financial strength and stability?

Strategies:

SECURE annual giving to support the operating budget.

GROW the endowment to sustain academic and co-curricular excellence, enhance affordability and access, and achieve school goals and facility needs.

NURTURE the culture of philanthropy to increase support from all constituencies.

INCREASE community participation and donor loyalty by telling the St. Mary's story.

SHE'S SO ST. MARY'S

At St. Mary's, we begin with the end in mind. Lessons and experiences are intentionally designed to prepare our students for a future full of possibility. We are committed to walking alongside each girl as we nurture and challenge her to become her best self.



SHE IS PREPARED.

A St. Mary's alumna is a lifelong learner who approaches the world with curiosity. She is a poised communicator who connects ideas and takes initiative to create solutions and solve problems. She is unafraid to take risks and perseveres through challenges. She is a smart, confident, and thoughtful leader prepared to change her community for the better.



SHE IS AN INDIVIDUAL.

A St. Mary's alumna knows who she is — a woman of unique strengths, values, and interests. She has the confidence to share her authentic self with the world. She is reflective and nurtures her own mind, soul, and body. She strives to live a life of balance, purpose, and joy.



SHE IS PART OF A COMMUNITY.

A St. Mary's alumna acts with compassion, kindness, and integrity, appreciating the backgrounds and perspectives of others. Her strong moral compass is a foundation for the decisions she makes. She is part of something greater than herself and a force for good in the world. Wherever she goes, she is part of the St. Mary's community and the sisterhood of alumnae.

SHE FILLS THE WORLD WITH LIGHT AND LIFE.



For Girls. For Life.