

NDA FORWARD

Exploring the future and vision for Notre Dame Academy



AGENDA

- Introduction of Head of School
- Vision and Mission
- Plans for School Year 2026-2027
 - Academics and Programming
 - Resources
 - Mission and Traditions
- Q & A



INTRODUCTION

Linda Anderson, M.Ed.
Head of School, NDA



What I heard from our stakeholders

Faculty

We want to push our students to reach new heights

We want our voices to be heard at the leadership level

We want to build and sustain a culture where talented teachers want to work and stay

Sisters & Trustees

We want to see NDA thrive again

We want NDA to remain a faith-based school, rooted in the teachings of Jesus Christ

We want the NDA community to reflect the diversity of our city

We want NDA to stand out and stand with the broader Central Mass community

Students

We want to enjoy this time with friends and make memories that will last a lifetime

We want to be ready for the future and feel confident facing the road ahead

We want to leave a legacy that others will honor

Parents

We want our students to enjoy these precious formative years

We want to know our students are prepared for college and beyond

We want our students to belong to something bigger than themselves

Alumnae

We want to know our traditions are alive and cultivated in the next generation

We want to see NDA embrace the future in a bold, forward-leaning way

COMMUNITY ALIGNMENT

- *Our world — which is changing faster than ever — needs strong servant leaders with a mind for collaboration and ethically grounded problem solving*
- *Notre Dame women are uniquely poised to fill that need*
- *A thriving NDA is needed more now than ever*

Where we go from here

ACADEMICS & PROGRAMMING

**Strengthen the
academic and co-
curricular programs
of NDA to ensure
students are prepared
for the world ahead**

*“Teach them what they
need to know for life”*

RESOURCES

**Grow the resources
and community
partnerships that
support NDA’s mission
and programming to
allow for expanded
access and offerings**

MISSION & TRADITIONS

**Ensure that NDA
remains, above all
else, a community —
a protected and
nurturing space where
young women grow to
become strong,
confident servant-
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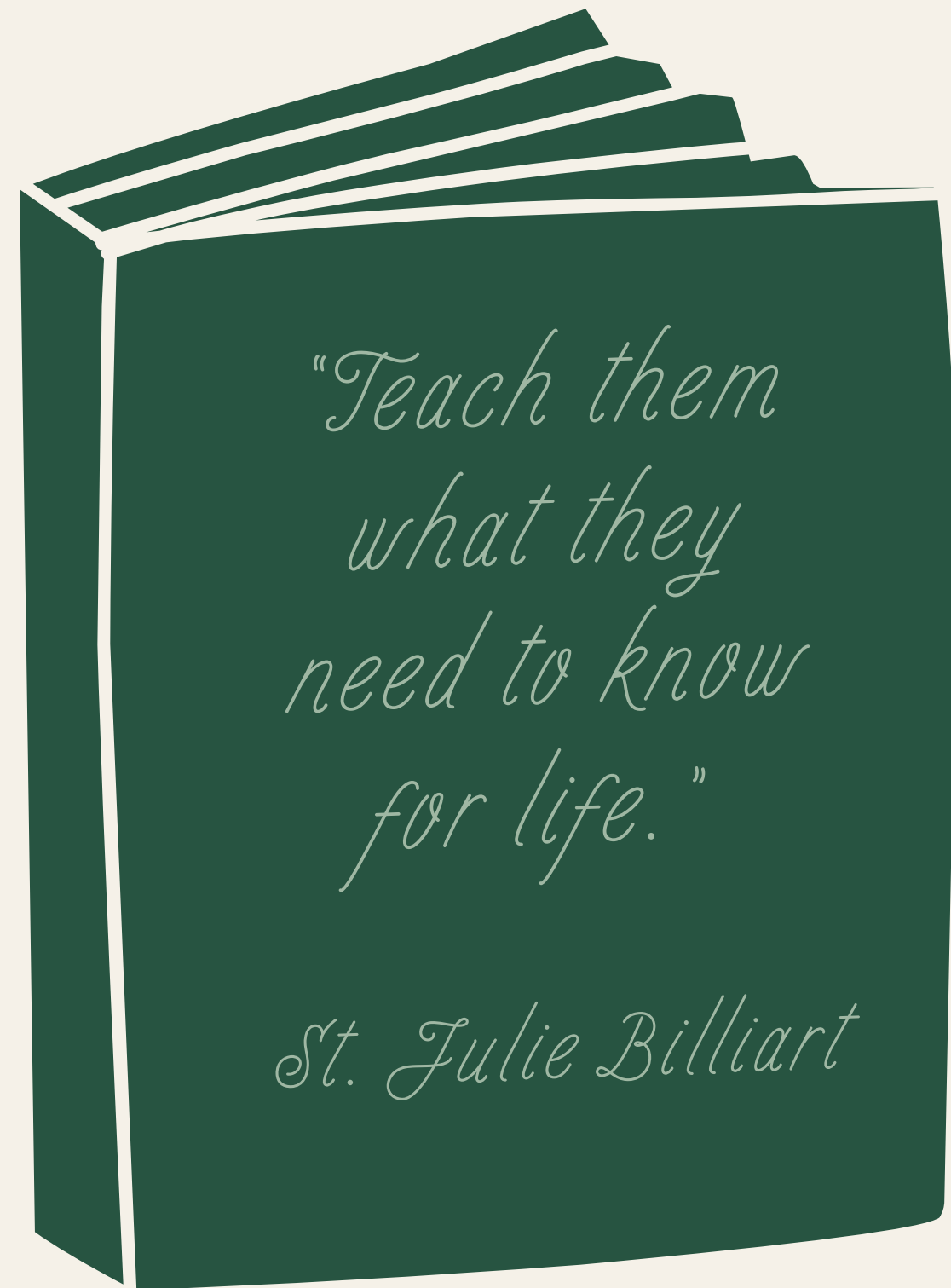
“Teach them what they need to know for life”

RESOURCES

Grow the resources and community partnerships that support NDA’s mission and programming to allow for expanded access and offerings

MISSION & TRADITIONS

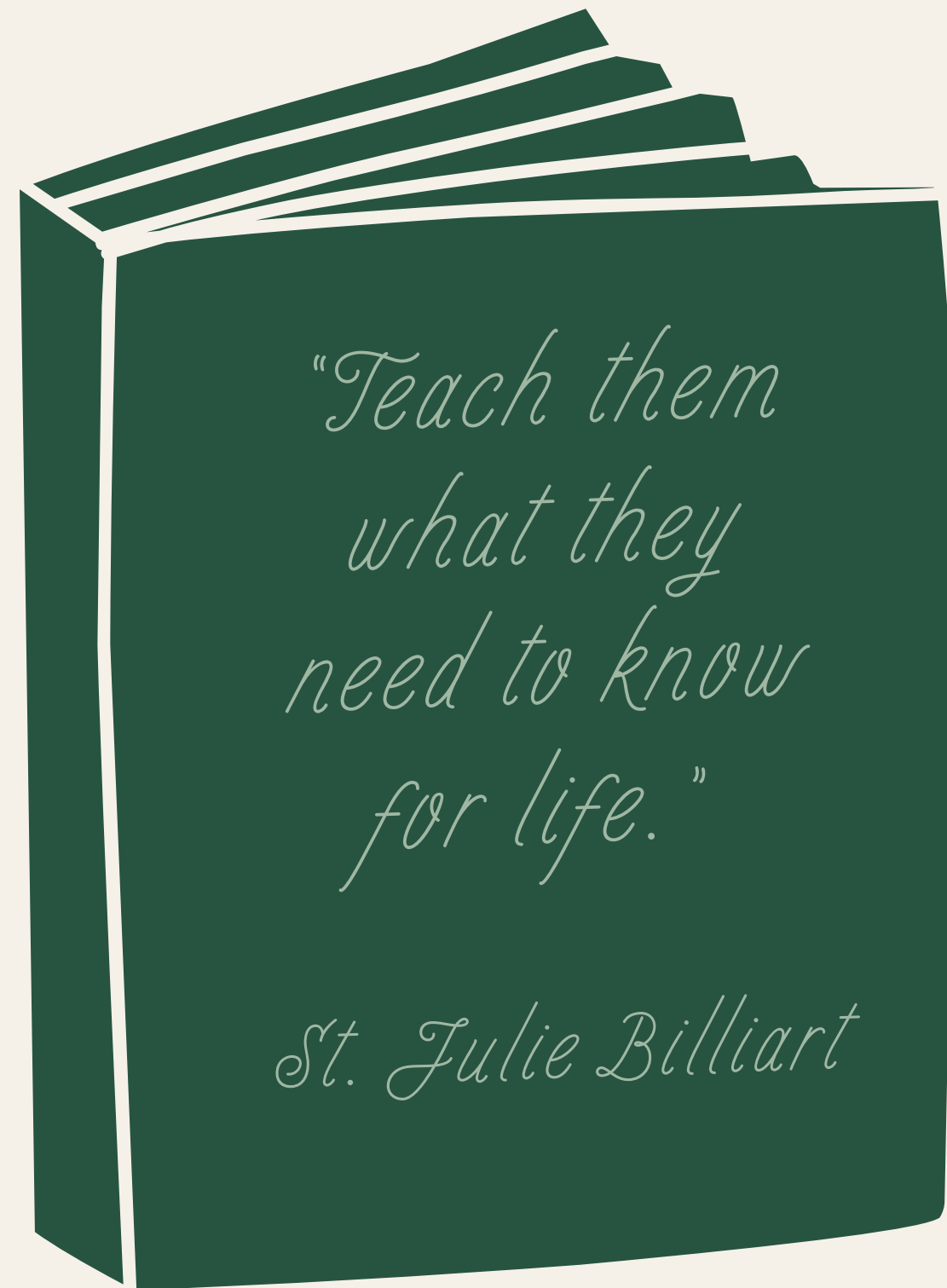
Ensure that NDA remains, above all else, a community — a protected and nurturing space where young women grow to become strong, confident servant-leaders



***What knowledge and
skills does an NDA
graduate need to
ensure she is
prepared for college,
career, and servant-
leadership?***



What knowledge and skills does an NDA graduate need to ensure she is prepared for college, career, and servant-leadership?



- *Classrooms that challenge, inspire, and lift student voice*
- *Learning that outlasts a rapidly changing world*
- *Moral foundations and relational intelligence*
- *Support systems that stick long-after graduation*



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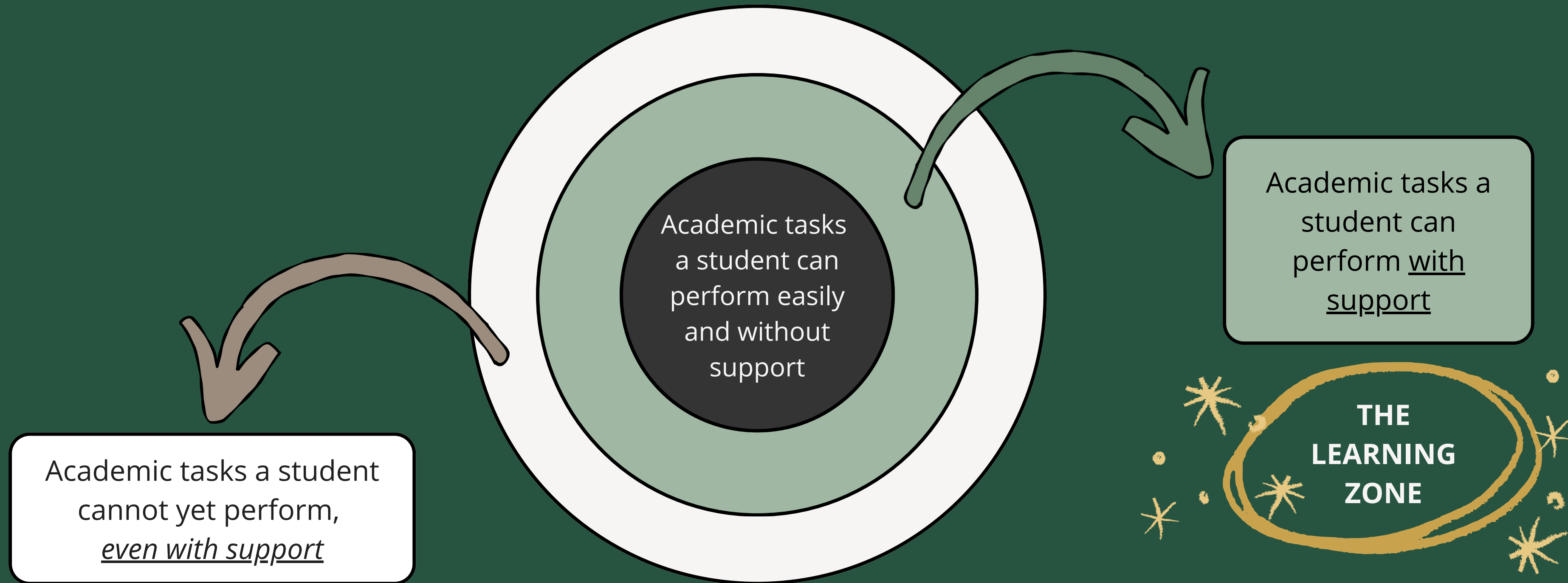


Overcoming challenges in a way that garners pride and trust in one's self

GOAL:

Build a challenging, forward-looking academic program that supports students' growth while fostering resilience and discipline

Vygotsky's Zone of Proximal Development



**Academic
Readiness**

*Assessed by current teacher according to four
domains: current academic subject-based
performance, quality of written work, problem
solving abilities, and general independence*

**Social-
Emotional
Readiness**

*Assessed by school counselor according to four
domains: executive functioning, feedback
integration, attendance patterns, and coping skills*

**Interest and
Motivation**

*Informed by student and parent feedback in
three domains: passion for subject, relevance to
college/career, motivation*

Academic Leveling

GOAL:

*Provide students with access to advanced coursework that aligns with their
development and presents appropriately paced challenges*

ACADEMICS:

STEAM DEPARTMENT	HUMANITIES DEPARTMENT
<p>MS and HS Math Reasoning Intervention <i>(open to students as needed)</i></p> <p>Pre-AP Biology <i>(open to students in Gr. 9)</i></p> <p>Women’s Wellness<i>(required for students in Gr. 10)</i></p> <p>AP Chemistry <i>(open to students in Gr. 10 and Gr. 11)</i></p> <p>AP Precalculus <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>Financial Literacy <i>(required for students in Gr. 11)</i></p> <p>Environmental Science <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>Exploration in Engineering <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>AP Statistics <i>(open to students in Gr. 12)</i></p> <p>Dance <i>(part of Arts Rotation for Gr. 7, 8, 9, and 10; electives open to all students)</i></p> <p>Graphic Design <i>(open to students in Gr. 9 - 12)</i></p>	<p>MS and HS Critical Literacy Intervention <i>(open to students as needed)</i></p> <p>AP Human Geography <i>(open to students in Gr. 9 and Gr. 10)</i></p> <p>AP Seminar <i>(required for students in Gr. 9; open to students in Gr. 10)</i></p> <p>Latin for Learning <i>(required for students in Gr. 7)</i></p> <p>AP Psychology <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>Genocide and the Development of Human Rights <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>Modern International Criminal Law <i>(open to students in Gr. 11 and Gr. 12)</i></p> <p>Senior Seminar: How to Live a Good Life <i>(required for students in Gr. 12)</i></p>

GOAL:

Build a healthy faculty and student culture which fosters high-felt accountability and psychological safety and maintain coherence

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Key ingredients of a healthy organizational culture:

**Psychological
Safety**

**High-felt
Accountability**

Coherence

GOAL:

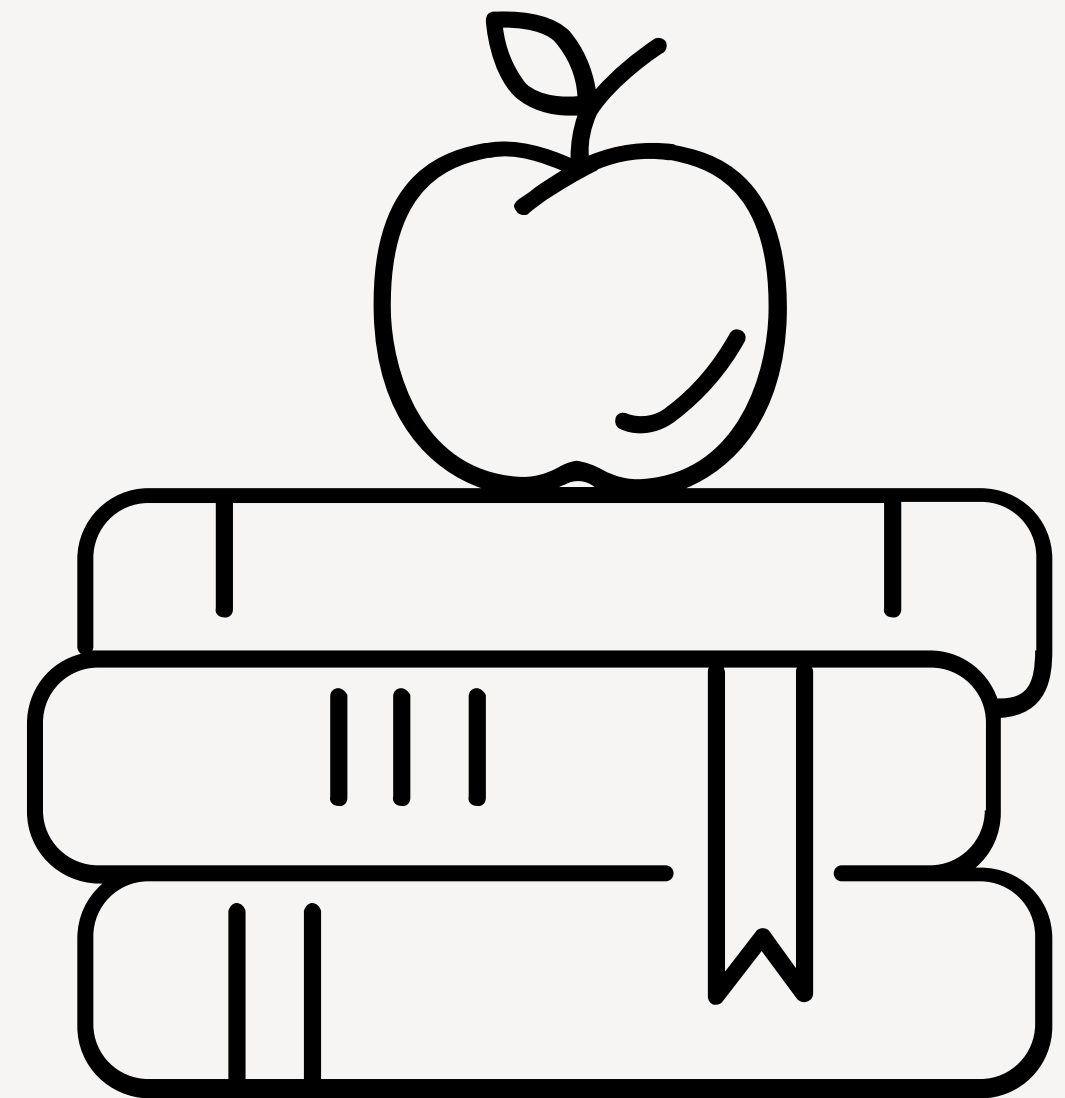
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Supporting teachers, supporting students

GOAL:

*Give faculty voice in the leadership of NDA and
provide structured time for collaboration*

- Renewed meeting schedule that fosters collaboration across departments and grade-level teams
- Empowerment of faculty voice in leadership: STEAM and Humanities Department Heads and Department Liaisons



ACADEMICS:

DEPARTMENT HEADS

Committed member of the Leadership Team who speaks to the department’s needs, mentors new teachers, oversees grade-level and department meetings, and informs critical decisions regarding course offerings, curricula, and teacher assignments.

DEPARTMENT LIAISONS

Coordinate department resources and ensure vertical alignment within subject-based curricula

STEAM DEPARTMENT HEAD (TBD)

HUMANITIES DEPARTMENT HEAD (TBD)

- Science Department Liaison
- Mathematics Department Liaison
- Arts Department Liaison
- Interdisciplinary Department Liaison

- ELA Department Liaison
- Social Studies Department Liaison
- Theology Department Liaison
- World Language Department Liaison

PROGRAMMING

GOAL:

Ensure academic offerings, school traditions, and student programming prepare students to thrive in the future

Develop and train faculty to support AI integration, foster inclusivity in learning spaces, and enhance cross-curricular literacy skills in all classrooms across all grade-levels at NDA

Commit fully to the traditions that ground us and unite our NDA community during uncertain, fast-changing times

Expand and create new programming opportunities to support soft-skill development and foster students' moral and spiritual growth

PROGRAMMING:

(SAMPLE) ST. JULIE DAY TOPICS 2026-2027

Technology and the Future → *Representatives from Boston College, Holy Cross, and beyond introduce students to the ways that AI and global tech are shaping the workforce and the world*

Multiculturalism → *Students represent and explore the various cultures which make up our NDA community, while learning about the benefits of diverse and inclusive spaces*

Servant-leadership → *NDA alumnae and community partners exemplify and challenge students to explore their identities as leaders-who-serve*

St. Julie Days

“Teach them what they need to
know for life.”

PROGRAMMING:

Activity Block

DAILY SCHEDULE	
10:45 - 11:15 AM	Activity Block
11:15 - 11:40 AM	Lunch



A space within the school day for students to attend pre-scheduled club meetings, access tutoring, and attend enrichment opportunities otherwise reserved for after school

PROGRAMMING:

GOAL:

Provide students with co-curricular learning opportunities while empowering leadership

Teaching Assistants

With teacher approval and recommendation, students who have shown exceptional capacity in an academic subject may enroll as a for-credit Teaching Assistant, helping to instruct lessons and work with underclassmen as an academic resource

Summer Courses

Opportunities for summer enrichment or learning acceleration, including accelerated Math studies, writing workshops, and access to SAT-prep classes

Dual Enrollment

NDA will continue partnerships with Assumption University, in addition to pursuing partnerships with Boston College and Clark University

Student Support

GOAL:

Ensure that school policies encourage accountability, dialogue, and community restoration

Full review of
the Student
Handbook
which allows
for inclusion of
faculty and
student voice

Director of
Student Life
(SY26-27)

Director of
St. Julie
Division
(SY26-27)

Adoption and
implementation
of restorative
practices and
coherent
approach to
behavioral
intervention

The College Process

GOAL:

Ensure every student has access to the coaching and resources they need to support college enrollment and matriculation



Whole-school programs
to foster college and
career exploration,
from Gr. 7 and on



School-sponsored
PSAT practice testing
beginning in Gr. 9;
access to on-campus
SAT prep courses



Introduction of
College Counselor
to the school
counseling team
(SY26-27)

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RESOURCES:

GOAL:

Leverage NDA's rich ties to the broader Central Mass community in order to build new programs, enhance facilities and grounds, and support a robust scholarship program

Director of Development
(SY26-27)

NDA 75th Anniversary
events and capital
campaign

Commitment to building a financial
aid and scholarship pipeline that
makes NDA accessible to students
and families across socioeconomic
boundaries

RESOURCES:

GOAL:

Cease to be “the best kept secret in Worcester,” and build meaningful connections with mission-aligned organizations to enhance our school community and culture



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SUPPORTING NDA'S MISSION

GOAL:

*Maintain and strengthen
NDA's rich traditions,
which root our community
in our school mission and
provide opportunities for
meaningful relationships*



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What's NOT Changing:

The traditions that
make NDA “NDA”

Love In Action

College-prep
curriculum

Religious identity
with a focus on
Catholic social
justice teachings

Commitment to
the Arts

Empowered
students: *open
campus, no uniforms,
leadership, voice*

Faculty who know,
love, challenge, and
serve

KEY TAKEHOMES:

- *NDA is rapidly evolving to meet the needs of the modern world*
- *The voice and vision of our stakeholders guides our growth*
- *Our students and the SNDdeN mission remain central to all we do*

Q & A

