

Long Range Plan—Approved March 4, 2001

MISSION STATEMENT

As a Catholic, college-preparatory high school for women, founded by the Sisters of Loretto, Nerinx Hall is grounded in the belief that educated, caring and empowered young women are essential to our world. Thus, we have three primary goals:

- 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 world where hope prevails.
- We call each young woman to deliberate, Christian action in her world.

Nerinx Hall inspires each student to a life-long pursuit of knowledge, self-awareness, Christian community, self-expression and committed action.

BACKGROUND

Goals and Objectives: 1994

The Long Range Planning committee re-affirms the Goals and Objectives adopted in May, 1994. Nerinx Hall has documented attention to each of those Goals and Objectives. (Appendix A) As a committee, we concur with the assessment of response. While significant progress has been made in meeting most of the goals, several will remain as goals in this new long-range plan.

North Central: 1997—present

During 1997-1998, Nerinx Hall High School conducted a Self Study for the North Central Accrediting Association and identified five target areas for improvement. (Appendix B) The five areas are Assessment, Diversity, Personal Responsibility, Technology/Communication and Wellness.

Departmental 5—10 Year Assessments

In the fall of 1999, this committee was formed to prepare a second Long-Range Plan for the school. To that end we asked each department to meet, discuss and report to us their best estimate or forecast of where they saw their program going in those next five to ten years, taking into account, societal shifts, college requirements, technology, content changes and new delivery strategies. (Appendix C). With these reports, we asked the staff to review the results and prioritize possible areas that need attention to accomplish these goals and objectives.

Nerinx and Its Larger Community

Members of this committee met with demographers from St. Louis University, Sisters from the Loretto Finance and Executive Committees and representatives from Webster University to discuss potential areas that might impact the school in the foreseeable future. The committee reviewed the school's salary scale, benefits and other financial reports and reviewed pertinent data of comparable schools.

Assumptions

This Long-Range Plan is intended to look five years into the future. In light of that, the committee reviewed and affirmed with the Board of Directors the following basic assumptions about the future of Nerinx Hall:

- Nerinx will remain in its present location; expansion beyond the present site is not feasible at this time.
- Nerinx will remain all girls.
- Nerinx expects to maintain a student body of approximately 600 students in grades 9-12.
- Nerinx will continue to offer a college-preparatory curriculum.
- The average class size will not exceed 25.

The Long-Range Planning Committee recommends that the Board's standing committees review the goals and objectives in this plan each year and report annually to the Board.

GOALS AND OBJECTIVES

The Long-Range Plan establishes goals and objectives for the next five years in the following areas: Academic Program, Loretto Educational Tradition, Finance, Facilities and Personnel.

Academic Program

Goal 1: Continue to offer a high-quality college-preparatory education to qualify students for acceptance into colleges/universities of their choice and successful completion of their college education.

Objectives: Academic departments will monitor evolving national standards in their disciplines and propose any curriculum changes needed to meet those standards.

Administration will assess the efficacy of smaller class sizes and/or hiring additional support personnel in certain departments.

Faculty will continue to increase the variety of assessment methods used in order to address a greater variety of learning styles.

Counseling and alumnae departments will establish a system for surveying graduates for ongoing evaluation of our programs.

Goal 2: Integrate the use of technology throughout the curriculum to prepare students for college and work in the technological age.

Objectives: Administration will investigate the option of and, if feasible, implement a plan for requiring each student to have a laptop computer during her years at Nerinx.

The technology coordinator will put a wireless network in place throughout the Nerinx facility.

Departments will determine how and when to include the ethics of technology use and information and media literacy within the curriculum.

Loretto Educational Tradition

Goal 1: Put a structure and processes in place to ensure that Loretto values continue to be central to the mission and work of Nerinx Hall, even when there are no longer any Loretto Community members present on a regular basis.

Objectives: The Board will establish an ad hoc committee to develop plans for ensuring that Loretto values continue to be part of Nerinx.

Faculty and administration will develop Loretto value benchmarks for various parts of the Nerinx community.

Administration will explore ways to incorporate alumnae, especially recent alumnae, in the Nerinx community—for example, as volunteer teachers, chaperones for service trips, as faculty and staff members.

Goal 2: Continue to promote and strengthen diversity in the student body, faculty and staff to enrich the Nerinx community and prepare young women to live in the 21st century.

Objectives: The Minority Enrollment Committee will continue to develop recruiting strategies to attract talented minority students to Nerinx; the Committee will cooperate with administration on strategies to retain those students once they have enrolled at Nerinx.

Administration will explore ways to more effectively recruit faculty and staff of color.

Administration will implement a plan to increase the number of minority contractors used by Nerinx.

Faculty will continue to expand their own and their students' experiences of and appreciation for diversity.

Finance

Goal 1: Strengthen faculty and staff compensation to retain and attract faculty and staff of high quality and achievement.

Objective: Salary and Benefits Committee and Finance Committee will review faculty salary scale and alternative faculty compensation models and determine if any structural changes are needed.

Salary and Benefits Committee and Finance Committee will determine how to enhance retirement and health benefits and will study the feasibility of expanded benefits.

Finance Committee will review administrative and support staff salaries and determine if any changes are needed.

Board will continue to expand funding for professional development opportunities for all faculty and staff.

Goal 2: Enhance the financial position of Nerinx Hall so that tuition can be affordable to a broad base of students and facilities of high quality can be maintained.

Objectives: Development committee and staff will continue to strengthen the effectiveness of current development strategies and activities.

Finance committee will continue to monitor and improve the management of Nerinx's investment portfolio and will set benchmarks for growth during the next five years.

Finance committee will determine a specific amount to be set aside annually for endowment and scholarships and will set goals for growth of the endowment over the next five years.

Board, Development Committee and administration will plan and implement a capital campaign to fund facility expansion and additional technology.

Facilities

Goal 1: Review the master plan and continue implementation to provide additional needed space and enhanced use of facilities to accommodate educational needs.

Objectives: Administration will implement plans for air conditioning the cafeteria and the kitchen and will investigate the cost and feasibility of air conditioning the gym, the locker room and the weight room.

Administration will plan for renovation/remodeling of the biology lab and other spaces as needed to accommodate educational trends and technological changes.

Building and Grounds committee and president will continue developing partnerships with Webster University and the Sisters of Loretto for the shared use of land and facilities in the immediate area.

Building and Grounds committee will work with Board, administration, faculty, staff and architects to determine how to expand the facility to provide additional classroom spaces, space for reading and meditation and other needs.

Building and Grounds committee will work with appropriate constituency groups to do a feasibility study of developing a new space for theatre and music performance and for use for student liturgies and assemblies.

Goal 2: Develop a master plan for the school grounds to use the limited space available most effectively and to enhance the aesthetics of the facility.

Objectives: Building and Grounds Committee will collaborate with the Athletic Director to plan for expansion and improvement of the athletic field.

Administration will continue to explore options for additional parking, both on and off the Nerinx campus.

Administration will engage a groundskeeper or groundskeeping service to maintain the property surrounding Nerinx.

Personnel

Goal 1: Expand the strategies in place (in addition to improvements in compensation) to recruit and retain faculty and staff of high quality and achievement.

Personnel Committee will research the market trends that are impacting the field of education.

Personnel Committee will develop an annual process for reviewing the market for faculty and staff.

Personnel Committee will explore alternatives other schools are using for faculty and staff recruiting and retention and develop creative alternatives for Nerinx.

Goal 2: Develop an ongoing plan for faculty and staff development so that employees have a variety of opportunities to increase their effectiveness.

Administration will work with faculty to put in place a faculty committee for professional development.

Administration and committee will develop and implement a plan for professional development and guidelines for evaluating its effectiveness.

OTHER ISSUES

In the course of gathering information for this plan, some other issues were raised as priorities. Those are already being addressed or have been referred to an appropriate person or body as follows:

- The Curriculum Committee has initiated an evaluation of interdisciplinary classes.
- Funds have been included in the proposed 2001-02 budget for additional staff in counseling and the athletic departments.
- The school calendar is developed each year by the administration, in consultation with faculty and staff. Specific recommendations for changing the calendar can be made during that process.
- The Curriculum Committee evaluates recommendations for changes in the curriculum. We have referred to them curricular issues raised, such as assessing whether there is any overlap among departments, expanding health education and life skills teaching. When looking at possible changes in curriculum, the Curriculum Committee considers how it will impact the calendar and the range of choices students have.
- We have asked the administration to look into a review and evaluation of co-curricular options for students and responsibilities for faculty.
- Realizing how helpful it would be to have the data needed to forecast future enrollment trends, we have asked the administration to review the demographic information currently collected on students and to formulate ways to make that more effective and efficient.
- We recommend that the Board look at the available demographic data in about a year to assess the effect of any shifts indicated by the 2000 census.