



ST. MARY'S ACADEMY

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April 2, 2019

Dear Parents and Guardians,

St. Mary's Academy is currently in the third year of the implementation stage of **Leading, Learning and Legacy – Strategic Plan for St. Mary's Academy 2016 -2020**. It is therefore with pride that we provide our SMA community with an update of the objectives and strategic actions to date.

Past strategic plans focused on fundraising and expanding the school's footprint to accommodate growing program needs; this strategic plan is inward-looking in nature focusing on revising and updating internal structures to better respond the needs of this current generation of young women, updating policy and procedures to provide a progressive and professional workplace for all employees and celebrating our legacy of 150 years of educating young women in a faith-based environment. We extend thanks to the community for its dedicated engagement at all levels of the visioning and conceptualization phase, pillar/objective development phase and strategic action implementation phase.

Listed below is a high-level overview of accomplishments to date!

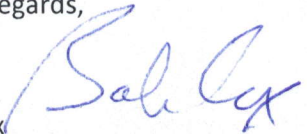
Pillar	Accomplishments
1. Identity	<ul style="list-style-type: none"> • Developed Charism Orientation and Missions materials for all incoming Board members, new and current staff and faculty as well as new and current students. • New Grades 7-10 Religious Education curriculum updated and implemented. • Grade 11 curriculum being reviewed, updated and anticipated implementation for September 2019.
2. Academics, Learning and Innovation	<ul style="list-style-type: none"> • Reviewed Instructional Practices including: <ul style="list-style-type: none"> * a skills inventory and competency continuum of current courses * a summary of extra and co-curricular activities • Reviewed and revised the faculty evaluation process and communicated and implemented revised procedures. • Developed mechanisms for faculty development including a listing of Professional Development activities and guidelines for professional development funding. • Researched and developed an outline for an SJNM Teaching and Learning Framework, together with the Identity Pillar Committee.

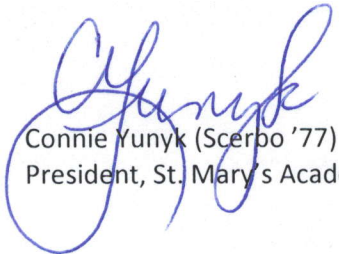
Educating young women spirit, mind and body

3. Well-Being	<ul style="list-style-type: none"> • Academic Advisor was hired and many initiatives put in place for life after St. Mary's Academy, including university preparation. • Winter pant option added to uniform guidelines. • Baseline survey in 2017 to all stakeholders; students, parents, staff and teachers and alumnae. • The survey results were presented to SMA Inc. Board, Parents' Guild general meeting, teachers and staff, all students per grade and SMA Alumnae Board. • Second survey going out in April to all students, parents, faculty and staff. • Well-Being Room is presently under development in the hopes of being available to students for September 2019.
4. Governance and Leadership	<ul style="list-style-type: none"> • Extensive orientation is provided to new faculty and staff, and new board members. The SMA mission, vision and strategic plan are reviewed with a focus on Charism. • Social and Digital Media Policy was created and implemented. • Employment Manual for Faculty was revised and implemented. • In the final stages of creating Codes of Conduct for all SMA community members.
5. Stewardship	<ul style="list-style-type: none"> • A report was developed by Pinchin Inc in 2018 to assess the building condition with recommendations for the short, medium and long term, a five-year Capital Plan has also been developed. • An archive audit was conducted in June 2018 to categorize and assess condition and storage of the various SMA artifacts. • As part of the Fixed Assets and Facility committee, this pillar continues to evaluate the options for improving traffic flow. • In February 2019, process completed with City of Winnipeg regarding Heritage Status of sections of SMA facility.

We look forward to successfully completing this Strategic Plan in 2020 and remaining committed to being a preeminent educator of young women.

Warm regards,


 Bob Cox
 Chair, SMA Inc Board of Directors


 Connie Yunyk (Scerbo '77)
 President, St. Mary's Academy