



Mount de Sales Academy

Strategic Plan 2013 - 2018

An Overview

As part of our commitment to excellence in Catholic education and with an eye to assuring the success of our school, the Mount de Sales Academy Board of Trustees has worked diligently with the Dominican Sisters, administration, faculty, and staff to formulate this strategic plan. This brochure is an overview of the plan's six major goals. An expanded, more comprehensive version will be posted on the Mount de Sales website at a later date.

Substantive input from each of the constituencies in our school community enabled us to articulate a vision of Mount de Sales for the next five to seven years. We performed an extensive evaluation of the current status of our Catholic identity, curriculum, facilities, personnel, public relations, governance, enrollment, development, and finances in order to identify areas of growth. After surveys, meetings, research and data analysis, we have determined six areas of focus: faith, academics, technology, facilities, funding, and admissions/marketing. Some of the needs identified in preliminary strategic planning discussions have already come to fruition, such as the new convent, security fencing, HVAC system, and turf field. The strategic plan will allow Mount de Sales to execute its vision statement.

Our prayers and heartfelt gratitude extend to all who have helped us in creating this document, which we hope will serve as a compass in charting the future growth of this "Academy of every virtue." 

- Mount de Sales Academy Board of Trustees

Faith

- Infuse Salesian and Dominican spirituality into the entire Mount de Sales community with "education of the mind and heart"
- Mold students into ambassadors for Christ who articulate Catholic tradition in the modern world with gentility and zeal for souls
- Integrate students' personal faith in accordance with Catholic teachings on social, moral, and human life issues by offering service experiences of greater diversity and depth
- Continue excellence in Catholic identity, academics, and civic education (as recognized by the Catholic High School Honor Roll since 2004)

Technology

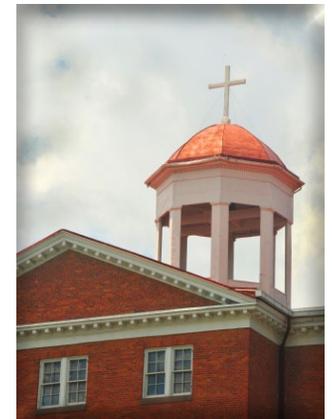
- Prepare students to be technologically fluent while remaining ethical and responsible
- Provide sound instruction in educational technology for faculty, staff, and students
- Implement a one-to-one (computer-to-student) accessibility program
- Utilize appropriate technological advances to enhance the Mount de Sales experience

Academics

- Continue the strong academic tradition of Mount de Sales while evolving to accommodate 21st-century learners
- Enhance a professional development program for the faculty with a focus on how young women learn
- Establish a four-year seminar program to further prepare young women for life beyond Mount de Sales
- Engage parents to reinforce the mission and philosophy of Mount de Sales

Facilities

- Create a campus-wide space plan which matches present resources with future needs while embracing the heritage of the campus
- Develop a time-phased repair and maintenance plan for preservation and enhancement of the facilities
- Plan, develop, and fund a fine arts/multipurpose building



Funding

- Create and communicate a culture of philanthropy in the Mount de Sales community
- Double the Annual Giving Campaign in the next five years (growth of \$60,000/year) and achieve 100% participation
- Expand financial aid programs to help attract and retain a strong and socio-economically diverse student community
- Develop a systematic plan to fund capital projects
- Establish a general endowment fund



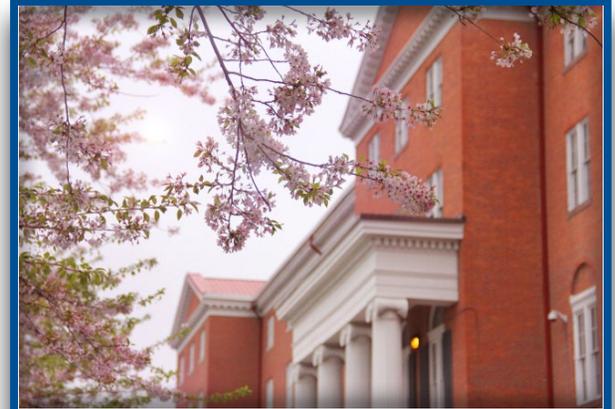
Admissions/Marketing

- Articulate a clear and focused message of the unique Mount de Sales combination of spirituality and academic excellence
- Maximize enrollment through a comprehensive marketing campaign
- Investigate opportunities and demographic trends within Baltimore and the surrounding areas
- Emphasize the expansion of database-driven marketing

Vision Statement

Advancing excellence in Catholic education for young women by striving to:

- Form students in faith, service, and virtue
- Create lifelong learners
- Invest in the future while cherishing long-treasured traditions
- Emphasize the partnership of technology and academic excellence
- Develop the individual gifts of each student to her fullest potential
- Establish a culture of sustainability
- Spread the story of Mount de Sales regionally, nationally, and internationally



Mission Statement

Mount de Sales Academy forms young women in the spirit of Saint Francis de Sales and in fidelity to the Sacred Scripture and the Sacred Tradition of the Roman Catholic Church through a college preparatory education that nurtures the whole person. Anchored in faith, the community of Mount de Sales Academy is committed to academic excellence, lifelong learning, moral responsibility, service to others, and the dignity of the human person.



Mount de Sales Academy
700 Academy Road
Catonsville, MD 21228
410.744.8498 | mountdesales.org

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