

ROOTED IN FAITH GROWING IN EXCELLENCE:

OUR STRATEGIC PLAN 2025 - 2030



Saint Mary Interparochial School's 2025-2030 Strategic Plan is rooted in our mission and is a vision for academic excellence, spiritual formation, and institutional sustainability. This plan, developed through the collaboration of school leadership, faculty, parents, board members, and community stakeholders, identifies strategic priorities across five core areas: Governance, Mission & Education, Advancement, Building & Grounds, and Finance.

Our five core pillars are the foundation of our strategic plan, guiding our mission to prepare Christ-centered leaders focusing on spiritual formation, nurturing academic excellence, and institutional sustainability.

Challenging our diverse student body to grow morally, academically and socially into passionate, confident, and Christ-centered leaders.

GOVERNANCE

GOAL:

To ensure strong, mission-aligned governance by supporting staff leadership and cultivating an effective, diverse, and strategically focused Board and committee structure.

- Establish clear expectations for Board and committee membership and annually assess governance performance.
- Recruit members with skills and experience aligned to the school's mission and strategic needs.
- Support and structure standing committees and evaluate the relevance of ad hoc groups.
- Provide oversight of the school's organizational structure, staffing strategy, and succession planning.
- Offer strategic guidance to the Principal and Executive Director on academics, advancement, staffing, and school operations.

MISSION & EDUCATION

GOAL:

To form students who achieve scholastically, spiritually, and socially by fostering academic excellence and lifelong learning within a Christ-centered community.

- Advance a rigorous, coherent curriculum rooted in Catholic values and academic standards.
- Deepen Catholic identity through regular access to sacraments, student-led liturgies, and vibrant campus ministry.
- Expand partnerships with parishes, clergy, and local Catholic high schools and colleges to enrich spiritual life and community outreach.
- Strengthen teacher coaching, leadership pipelines, and collaborative planning aligned with mission.
- Support students through personalized instruction, positive behavior planning, and strong family communication.

BUILDING & GROUNDS

GOAL:

To maintain and enhance the physical campus as a safe, welcoming, and mission-aligned environment that supports excellence in Catholic education.

- Complete a full building systems assessment and create a detailed asset inventory.
- Establish a phased repair strategy prioritizing safety, urgency, and cost-effectiveness.
- Create an annual maintenance plan focused on preventive care, aligned with the academic calendar, and supported by fiscally responsible budgeting.
- Conduct a full security assessment using external consultants and current grant funding.
- Engage a design consultant to guide long-term space planning in collaboration with Advancement and Finance Committees.

ADVANCEMENT

GOAL:

To strategically propel the school toward enduring growth by unifying advancement efforts, cultivating community engagement, and securing necessary resources.

- Align and streamline fundraising efforts across all school-related groups for efficiency and clarity.
- Launch a branding campaign to communicate the school's distinct mission, value, and impact.
- Formalize an alumni association committee and expand alumni engagement and giving programs.
- Promote a culture of philanthropy rooted in mission, gratitude, and long-term sustainability.
- Begin formal planning for a capital campaign to support school facility needs.

FINANCE

GOAL:

To ensure long-term financial health and sustainability, enabling consistent delivery of mission-aligned academic excellence.

- Build a multi-year financial model and adopt a zero-based budgeting process.
- Regularly monitor the profitability and sustainability of auxiliary programs like CARES and athletics.
- Moderate tuition increases while expanding access through financial modeling and tuition assistance.
- Grow EITC donor participation and align aid awards with available resources through collaboration with Advancement.
- Support school facility needs through budgeting and planning

Special thanks to our Executive Steering Committee for leading this charge.

Executive Steering Committee

Susan Koger, *Chair*
Michael Detweiler
Kim Gallagher
Mary Claire Lewis
Stephen Janczewski
Jayda Pugliese
Christina Ruskey Haciski
Brian Squilla
Julie Wiley

Governance Committee

Michael Detweiler, *Chair*
Howie Brown
Susan Koger
Honorable Judge Timothy Savage

Catholic Identity Committee

Mary Claire Lewis, *Chair*
Jacqueline Coval
Allegra Esposito
Father Paul Galetto
Father John Large
Jayda Pugliese
Christina Ruskey Haciski
Maria Walker

Academic Committee

Stephen Janczewski, *Chair*
Denise Pimpinella
Jayda Pugliese
Meghan Rakus
Christina Ruskey Haciski
Vincent Tarducci
Brigid Visack

Buildings and Grounds Committee

Julie Wiley, *Chair*
Frank Gentile
Matt Hess
Jason Massey
Mary Ellen Penna
Lucia Rizzio
Christina Ruskey Haciski

School Committee

Joy Barnosky, *Chair*
Brittani Chambers
Maya Cutia
Maren Novotney
Jayda Pugliese
Susan Pugliese
Christina Ruskey Haciski

Advancement Committee

Brian Squilla, *Chair*
Megan Dever
Isabella DiCampli
Susan Koger
Christina Ruskey Haciski
Natalie Soltis

Finance Committee

Kim Gallagher, *Chair*
Jill Leshner
Matt Morano
Udai Puramsetti
Christina Ruskey Haciski
Chris Soltis



SAINT MARY
INTERPAROCHIAL SCHOOL

Christina Ruskey Haciski
Executive Director
advancement@saintmarys.us

Saint Mary Interparochial School
Fifth and Locust Streets
Philadelphia, PA 19106



www.saintmarys.us
P: 215-923-7522
F: 215-923-8502