

BUILDING BLUEPRINT

STRATEGIC PLAN 2026 – 2031



WALDRON MERCY ACADEMY



Dear Waldron Mercy Academy Community,

Inspired by the vision and courage of Catherine McAuley, we are proud to share Waldron Mercy Academy's Strategic Plan and the goals that will guide our work as we shape the future of our school community together.

Catherine McAuley believed that education rooted in Mercy had the power to transform lives and communities. Her enduring call to respond to the needs of the time continues to challenge and inspire us today. As we look ahead, we do so with gratitude for the strong foundation that has sustained Waldron Mercy Academy for generations and with confidence in the vibrant future before us.

This strategic plan reflects months of thoughtful collaboration, discernment, and visioning by faculty, staff, parents, trustees, alumni, students, and friends of Waldron Mercy Academy. The goals outlined in this plan are ambitious yet deeply grounded in our mission. They are designed to ensure that Waldron Mercy Academy remains a joyful, innovative, faith-filled learning community where every child is known, valued, challenged, and inspired.

Throughout this work, we remain steadfast in our commitment to the Mercy Core Values while also embracing the evolving needs of today's learners and families. The plan prioritizes academic excellence, innovation, student wellness, faith formation, enrollment sustainability, faculty support, and investment in our campus and facilities. It also reflects our belief that sustainability is not simply about maintaining what exists, but about thoughtfully strengthening and growing Waldron Mercy Academy so that future generations may continue to flourish here.

Among the many exciting initiatives ahead are:

- Deepening cross-curricular Mercy and faith formation experiences
- Enhancing academic programming, curriculum development, and innovation opportunities
- Expanding student leadership, wellness, and service initiatives
- Strengthening community connection and family engagement
- Investing in faculty excellence and mission-driven recruitment
- Advancing enrollment and financial sustainability efforts
- Improving and modernizing learning spaces across campus

As we begin implementation of the first-year objectives, we recognize that this strategic plan is a living commitment to our students and to the future of Waldron Mercy Academy. We are energized by the possibilities ahead and grateful for the partnership of our entire community in bringing this vision to life.

Thank you for your belief in Waldron Mercy Academy and for your continued support of our mission. Together, guided by Mercy, we will ensure that Waldron remains a place of faith, excellence, compassion, innovation, and hope for generations to come.

In Mercy,



DR. JACQUELINE COCCIA
HEAD OF SCHOOL



JOAN BARONE
BOARD CHAIR



MERCY

our mission + core values

Waldron Mercy Academy, a Catholic School sponsored by the Sisters of Mercy, is a diverse, faith community rooted in the gospel values of mercy and justice.

We are a school where the joy of discovery inspires serious study, social responsibility, and strong faith.



COMPELLED BY MERCY

Mercy students are determined to take Mercy into an interconnected world. This deep awareness and compassion move us to take principled action and serve the needs of others.



A VOICE FOR DIGNITY AND RESPECT

Mercy students honor the intrinsic value of the individual and recognize God's presence in everyone. By standing up for those who can't, we go beyond acceptance to help make sure everyone feels recognized and heard.



INSPIRED BY FAITH

Mercy students become living models of faith and forceful advocates for Gospel values. Grounded in our Catholic identity in the Mercy tradition, we welcome all faiths and are strengthened and shaped by these relationships.



EDUCATIONAL COURAGE

Mercy students welcome the challenge of pursuing their full potential in a culture of excellence, critical thinking, and curiosity. This multifaceted journey builds character while it builds essential skills.



PRINCIPLED LEADERSHIP

Mercy students are poised to lead with their unique gifts. Prepared with an ethical and moral compass, we put Mercy values into action and work assertively for what is right.



our *strategic* vision

Waldron Mercy Academy will become the leader in preschool through eighth-grade education in the suburban Philadelphia area. WMA will provide students with a dynamic and faith-filled environment, challenging curricula, innovative programming, expanded and improved facilities, a diverse population, engaging small classes, and caring faculty and staff devoted to awakening the full potential of each child.

WMA students will graduate not only fully prepared for high school but also with an ethical and moral compass, critical thinking ability, and curiosity to make them lifelong learners.



COMPELLED BY MERCY

SUSTAIN AND GROW THE MERCY MINDSET AMONG STUDENTS, FACULTY, STAFF, AND FAMILIES

ACTION PLAN We will strengthen and deepen the Mercy identity of our school community by fostering a shared understanding of the Mercy Charism and integrating it more intentionally into prayer, learning, and daily life. Through enhanced resources – including the new Mercy Chapel, Prayer Garden, and curricular initiatives – students, faculty, staff, and families will be invited to live and reflect the values that define a Mercy education.

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GOAL





LIFELONG LEARNING

**ENRICH BOTH ACADEMIC CHALLENGE AND STUDENT
SUPPORT WITHIN EACH GRADE LEVEL TO ENSURE
CRITICAL THINKING AND DEEP UNDERSTANDING**

ACTION PLAN We will promote academic excellence by strengthening instructional practices, ensuring rigorous and meaningful learning experiences, and expanding support systems that meet the diverse needs of all students to ensure their success.





EDUCATIONAL COURAGE

**ENCOURAGE INNOVATION, FOSTER COLLABORATION,
AND INSPIRE EDUCATIONAL COURAGE AMONG
STUDENTS, FACULTY, AND STAFF**

ACTION PLAN We will provide opportunities for creative problem-solving, interdisciplinary learning, and the thoughtful integration of emerging technologies, empowering students and faculty to embrace new ideas while remaining committed to purposeful and ethical learning, grounded in Mercy values.





INSPIRED BY FAITH

**ENHANCE THE STUDENT AND FAMILY EXPERIENCE
BY DEEPENING A COMMUNITY OF CONNECTION AND
BELONGING THROUGH THE WMA CULTURE OF DIVERSITY,
KINDNESS, COMPASSION, EMPATHY, AND RESPECT**

ACTION PLAN We will expand opportunities for engagement, listening, and collaboration to strengthen partnerships with families and alumni to foster lasting relationships and a community in which all members feel seen, supported, and connected.





A VOICE FOR DIGNITY & RESPECT

**EXPAND DEVELOPMENTALLY APPROPRIATE SOCIAL-
EMOTIONAL LEARNING, CITIZENSHIP, AND
LIFE SKILLS FOR EACH CHILD**

ACTION PLAN We will identify and implement high quality social-emotional learning and life skills programs to enhance support for student well-being and ensure that faculty are equipped to integrate these practices consistently across all grade levels through ongoing professional development.





PRINCIPLED LEADERSHIP

ATTRACT AND RETAIN HIGHLY QUALIFIED, MISSION-DRIVEN FACULTY AND STAFF WHO NURTURE STUDENTS, CREATE A POSITIVE LEARNING ENVIRONMENT, AND CULTIVATE INTELLECTUAL CURIOSITY

ACTION PLAN We will align compensation practices, onboarding systems, and professional development with best practices of peer schools to promote clarity of roles, leadership growth, and a supportive professional culture.



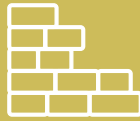


SECURING OUR FUTURE

OPTIMIZE ENROLLMENT AND EXPAND ACCESS TO FINANCIAL AID

ACTION PLAN We will increase mission-aligned enrollment and expand access for new families through a coordinated approach to enrollment management, marketing, and financial aid strategies. These initiatives will enhance institutional visibility, clarify the school's distinctive mission and identity, and support long-term sustainability.

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GOAL



BUILDING OUR LEGACY

**INCREASE PHILANTHROPIC EFFORTS TO FURTHER
ENHANCE HISTORIC BUILDING AND GROUNDS TO BEST
MEET THE EMERGING NEEDS OF TODAY'S LEARNERS**

ACTION PLAN We will upgrade facilities to meet the evolving needs of learners through multi-phased campus enhancements, and strengthen alumni engagement, fundraising and capital planning to support the ongoing renewal of learning spaces that reflect and advance the school's mission.



THANK YOU

TO EVERYONE WHO CONTRIBUTED TO THE STRATEGIC PLAN PROCESS (FAMILIES, ALUMNI, ADMINISTRATION, FACULTY, STAFF, BOARD OF TRUSTEES, AND FRIENDS), WE ARE GRATEFUL FOR YOUR TIME AND YOUR INPUT.

AND TO THE STRATEGIC PLAN COMMITTEE, THIS WOULD NOT HAVE BEEN POSSIBLE WITHOUT ALL OF YOUR ENERGY, COMMITMENT, IDEAS, COORDINATION, AND UNWAVERING PASSION FOR WALDRON MERCY ACADEMY.

STRATEGIC PLAN COMMITTEE

Joan Barone P '08, Board Chair
Melissa Lennon P '21, Trustee
Susan Smith, Mercy Education
Dr. Jacqueline Coccia, Head of School

Beth Adamski P '32, '37
Michael Borton P '24, '30, Faculty
Suzanne Gallagher P '19, '19, '23, '26, Director of Enrollment Management
Micheline Kalinyak-Fliszar, Faculty
Edward Keels '98, P '31, '34, Marketing and Creative Director
Maria Leuzzi P '10, '15, '18, Faculty
John Marinacci P '23, '24, '28
Dennis Mastriano P '15, Faculty
Mark Murray, Director of Finance and Operations
Kristin Palmer P '29, '32, '34, '37
Kristen Romano P '07, '11, Director of Lower School
Tyrone Ross '89, P '27, '30
Barb Scott, Director of Technology

GOAL IMPLEMENTATION CHAIRS

Goal 1: Greg Soltis P '26, '29, '32, Director of Religious Education and Outreach
Goal 2: Theresa Gannon, Director of Middle School
Goal 3: Barb Scott, Director of Technology
Dr. Mark Avitabile P '26, '29, '31, Director of Instructional Technology
Goal 4: Katie DeSanto P '25, '28, DEIB Co-Coordinator, Faculty
Goal 5: Kristen Romano P '07, '11, Director of Lower School
Goal 6: Dr. Jacqueline Coccia, Head of School
Goal 7: Suzanne Gallagher P '19, '19, '23, '26, Director of Enrollment Management
Goal 8: Mark Murray, Director of Finance and Operations

BOARD OF TRUSTEES 2024-2026

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Dr. Ellyn Jo Waller P '05, '06

Dr. Jacqueline Coccia, Head of School
Mark Murray, Treasurer

TOGETHER, WE ARE BUILDING A BEAUTIFUL BLUEPRINT FOR THE FUTURE OF WMA.

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**Do all the good you can,
by all the means you can,
in all the ways you can,
in all the places you can,
at all the times you can,
to all the people you can,
as long as ever you can.**

-Catherine McAuley



WALDRON MERCY ACADEMY