



#4 - Improve our organizational stability.

In order to ensure our long-term ability to successfully deliver our mission, the Board will continue to structure itself for success, perform its due diligence, and seek to establish a cash reserve to protect against economic or other challenges.

- A.** Commit to a Board mission of making viability-focused decisions for the next generation of students. This means the Board will act strategically, exercise discipline and patience in planning, and commit to a process of continual improvement. The Board will perpetually complete a new strategic plan every 3 to 5 years, with annual updates.
- B.** Examine metrics and compare our school's performance and commitment to the mission of Mercy. This includes annual calculation of the school's Stability Marker score, among other essential metrics.
- C.** The Executive Committee will examine the Strategic Plan (including financials) to assure that the committee structure is in place to confidently execute the plan and establish each committee's annual goals and initiatives.
- D.** The Executive Committee will create the Board's annual agenda based on this Strategic Planning document.
- E.** The Nominating Committee will formally update the board's talent matrix, assessing the Board's talent pool, particularly in light of this plan. The Nominating committee will also strive to increase the diversity of the Board to better reflect our student and family population.
- F.** The Board will conduct an annual Board Assessment evaluating the Board on the Strategic Board Assessment and on the Board's execution of the Strategic Plan. The Board will also update financial plan data, adjust any elements as necessary, and approve those changes. This signifies the plan is a living plan, needing rendering every year to achieve the total plan goals.
- G.** Board agendas will be driven by the strategic plan and committee work in order to maintain strategic focus and help the Board "stay in lane." Operational updates, when helpful may be done via email or recordings.
- H.** Aim to establish at least a 15% cash reserve throughout the course of this strategic plan.