



INCARNATE WORD ACADEMY

School Profile

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DESCRIPTION

Incarnate Word Academy is a Catholic, college-preparatory secondary school for young women grades 9-12. It was founded by Mother Peter Nolasco Keenan, a member of the Sisters of Charity of the Incarnate Word, San Antonio, Texas. The Academy opened on September 6, 1932 with 40 students and 6 sisters.

Incarnate Word Academy is a Missouri nonprofit corporation organized under Chapter 355 of the Revised Statutes of Missouri. The purpose of Incarnate Word Academy is to promote Catholic secondary education for girls and the integration of spiritual, moral, physical and intellectual principles by maintaining a comprehensive college-preparatory school. The Corporation's sole Member (sponsor) is the Congregation of the Sisters of Charity of the Incarnate Word, San Antonio, Inc., a Texas nonprofit corporation

MISSION

The mission of Incarnate Word Academy is to challenge young women of faith to achieve their God-given potential as academically successful Women of the Word, following the example of Jesus, the Incarnate Word, by promoting human dignity, thereby empowering themselves and others to make a positive impact on our world.

VISION

Incarnate Word Academy, a Catholic college preparatory school for young women in the greater St. Louis area, will graduate the next generation of compassionate, empowered leaders, by welcoming a diverse community, offering academic excellence, spiritual growth and technological competencies at a competitive cost.

CORE BELIEFS

The core values emerging from the Mission and Vision Statements are:

Follow the example of Jesus
Foster academically successful women
Promote human dignity
Empower and challenge young women
Make a positive impact on our world

COMMITMENTS

IWA empowers its students to become leaders, scholars, and meaningful contributors to the community and the ever-changing world. IWA makes the following commitments:

- To offer a premier college-preparatory education in a dynamic learning environment that fosters independence, embraces diversity, and grounds its dedication to excellence in Christian values.
- Social justice, human respect and a dedication to service are and will remain at the heart of its community.
- As a forward-thinking institution, IWA will continue to evolve its unique approach to teaching and guiding young women, blending strong tradition with sound innovation.

GOVERNANCE

The general affairs of Incarnate Word Academy are managed by a Board of Trustees comprised of 17 members that provides for and ensures the stability and integrity of the Corporation consistent with the Mission of the Member, as well as serving as the primary advocate and guardian of the Mission of the Academy.

The Academy has the President/Principal model of administration. While the President oversees all aspects of IWA, s/he emphasizes mission integration, strategic direction, finances, and fundraising. The President's executive staff consists of the: Principal, CFO, Director of Communications and Marketing, Director of Development, Director of Enrollment Management, Director of Maintenance, and Director of Athletics.

ACCREDITATION

The Academy has maintained academic excellence since 1934 when it received its initial accreditation from the North Central Association's Committee on Accredited Schools and Colleges, now known as AdvancED. The Academy received its last AdvancED accreditation in 2014. AdvancEd had scheduled the Academy for its next accreditation review in 2019; however, AdvancEd has postponed all accreditation activities while they reconsider their accreditation process. The Agency will notify the Academy when they will schedule the next accreditation cycle.

THE IWA COMMUNITY

Incarnate Word Academy constituents have formed a long-lasting bond to the school. This includes the Board of Trustees, administration, teachers, staff, parents, alumnae, donors, and most importantly the students. IWA embraces a model which develops young women into strong leaders and prepares them for the challenges and opportunities they will experience in their faith and professional lives. IWA gives every student the opportunity to flourish and support one another as a family in a setting representative of the world at large. IWA alumnae form deep relationships and a sense of pride and respect. Graduates of the Academy make an easy transition to college life because of their educational training at IWA.

STUDENT BODY

IWA is an educational institution of choice for young women of St. Louis County, St. Charles County, St. Louis City and other surrounding areas. Forty-seven (47) St. Louis area zip codes as well as 46 Catholic parishes are represented in the student body with a high percentage coming from north St. Louis County and St. Charles County, located just west of St. Louis County. The Academy has a current enrollment of approximately 320 young women representing diverse backgrounds. The student population has 28% minorities and 74% Catholic. 43% receive financial aid. Most IWA graduates matriculate to higher education institutions except for one or two students who join professional performance companies or the military. All but one member of the 2020 graduating class went on to higher education; one (1) enlisted in the military. The 2020 graduating class had 44 students receiving 153 awards totaling \$6.2 million in post-secondary scholarships.

FACULTY AND STAFF

The faculty numbers 30 with 76% having advanced degrees. The staff consists of 22 individuals, many of whom have been with IWA for several years. The faculty and staff form a very collaborative group, due mostly to the Sisters who established and sustained a spirit of cooperation and collegiality.

CAMPUS/FACILITIES

The Academy is located on approximately nine (9) acres in Bel-Nor, Missouri, a small suburb northwest of the City of St. Louis; the Academy has maintained its original location since its founding in 1932.

The first classes were held in the convent located on the property. A gymnasium was erected in 1938; the Administration Building was built in 1949; the Chapel/classroom building in 1956 and the Theatre Building in 1967 in recognition of the 100th anniversary of the Sisters of Charity of the Incarnate Word. The Theater Building houses a 624-seat proscenium theater with a fully functional light and sound booth, dressing rooms and classroom. A two-story addition to the Theatre Building was added in 2003, housing the Learning Commons, dance studio, music classrooms, weight room, and science laboratories.

Incarnate Word Academy also owns two residential houses in Greendale, MO, adjacent to the campus. One of the homes is used for administrative offices, the other as a rental.

The annual budget provides approximately \$250,000 for campus improvements and maintenance.

ACADEMICS

Incarnate Word Academy has used the Modular Schedule since 1969 and is the only school in the area to have continued using and developing the system to the present. Modular scheduling offers flexibility that permits creative and varied teaching styles and accommodates individual student learning cycles. Based in part on a college schedule, the system expands the limited possibilities of the traditional seven-period high school schedule. The schedule has become a hallmark of the school.

The Academy offers nine (9) academic departments: Counseling/Guidance, English, Fine and Performing Arts, Mathematics, Physical Education, Science and Technology, Social Studies, Theology and World Languages.

Beginning her freshman year, every IWA student must have and use a mobile device (laptop, tablet or netbook) in an approach known as Bring Your Own Device (BYOD). Integrated school-wide, the BYOD model allows the faculty to include emerging technology in the educational experience in the classroom and at home. This approach shifts the daily curriculum to a student-centered model where critical thinking, problem solving, and the ability to work collaboratively and creatively are mandatory.

The Learning Commons combines the library/computer lab concept into a full-service learning, research, and project space. "The Commons" provides a meeting place where students can rearrange furniture to accommodate a host of group sizes. The Learning Commons has individual and group learning spaces with the ability to utilize technology. At each learning station, students can project onto large-screen monitors and work collaboratively.

IWA has a full time Learning Consultant who works out of the Academic Support Center. The Learning Consultant works to provide a relaxed, student-centered environment where students of all ability levels can experience a sense of belonging and feel secure in their academic efforts. The Consultant assists students with organizational and study skills and assures diagnosed students receive appropriate accommodations. Some students are referred to the Learning Consultant through their teachers, parents, and/or counselors; other students request help themselves. The Learning Consultant may assist any IWA student, whether she has an educational diagnosis or not. The Learning Consultant attempts to provide academic support to students and assistance to teachers to help all students have a successful academic experience at IWA. The Learning Consultant leads a Summer Enrichment program in conjunction with the Mathematics Department to help those students who need assistance prior to the start of their freshman year. This is a two-week course offered to incoming students who need to enhance their math skills.

Incarnate Word Academy offers students college credit opportunities through AP courses and the Dual Credit Program. IWA has 37 advanced credit courses. The Dual Credit Programs offered through the University of Missouri-St. Louis (UMSL), Saint Louis University, Maryville University and Drury University offer qualifying high-caliber high school students in select schools the opportunity to earn college credits and become familiar with the college experience while still in a high school setting. College credits earned through this program are accepted at all Missouri public colleges and universities and many other institutions across the country.

Through its Science Department, IWA offers on-line courses during the summer in Biomedical Science and Genetics.

FAITH & SERVICE

Students take four years of theology courses as the foundation of their faith learning. In addition, IWA has monthly liturgies, quarterly prayer services and reconciliation. All classes begin with prayer and students are asked to live their best lives by emulating our mission.

Community service is required of all students and members of the community. The freshmen, sophomores and seniors are required to complete 20 hours of community service each year. In the last two weeks of a student's junior year, she participates in 60 hours, off-campus service experience.

STUDENT ENROLLMENT

The Incarnate Word Academy student body is diverse by ethnicity, religion, and academic preparedness.

Freshmen	75	80
Sophomores	90	75
Juniors	70	90
Seniors	88	70
TOTAL	323	315

FINE ARTS

The Academy has dedicated itself to keeping the arts thriving for its students. IWA offers a full curriculum in dance, theater, music, and art. Each discipline has one (1) full-time faculty member and a dedicated space for classes. The art room was renovated during the summer of 2020 to accommodate inspiring student artists with a large, bright environment for sketching, painting, and ceramics. IWA fine arts curriculum is extensive and has opportunities for a variety of interests.

Annually IWA produces a fall play, student-directed one act plays, a musical and several music concert and art shows. The dance program hosts a dance concert every other year in the spring.

ATHLETICS

IWA offers the following sports: basketball, cheerleading, cross country, dance, golf, lacrosse, soccer, softball, swimming/diving, tennis, track, volleyball. The highly competitive athletics program helps young women develop skills that nurture their intrinsic qualities and values of sportsmanship. The athletic programs help prepare the student athlete to compete successfully at the next level in college and in life. IWA holds 35 state championships and holds four (4) individual state championships in swimming and one (1) in track and field.

ALUMNAE ASSOCIATION

The Alumnae Association continues to help advance Incarnate Word Academy's mission and its Institutional Vision by engaging alumnae, families, friends, faculty, staff, students, and stakeholders of the Academy and striving for increased Alumnae philanthropic support.

The Alumnae Association's core values mirror those of the Academy:

We will follow the example of Jesus
 We will promote human dignity
 We will empower and challenge each other as Alumnae of Incarnate Word Academy
 We will continue to strive to make a positive impact on our world
 We will promote social justice and human respect
 We will remain committed to service

These values will always remain at the heart of our community.

The Academy has 6,851 living alumnae and email contact for 2,900. The alumnae sponsor the annual Spring Boutique to fund the Alumnae Legacy Scholarship and the Katie Campanella Visual Arts Scholarship. Each year several alumnae members present a Career Day for current students. The Association also provides service opportunities to St. Louis area organizations/institutions.

FINANCE (as of June 30, 2020 unaudited)

Annual Budget \$6,000,000

Endowment \$801,000

Endowed Scholarships \$1,334,000

Annual Scholarship Budget \$303,000

Annual Financial Aid Budget \$320,000 (Additional \$233,000 awarded from Grants and Donations)

DEVELOPMENT

Over the past three (3) years, fundraising has increased 90%. IWA has secured several first-time grants from corporations and scholarships opportunities from individual donors. The Board of Trustees and the administrative leadership place a high priority on increasing fundraising, especially in the areas of scholarships and financial aid.

In the spring of 2020, Incarnate Word Academy engaged the firm Advancement Partners to conduct a feasibility study and assist with a comprehensive campaign. Based on the results of the feasibility study, the Advancement Partners (AP) team recommended that IWA should proceed with a campaign. IWA and AP have now moved to Phase Two of the project, campaign preparation, with a kick-off event in early October 2020.

STRATEGIC PLAN

A committee composed of trustees and school administrators developed the five-year plan following broad input from faculty, alumnae, donors, parents, and trustee. At its June 2020 meeting, the Board of Trustees approved the following goals and objectives:

Goal: I Improve Academic Excellence

Objective: A. Incorporate the Four C's: critical thinking, collaboration, communication, and creativity into the curriculum

Objective: B (1) College Credit Course (with an emphasis on STEM,) will increase

Objective: B (2) An annual increase of 5% of diverse students who are qualified and accepted into college level courses

Objective: C Canvas, a Learning Management System, (LMS) will be implemented

Objective: D The faculty will increase diversity, inclusion, and equity into course content

Objective: E Assist students with proficiency

Goal: II Attract, develop, and retain the highest caliber of faculty and staff

Objective: A Increase the number of faculty and staff of color

Objective: B Increase Faculty Retention

Goal: III As a ministry of the Sisters of Charity of the Incarnate Word, IWA will integrate the school's charism and mission through communication with the other ministries

Objective: A Increase collaboration and opportunities to communicate more with the CCVI ministries

Goal: IV Improve the relationship with alumnae

Objective: A Increase communication and develop opportunities for alumnae to be more involved

A Goal: V Improve and update the physical plant

Objective A Modernize the campus

Goal: VI Ensure financial stability and long-term viability of IWA

Objective: A Improve an action plan for increasing funding mechanisms

Objective: B Enrollment will increase by 5% for the 2021-22 school year

Goal: VII Implement a Capital Campaign during the 2020-2021 school year.

Objective: A Ensure that Campaign pledges are collected, and funds are allocated for the prioritized upgrades.

