

With gratitude





“What stands out most to me about this campaign is how our community came together with focus and determination to meet an ambitious goal. This wasn't just about raising dollars; it was about building the systems, strengthening the infrastructure, and creating the momentum IMS needs to thrive long into the future. Our donors transformed the way we support our students and teachers and fueled initiatives that will continue to elevate the entire network. I'm grateful for everyone who stepped forward to make this possible and proud of what we accomplished together.”

— Mike Piotrowicz, Chair, Advancement Committee, IMS Board of Directors

**On behalf of the Independence Mission Schools (IMS) community, thank you for your leadership and generosity towards *Reimagining Our Schools - The Campaign for IMS 2026*.**

Our Inaugural Campaign, launched in July 2021, was strategically designed to allocate funds in support of the Strategic Plan including; academic excellence, financial stability, exceptional student and family experiences, and strengthened governance practices—all essential to the continued growth and success of IMS. The campaign has proved pivotal in helping IMS address critical needs outlined in our strategic plan, which extends through 2026. We are pleased to report on your investments in the success of our students.

With a \$50 million goal, the campaign drew a broad base of philanthropic partners to sustain our mission, drive priority programs, elevate academic outcomes, address facility needs, and grow our endowment for long-term stability. Having reached this ambitious goal, the campaign has empowered IMS to build on its legacy of providing accessibility to a high-quality Catholic school education in underserved communities all while fostering a culture of philanthropy and collaborative care that reflects the heart of our mission.

Reaching this milestone marks a transformative moment for IMS. The successful completion of the campaign and the full funding of our \$50 million goal signals a new era of sustainability and organizational growth for our network. This achievement reflects the deep commitment of our philanthropic partners and allows us to move forward with confidence. Campaign funds are already at work sustaining key initiatives in literacy, math, teacher and student retention, and critical facility improvements, while also growing our endowment to secure the future. These priorities have helped IMS transition from an entrepreneurial start-up phase into an organization with long-term viability and sustainability that is committed to strategic growth. Thanks to the flexibility built into our campaign goals, IMS is well-positioned to continue adapting to emerging needs, investing in what matters most, and delivering on the promise of a high-quality faith based education for generations to come.

We appreciate your philanthropic investment in IMS allowing us to close our campaign a year early and over goal. Your participation has enabled IMS to continue innovating in the recruitment, engagement, retention, and support of students to help them achieve success academically and beyond. Thank you for your continued confidence in IMS and our mission.

Gratefully,

Gianna R. D'Angelo  
President & CEO



# REIMAGINING OUR FUTURE: IMS 2026

In 2021, IMS launched a five-year strategic plan designed to build on the momentum of our start-up Phase (2013–2020) and elevate every aspect of our work. This plan set the priorities and fundraising goals for *Reimagining Our Schools: The Campaign for IMS 2026*. Thanks to the generosity of our community and the remarkable progress made across the network, we have grown into a stable and highly effective Catholic school choice option for families.

Today, IMS is defined by best-in-class, faith-based schools delivering a life-changing, affordable education to underserved communities in and around Philadelphia. Through our collective efforts, we have positioned the network for long-term academic, organizational, and fiscal strength. Students leave our schools grounded in Catholic values, emotionally and spiritually formed, performing at or above grade level, and prepared to excel in academically rigorous high school programs. They are equipped with the skills, confidence, and ambition to pursue their goals, and achieve their dreams.

## IMS's FOUR STRATEGIC PILLARS to achieve our vision are:



### Best in Class Academics

#### OBJECTIVES BY JUNE 2026

- ♥ Be at or above the 55th percentile nationally in achievement on the NWEA MAP in English Language Arts
- ♥ Be at or above the 50th percentile nationally in achievement on the NWEA MAP in mathematics
- ♥ Increase IMS annual teacher retention rate to 85%



### Financial Sustainability

#### OBJECTIVES BY JUNE 2026

- ♥ Raise \$17M in Strategic Priority program needs
- ♥ Raise \$23M in Unrestricted Strategic Plan Support and Annual Giving
- ♥ Raise \$10M in Endowed Scholarship Support
- ♥ Double the EITC/OSTC allocation per student



### Exemplary Student/Family Experience

#### OBJECTIVES BY JUNE 2026

- ♥ 10% increase in students attending a high-quality high school (rated a 7 or higher on Great Philly Schools or academically rigorous private schools)
- ♥ Increase Student Retention rate to 85%
- ♥ 100% of schools meet baseline facilities quality standards



### Model Governance

#### OBJECTIVES BY JUNE 2026

- ♥ Add 10 new board members addressing high-need areas to the IMS Board



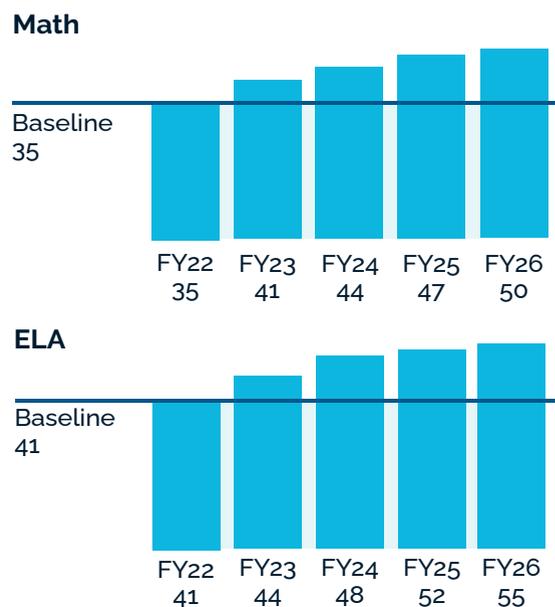


# STRATEGIC PILLAR #1 BEST IN CLASS ACADEMICS

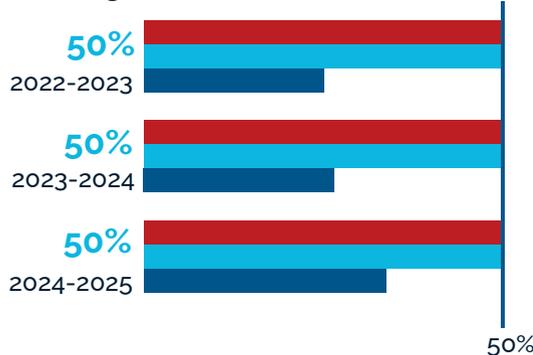
## ✓ High Quality Curriculum and Aligned Training

- ♥ **Completed** Math & ELA curriculum standardization across the network
- ♥ **Launched** Content Cadres to become facilitators of professional learning communities
- ♥ **Invested** significantly in teacher and school leader coaching
- ♥ **Launched** a pilot STEM program at St. Rose of Lime in fall 2023, expanded to Cabrini fall 2025
- ♥ **Increased** number of students meeting yearly growth targets

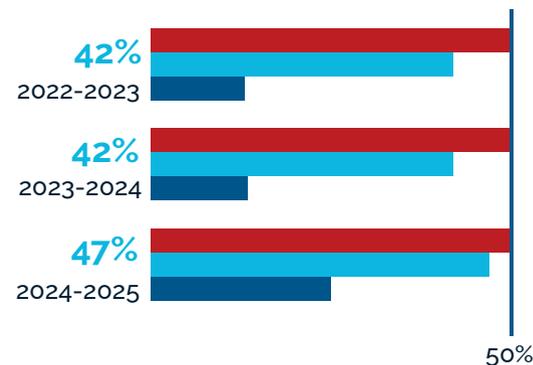
### Yearly Growth Targets



### Reading Achievement



### Math Achievement



MAP National Average  
Independence Mission Schools  
Philadelphia School District

"The success of this campaign has had a profound impact on our teachers and students. It strengthened our academic programs, expanded high-quality curriculum and coaching, and allowed us to invest in the professional growth and retention of exceptional educators who are the heart of our schools. Because of this support, more students are meeting growth targets, more eighth graders are prepared for rigorous high school placements, and our classrooms are stronger, more joyful places to learn. This campaign didn't just meet immediate needs, it elevated the entire educational experience at IMS and set our students up for long-term success."

— Jill Valunas, Chief of Schools

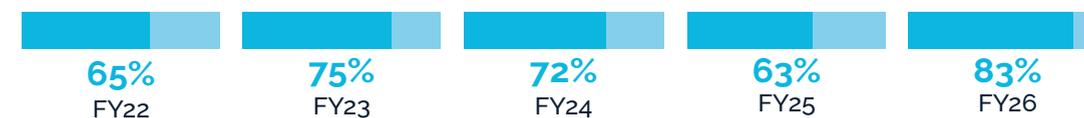
## ✓ Recruitment and Retention of Students and High-Quality Teachers

**Goal:** 85% Student Retention

85%	77%	81%	82%	87%
FY22	FY23	FY24	FY25	FY26

Increased teacher pay to **80%** of market rate in FY25

### Teacher Retention Rate



### Invest in Teacher Leadership Pathways

Increased network coaches from **4-9**



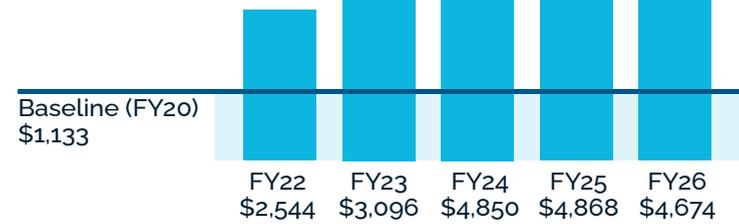
## STRATEGIC PILLAR #2

# Financial Sustainability

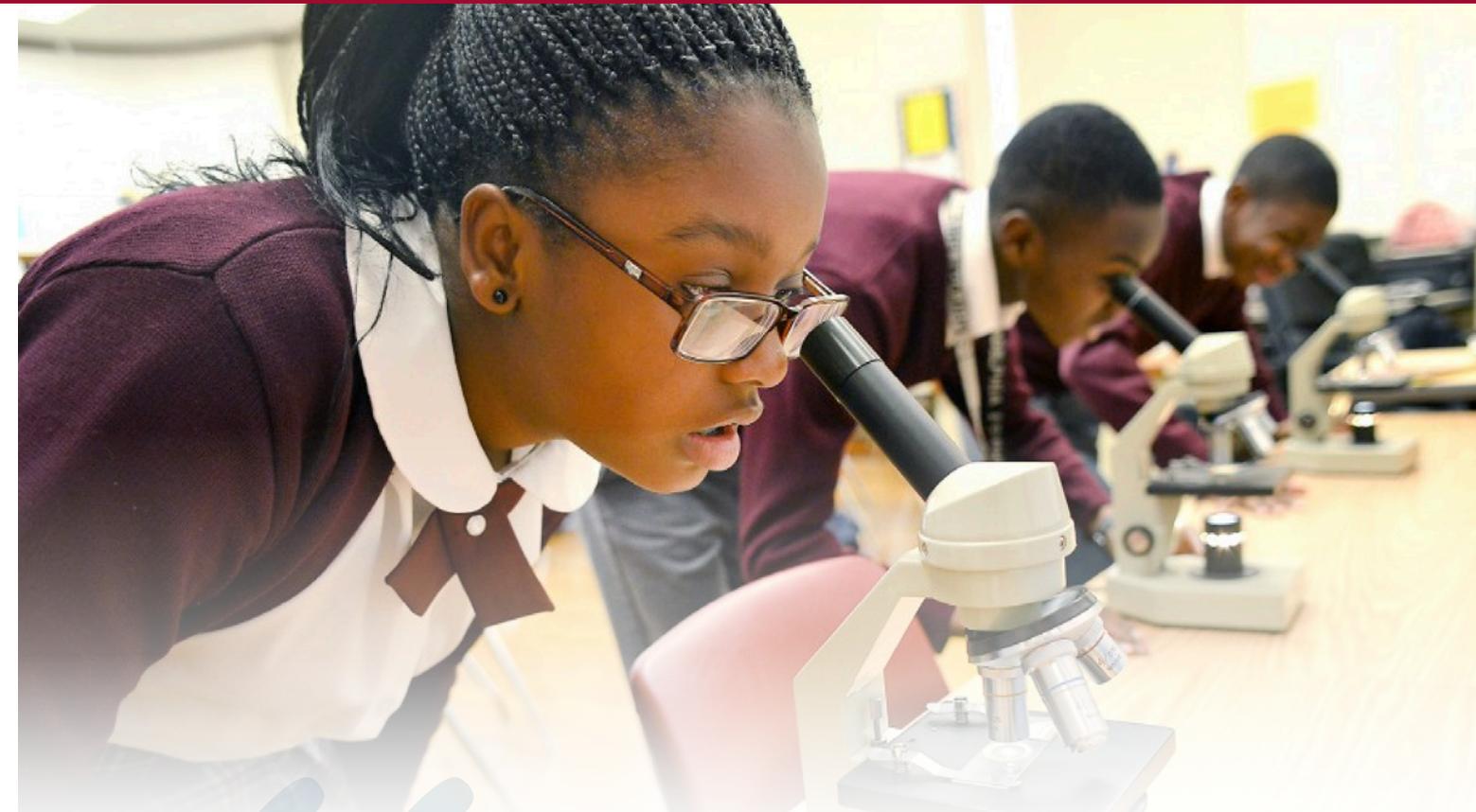
### ✓ Build an Advancement Infrastructure to Support Needs

- ♥ **Hired** a new Chief Advancement Officer and restructured the department
- ♥ **Built** a professional fundraising team to support sustained growth
- ♥ **Increased** funds raised through tax credits

### ✓ Double Educational Improvement Tax Credit (EITC)/Opportunity Scholarship Tax Credit (OSTC) Per Student to \$2,266



### ✓ Increase Educational Disadvantage Schools (EDS) Tax Credit Dollars Per Student



"This is an exciting time for IMS. We continue to find ways to provide a life-changing, accessible education for our children especially through the PA tax credit program, our largest source of funding. This support provides the scholarship dollars that make our schools affordable for families and ensures that students have the opportunity to achieve all their God-given potential. I am deeply grateful for every donor who chooses to invest in our children's future in this way."

- Brian McElwee, Chair, Board of Directors

### ✓ Increase Endowment

Raised **\$10M** in **endowed scholarship funds** with a lead gift

**Endowments** total more than **\$25M**



## STRATEGIC PILLAR #3 EXEMPLARY STUDENT & FAMILY EXPERIENCE

✓ **Create Safe and Inspiring Learning Environments for All Students**

**\$6,704,424** was spent over 4 years on capital projects, deferred maintenance, and annual maintenance.

✓ **Launch a High School Readiness Program**

♥ **Hired** a Director of High School Readiness

**Goal:**  
Increase the number of students attending a Catholic diocese, independent, boarding or magnet schools

**81%** Class of 2023

**86%** Class of 2024

**88%** Class of 2025

**High School Scholarships and Financial Aid offers to students**

**\$2,183,608** Class of 2023

**\$9,217,540** Class of 2024

**\$14,618,396** Class of 2025



## CLASS OF 2025 HIGH SCHOOL PLACEMENTS\*



- Academy at Palumbo
- Academy of the New Church
- Archbishop John Carroll High School
- Archbishop Ryan High School
- Archbishop Wood High School
- Arts Academy at Benjamin Rush
- Bonner & Prendergast Catholic High School
- Boys' Latin of Philadelphia
- Cardinal O'Hara High School
- Carver High School of Engineering & Science
- Central High School
- Community Academy of Philadelphia
- Cristo Rey Philadelphia High School
- Father Judge High School
- Franklin Learning Center (FLC)
- Franklin Towne Charter High School
- Freire Charter High School
- Friends Central High School
- Girard College High School
- Gloucester Catholic High School (NJ)
- Gwynedd Mercy Academy High School
- IMHOTEP Institute Charter High School
- International Christian High School
- KIPP Dubois Collegiate Academy
- LaSalle College High School
- Liguori Academy
- Little Flower Catholic High School for Girls
- MaST Community Charter School I/II
- Mastery Charter School - Lenfest Campus
- Mercy Career & Technical High School
- Merion Mercy Academy
- Mount Saint Joseph Academy
- Nazareth Academy High School
- Philadelphia Electrical & Tech. Charter High School
- Philadelphia High School for Girls (Girls High)
- Preparatory Charter School
- Roman Catholic High School
- Science Leadership Academy - Beeber
- Science Leadership Academy - Center City
- ShIPLEY School
- Sophia Academy
- Ss. John Neumann and Maria Goretti High School
- St. Hubert Catholic High School for Girls
- St. Joseph's Preparatory School
- TECH Freire Charter High School
- Universal Audenreid Charter School
- Villa Maria Academy High School
- Vocation Career Prep High School
- Walter B. Saul High School
- West Catholic Preparatory High School
- William W. Bodine High School

\* Catholic diocese, independent, boarding or magnet schools



## CAMPAIGN FUNDRAISING AND THE STRATEGIC PLAN

The Campaign has empowered IMS to make great strides towards achieving the goals of its Strategic Plan, including priority programs in Literacy and Math, and the retention of students and teachers. While we shifted from a campaign with a 50% endowment goal to a 20% endowment goal, the increase in current-use and unrestricted funds has enabled IMS to stay agile, address unanticipated needs stemming from the pandemic, and effectively advance program priorities. The table below details our philanthropic success by use and overall.

Strategic Plan Funding Priorities	Goal	Raised to Date
Strategic Priority Programs: Literacy, Math and the retention of students and quality teachers	\$17,000,000	\$13,784,000
Endowed Scholarships	\$10,000,000	\$10,285,000
Undesignated Support of the Strategic Plan	\$10,000,000	\$11,737,455
Annual Fund	\$13,000,000	\$14,236,100
<b>Campaign Fundraising Total</b>	<b>\$50,000,000</b>	<b>\$50,042,555</b>



“The success of IMS’s Inaugural Campaign reflects the extraordinary generosity, belief, and vision of our dedicated community of donors. Because of you, we not only met our priorities, we strengthened the foundation of our schools for years to come. Together, we are fulfilling our mission, delivering a high-quality, faith-based education to our students, and preparing them for the high school of their choice. Thank you for your unwavering commitment to our mission and to the children we serve.”

-Gianna R. D’Angelo, President & CEO





**In closing,** IMS is thrilled to share that we have reached our Inaugural Campaign's \$50M goal. We are also pleased to share that we are on a strong trajectory toward achieving our Strategic Plan goals, with significant progress made across critical areas of growth and impact. Through targeted investments, strategic adjustments, and strengthened governance, IMS continues to build a sustainable foundation for excellence in academics, financial health, and exceptional student and family experiences. With the dedicated support of our board, donors, and staff, we are well-positioned to continue advancing our mission and helping students grow academically, spiritually, and emotionally.

We remain deeply grateful to our philanthropic partners, like you, whose steadfast support has been instrumental in driving our success and amplifying our impact. Further, your early support of our campaign helped us build the momentum required to reach our ambitious fundraising goal. Together, we are creating a brighter future for our students and the communities we serve.

**Thank You!**





THANK YOU FOR YOUR  
TRANSFORMATIVE GENEROSITY  
IN SUPPORT OF INDEPENDENCE MISSION SCHOOLS  
AND OUR STUDENTS!

INDEPENDENCE  
**MISSION**  
SCHOOLS