



STRATEGIC PLAN 2022-2027



VISION

Bishop DuBourg High School will provide a caring, safe, and affordable environment in a contemporary facility where the professional staff will use exceptional educational methods to meet the needs of a diverse student body and to develop young adults with faith in Christ who will serve the larger community.

LETTER FROM THE STRATEGIC PLAN CO-CHAIRS



In May of 2021, the Bishop DuBourg Strategic Steering Committee began its work, anchored in a shared love for our school and a sincere desire to impact our future. We engaged a broad representation of stakeholders within the Bishop DuBourg community. The Steering Committee's task was to assess the school's strengths and capabilities, while identifying areas for growth.

As the Strategic Planning Steering Committee chairs, we are honored to present the Bishop DuBourg Strategic Plan (2022-2027). We believe this plan will ensure the values of the St Louis Archdiocese to guide our school on a path for excellence and vibrancy in our quest to faithfully educate the students entrusted to us.

With our strong history as our foundation, it is inspiring to see that our future at Bishop DuBourg is bright and full of exciting promise. We remain appreciative of our community's commitment to Bishop DuBourg. We are humbled by the dedication of our school leadership and faculty and staff to provide unparalleled educational excellence, no matter what challenges we encounter. Our strong stewardship of our financial resources has been and will remain a critical foundation for our vitality over time, as well as enabling financial support of our families so that a Catholic Education is accessible to all. Our vision for the school's future is leading the Bishop DuBourg community forward as we educate our young people to impact a world in need of faithful and educational leaders.

We are grateful for all of the stakeholders who invested their time and talent on this strategic planning process and for those who provided input along the way. Your time and support of this critical process is essential to its success.

We are confident that the Administration, faculty and staff will work diligently to implement the plan for the good of our students. Please keep Bishop DuBourg in your prayers.

"Faith in Christ... Service to Others".

Dr. Todd Sweda

Archdiocese of St. Louis
Senior Director, Office of Catholic
Education and Formation
Superintendent for Secondary Education

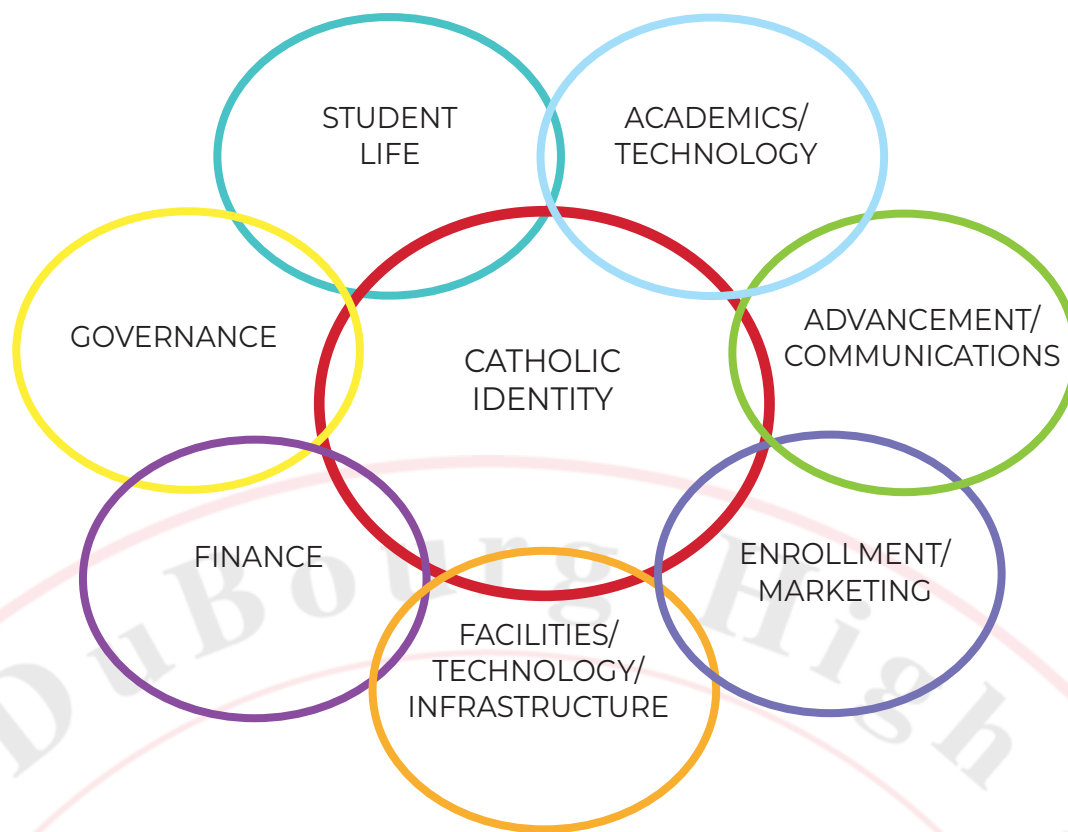
Dr. Monica Freese

Bishop DuBourg
Interim President
Principal

Amy Schisler

Board Member
Chair

STRATEGIC PLANNING PROCESS



Building on a long tradition of excellence, this Strategic Plan will ensure that our school community is prepared to the needs of our current and future students so they will lead inspired lives.

This strategic planning process was launched in 2021 with a commitment to invite input from a broad cross section of the Bishop DuBourg community. The structure of the planning is centered on eight critical domains. Each domain was tasked to gather, solicit and analyze data for the area that they were representing. Each domain committee had the opportunity to solicit feedback from the broader community by way of surveys, focus groups and other forms of input.

In the fall of 2021, a two-day strategic planning retreat was held with approximately 65 stakeholders to utilize the reports from each domain, identify areas of growth and draft goals for the Strategic Plan. Participants in this retreat were alumni, faculty, staff, former faculty and staff, board members, students, parents and former parents, drawing on their unique perspective, passion and understanding of our school mission.

With these goals and objectives in hand, several sessions were offered to all of those involved. This step not only kept everyone updated, it also helped solidify the goals and objectives approved by the committee.

Bishop DuBourg High School is poised to continue our mission to provide excellence in a faith-based environment, while striving to be the premier Southside Catholic High School dedicated to educating students to deepen their faith through service to God and lead inspired lives within an ever-changing world. We remain committed to ensuring the legacy of excellence as Bishop DuBourg plans for the future.

We are pleased to share the goals and objectives for this plan and ask for your prayers as we engage in this important work.

ACADEMICS / TECHNOLOGY

STRATEGIC GOAL:

Bishop DuBourg will maximize academic rigor and create a differentiated and comprehensive curriculum to support and challenge a wide range of diverse learners that develops their skills and supports their personal growth, so they can achieve their full potential.

1. Explore alternative academic programming and offerings to allow students unique learning opportunities in all areas of student abilities and interests.
2. Equip students with the necessary skills to succeed in high school, college/career and life.
3. Assess and research programs and curriculum to increase awareness and ensure we are using the most current educational pedagogy and resources.
4. Challenge all students by implementing courses and projects that utilize their abilities to reach their full capacity.

STRATEGIC GOAL:

Bishop DuBourg will implement a plan to attract, retain, and develop highly qualified and diverse, faculty and staff who are dedicated to and live out the school's mission through example, instruction, and communication.

1. Strive to hire faculty and staff members who more fully reflect the diversity and backgrounds of the current and future student body.
2. Provide training and resources for teachers to support a diverse community of learners.
3. Create a formal mentoring and faith formation program for teachers.
4. Enhance and support professional growth for teachers.



ADVANCEMENT/COMMUNICATIONS

STRATEGIC GOAL:

Strengthen Bishop DuBourg by creating better strategies to engage and reconnect with various constituents and connecting them with Bishop DuBourg in the future.

1. Enhance our visibility and footprint within the greater community.
2. Increase the percentage of alumni giving over the next five years and the total dollar amount of annual gifts to align with the national averages of The National Association of Independent Schools (NAIS).
3. Create an advancement plan of action to target classes that donate at least that of the NAIS average.
4. Work closer with the Alumni Association and Athletic Association to harmonize advancement strategies.

STRATEGIC GOAL:

Market Bishop DuBourg as the school of choice through community, involvement, and service.

1. Establish a clear vision for personal communication by building partnerships and alliances with local foundations, businesses, and constituents.
2. To cultivate a relationship with the community through service to others from our students, faculty and staff, parents and alumni.
3. Enhance the perception of Bishop DuBourg in the community by showcasing our four pillars through Faith, Academics, Community, and Service.
4. Define our brand to inform members of our community of the value proposition of Bishop DuBourg.





CATHOLIC IDENTITY

STRATEGIC GOAL:

Bishop DuBourg will develop a culture that consistently leads members of the community through thresholds of a relationship with Jesus Christ as evidenced by service, virtue, and worship.

1. Lead faculty and staff to a deeper relationship with Jesus Christ by a systematic program of formation.
2. Differentiate campus ministry and faith formation to respond to diverse student backgrounds, ability levels, and stages of conversion.
3. Create central, prominent, and accessible spaces for prayer and community.
4. Redesign student service requirement starting freshman year to achieve student ownership by senior year.
5. Find ways as a community to address the tension between the world and the church.

ENROLLMENT/MARKETING

STRATEGIC GOAL:

Bishop DuBourg will build enrollment that is highly competitive with other Catholic schools in St. Louis, while retaining current students and families who believe in Bishop DuBourg's mission. Bishop DuBourg will be the primary choice for Catholic families in South St. Louis.

1. Identifying the best marketing approaches for both students and families to meet their specific needs.
2. Identify ways to enhance relationships with parishioners/communities.
3. Be more visible in the neighborhood and on social media to inform others about Bishop DuBourg and peak their interest in DuBourg.
4. DuBourg will create marketing strategies to engage with underserved schools/parishes/families to increase enrollment from specific schools.
5. Communicate our value proposition to the members of the community to keep alumni and benefactors actively engaged.





FACILITIES/TECHNOLOGY INFRASTRUCTURE

STRATEGIC GOAL:

Bishop DuBourg will create facilities that are inviting to students, faculty and staff, parents, alumni, and all stakeholders and neighborhood partners that will amplify the educational experience.

1. Identify the priorities to make the students and faculty physically and mentally comfortable while in the educational environment and explore spaces where students feel safe and comfortable.
2. Develop long-term facilities master plan to aid in addressing the needs that are important to the well-being of our students and staff.
3. Audit of all the major parts of the technology infrastructure to assess how we can stay ahead of the curve to prepare our students for the real world.
4. Explore grants and government funding for building and campus improvements.



FINANCE

STRATEGIC GOAL:

Bishop DuBourg will maintain and strengthen our fiscal policies and procedures to ensure the current and ongoing viability of Bishop DuBourg for long term financial health.

1. Communicate more effectively and clearly with constituents, especially on upcoming projects.
2. Partner with advancement to increase alumni participation, increase endowments, and fund improvements.
3. Identify giving opportunities to assist a diverse and talented student body, especially to those with financial needs.
4. Enhance annual budgeting practices to meet the anticipated growth of the school community.

GOVERNANCE

STRATEGIC GOAL:

Bishop DuBourg will ensure that a cohesive and vibrant governing structure is in place to fully support the DB Administration to strengthen the mission and ensure the long term overall viability of the school.

1. Work collaboratively with the OCEF in crafting the Archdiocesan strategic plan for high schools.
2. Reevaluate the Advisory Board to ensure the efficiency and viability of Bishop DuBourg High School.
3. Recruit and train Advisory Board members that best represent the diversity of our Bishop DuBourg community.
4. Develop an organizational chart and job description that describes the relationship of the OCEF, the DB Administration and the Advisory Board.



STUDENT LIFE

STRATEGIC GOAL:

Bishop DuBourg will cultivate a culture of solidarity that nurtures connection, conscientiousness, integrity, and empathy in our students.

1. Create structured opportunities and programs for students to build relationships with fellow students and the greater DuBourg community.
2. Create a prevailing climate of respect through systems that uphold clearly defined standards and expectations of each individual's conduct.
3. Ensure the variety of our extracurricular offerings that serves the diversity and voice of the student body.
4. Pursue opportunities proactively and purposefully for development of student leadership skills in extracurricular activities.



Faith

in Christ...

OUR PRAYER

*Grant me, O Lord my God,
a mind to know you,
a heart to seek you,
hands to serve you,
wisdom to find you,
conduct pleasing to you,
faithful perseverance in waiting for you,
and a hope of finally embracing you.
Amen.*

THANK YOU

The Bishop DuBourg Community extends our sincerest appreciation to the many individuals – alumni, faculty, staff, former faculty and staff, board members, students, parents and former parents– who contributed time and talent to the Strategic Planning Process. We are especially grateful to those who served on specific domains to provide analysis of the state of our school and the development of strategic goals based on our school mission and vision. Your input and insights provided a strong foundation for the development of this plan, and we could not have been successful without your time and efforts.

ACADEMICS

Monica Freese **
Lisa Fister *
Marybeth Krull
Denise (Zimmer) Buck '87
Max Buck '16
Teri Diehl '87
Stephanie Roeder
Kristin Shipp
Kaden Harvie

ADVANCEMENT

Joyce Mard **
Justin King '08 *
Angie Calloni '98
Melanie Bernds '04
Jake Hogan '12
Jim Campbell
Jacqueline Broekelmann '16

CATHOLIC IDENTITY

Denise Schnable **
Laurie Gill *
Fr. Aaron Nord
Steve Radomski
Nancy Greer
Jen Meehan
Megan Meehan '22
Katharine (Siemer) McCoy '13

ENROLLMENT

Steve Bettlach *
Deanne Rodgers '11
Patty Johnson
Jeremy Roeder '93
Marie (Hessi) McCloskey '81
Brad DePriest '74

FACILITIES

Tom Turner **
Joan Provaznik *
Jim Buck '87
Ruth (Witte) Wilms '62
Jamie Frisella '91
Wayne Wilms '62

FINANCE

Joan Provaznik **
Janice Book '88 *
Jacque Rocchio
Larry Lock '66
Hadley Greer
Rich Niemann '64

GOVERNANCE

Kevin Regan *
Fr. Mike Lydon
Stephanie (Kuszaj) Welling '66
Tom Jokerst
Tom Hunt '73

STUDENT LIFE

Troy Ufert **
Laura Fister *
Kristi Walsh
Laurie Bettlach
Adrienne (Ricketts) Atzemis '92
Denise Schnable

** Staff Liason
* Chair

Dr. Todd Sweda
Archdiocese of St. Louis
Senior Director, Office of Catholic
Education and Formation
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