



October 11, 2021

Dear Christian Brothers High School Community:

I'm pleased to share that we have officially kicked off a comprehensive Strategic Planning process at Christian Brothers High School. On September 28, the school's Strategic Planning Steering Committee comprised of Board Members, Alumni, Parents, Administration, Faculty & Staff and Domain Chairs met with our consultant, Partners in Mission, to discuss objectives, timelines and project expectations. Kathleen Casey from Partners in Mission led the session and walked the group through the process, logic behind the process, and created a vision for what a successful strategic plan would look like when completed.

### **What is Strategic Planning?**

A Strategic Plan aligns with the school's mission and communicates the vision to inspire our future. It collaboratively defines goals and objectives, and at the conclusion of the process, positions the school for transformational change.

### **Why is Christian Brothers High School completing a 5-year Strategic Plan?**

The school Board of Trustees and Administration recognize that Christian Brothers has grown and accomplished much. We have a proud history of graduating young men and women who become models for transforming the world. We also realize that is imperative that we have a documented vision that guides us, ensuring that our longstanding history of Lasallian Catholic education triumphs in these ever-changing times. Over the next six months, we will examine eight critical domains and focus on where we have been, where we are and where we want to be in the future. Please know that this process is a participative and collaborative effort, and we look forward to getting input in the coming days, weeks, and months, from the Christian Brothers Community through surveys, round table discussions and conversations.

### **Why does it Matter to You?**

This is your school and the Goals and Objectives that come out of the Strategic Plan will drive the direction of the school. We value your input!

### **Steering Committee: Domain Chairs & Staff Liaisons:**

We are blessed to have dedicated domain chairs and staff members working on this endeavor. These volunteers are generously offering their time, talent, and energy to build a brighter future for CB by helping gather critical information that will then be used by our greater community in formulating the plan.

There are eight domains – or key areas, that will be addressed:

### **Academics/Technology: Ms. Heather Alumbaugh and Dr. Heidi Harrison**

A COLLEGE PREPARATORY SCHOOL IN THE LASALLIAN TRADITION

4315 MARTIN LUTHER KING, JR. BLVD., SACRAMENTO, CA 95820-2727 (916) 733-3600 [www.cbhs-sacramento.org](http://www.cbhs-sacramento.org)

**Philanthropy: Mrs. Mary Ann Burford, Mrs. Kamal Khaira, and Ms. Laine Himmelman**  
**Enrollment: Mr. John Fondale '83, Aldo Soriano '99, and Mrs. Gina Vanacore '84**  
**Facilities/Tech: Mr. Ron Metzger and Mr. John Nunan**  
**Finances: Ms. Marianne Evashenk and Ms. Margarita Fernandez**  
**Governance: Mrs. Janet Ruggiero and Mr. Donald Fitzgerald**  
**Lasallian Charism & Catholic Identity: Br. Dan Morgan, FSC, and Rev. Guillermo Hernandez**  
**Student Life: Mrs. Stephanie Cooper-Noe and Mrs. Lisa Levasseur**  
**Steering Committee Chairs: Mrs. Susan Larson and Ms. Renee Malaki**

School leaders involved in the process include Principal Annemarie Bacich, Class of 2024 Counselor Armando Diaz '94, Assistant Principal Julian Elorduy '03, Director of Finance/CFO Chris Jackson, Educational Technology Specialist Fred Jaravata, Director of Human Resources Eugene Jones, Director of Philanthropy Steve McLaughlin, Director of Admissions and Communications Kristen McCarthy, Director of Athletics Dale Milton, Assistant Principal Amanda Pickren, and me.

Each set of domain chairs has been provided with a “book of knowledge,” containing historical data. This data, combined with additional data gathering, interviews, and community engagement will help to construct a three to five-page narrative from each domain. The narrative is a historical document that outlines the past and present. It is a statement of fact and offers no ideas or suggestions (that is later). This information is then compiled, analyzed and cross-referenced with other domain reports to find commonalities, trends and identify key issues and opportunities. A SWOT analysis is part of the strategic planning process.

A January retreat is planned when strategic goals and objectives will be drafted – but we will discuss that in a later update!

There was a special prayer recited at the meeting that reinforces strategic planning is not merely for short-term results, but rather long-term success that drives transformational change. The prayer begins “It helps now and then to step back and take a long view”. We will be continuing to pray and ask the Holy Spirit to guide us through this process.

Together and in association,

Crystal LeRoy, Ed.D.  
President