



## **St. Joseph High School Mission, Vision, and Planning Document**

### **Mission Statement**

St. Joseph High School is a Catholic, Christian educational community formed in the Lasallian tradition whose mission is:

To provide a quality Christian education for young women and men of diverse economic and cultural backgrounds.

We inspire our students to discover their God-given talents, empower them to be lifelong learners, and challenge them to achieve their potential as compassionate women and men of faith.

### **Vision Statement**

St. Joseph High School will be a state-of-the-art educational facility serving as an exemplary model in the 300-year tradition of St. John Baptist de La Salle, and will emulate other Christian Brothers high schools in setting standards and metrics that will surpass or equal other educational institutions in and around the surrounding areas.

### **Recruitment**

In addition to a quality secondary school education, St. Joseph High School provides affordable learning by reducing tuition costs and offering financial aid to those who qualify without compromising resources; i.e., teachers, curriculum, arts programs and/or athletics.

The school will have two full-time recruiters with the preference that both are bilingual (English and Spanish).

Recruiters identify individuals who display exemplary academic ability as well as those with untapped potential. Students gravitate to one of three programs – the Honors Program, the College Prep Program, and the Career Readiness Program. The Honors Program is robust, and every year St. Joseph is proud to have Illinois State Scholars among its graduates. The College Prep Program enjoys great success, demonstrated by 92% of students attending 4-year or 2-year institutions after graduation. The Career Readiness Program cultivates and delivers the life and networking skills needed in today's workplace. In addition to academics, the school offers a myriad of extra-curricular programs, including sports, clubs, music, band, theatre, art, etc. The goal of recruitment at St. Joseph is to identify the students who will benefit from our programs in a safe and nurturing Lasallian environment.

## **Enrollment**

St. Joseph High School is identified by parents and students alike as their “First Choice” with an expected FY25-26 enrollment of 500+. Among them are rising scholars who pursue college undergraduate and advanced degrees, students who pursue trades, and under-privileged and under-served students who are socially and academically challenged.

To support this assertion, the Class of 2019 enjoyed 100% graduation rate with 61% of the students attending four-year colleges/universities, 31% two-year colleges, and the remaining 8% entering the armed services or the workforce. The same class of 2019 earned over \$5.72 million in scholarships to colleges and universities, and 8 students were named Illinois State Scholars.

## **Curriculum**

Over the past 60 years, St. Joseph High School has endeavored to provide an outstanding educational experience for all of its students. The alumni of the school have taken with them a deep connection to each other and a love of their alma mater. Their success in the world demonstrates that they received from St. Joseph the skills needed for their success. Through the years our educational programs have met the needs of struggling learners as well as those academically gifted. Together these students grew in a community that embraced diversity and prepared them for the real world.

Today, St. Joseph is analyzing the academic needs of its students as well as the skills necessary for them to be successful in a very diverse and challenging world. The school’s curriculum is evolving in order to prepare the students for the unknown and unanticipated. The learning experience will be guided by a standard of academic excellence as well as the behavioral and networking skills required in today’s workplace. A strong technological orientation will be integrated with our excellent college preparatory curriculum that will permit our students to move seamlessly into university life or future workplace.

St. Joseph is poised to create and lead a network of community-based relationships. These relationships will allow our students the contacts and experiences needed for future success. The involvement of all of our stakeholders, students, teachers, community members, is needed in crafting our enhanced curriculum. This involvement itself, as well as the new studies created, will best equip St. Joseph to serve students today and throughout the next 60 years.

## **Development/Fundraising**

The purpose of Development is to keep all the constituents of St. Joseph High School informed, engaged, and supportive of the school’s mission. Development consists of a multidisciplinary team of staff and volunteers who specialize in specific areas: major gifts, grants from foundations and corporations, signature events, PR and marketing, alumni relations, legacy commitments, and research. Each of these specialized areas reports to the Executive Director of Finance and Development and, as a group, has a combined fundraising goal of \$2 million annually.

Fundraising at St. Joseph High School is critical to serving our students, most of whom cannot afford the full tuition. All members of the St. Joseph High School community play a role in the fundraising process. From the Board of Directors to the Development Committee, to the alumni, faculty, families and students, roles are available.

There is an expectation that Development/Fundraising takes place in both monetary and non-monetary ways. Alumni, whether from the first graduating class of 1964 or the most recent class of 2020, are given every chance to show their “Charger Pride” by gifting money, time, or talent to the school. Examples of fundraising initiatives: Super Raffle night, the Charger Nation program with a goal to have each member commit to a multi-year contribution of \$1000 or more, and events like the annual golf outing. At the other end of the spectrum, a Student Ambassador program gives interested students the opportunity to host visitors to the school.

Development is much more than raising money. St. Joseph High School conducts several events annually to reaffirm existing relationships and cultivate new ones. These include the alumni awards night and donor recognition event. Marketing and PR also play a major part in supporting Development efforts and promoting St. Joseph High School. Tactics utilized include social media, websites, electronic notification, signage, and collateral material.

### **Finance**

St. Joseph High School knows that, in addition to its education and social missions, it must be financially responsible and secure. To that end, it employs a rigorous approach to its financial oversight. The Executive Director of Finance and Development (Executive Director) partners with the Board of Directors to oversee an annual operating budget whose metrics seek to deliver an annual profit margin after all expenses between \$50,000 and \$100,000.

The Executive Director provides quarterly financial statements to the Board of Directors. In tandem with the finance subcommittee, the Executive Director participates in quarterly board meetings to review current financials and assess future projections. Finally, the Executive Director delivers full quarterly financial reports to the entire Board.

The financial objectives of St. Joseph are:

- A strong balance sheet with positive annual operating margins, i.e., revenues greater than expenses
- The reduction of debt by at least 33% by June 30, 2025 through a combination of budget surplus and major gift resources and to continue reducing further beyond 2025
- Strong financial oversight including rigorous control procedures, robust reporting cycle including annual budgeting, financial planning, and quarterly reporting with an annual full audit
- A sustainable operating model that is less dependent on tuition and fees and more dependent on sustainable Development revenue; e.g., grants, multi-year gifts, Foundation gifts, etc.
- A multi-year operating budget that integrates the strategic planning goals and objectives

## **Governance**

St. Joseph High School relies on a strong, committed Board of Directors in addition to a professional, effective, and dedicated administration. The board will be comprised of twenty (20) alumni and community leaders whose diversity, unique skills, and life experiences represent and uphold the St. Joseph mission and vision. Its leadership has a Chairman, Vice Chairman, Secretary, and Treasurer. Board members are required to attend quarterly meetings.

Personal financial commitment is a requirement of each board member. There is an annual monetary requirement of \$10,000 per member. Board members are required to join the 500 Club with a minimum personal donation of \$2500, thus setting an example for others. The remaining \$7500 can come from other monetary resources, e.g., corporate sponsorships, grants, etc., and can be applied as the board members see fit. Board members are expected to give and inspire others to give. The Board works directly with the Executive Director of Finance and Development to identify, cultivate, and solicit potential donors whose donations will allow them to meet the financial needs of St. Joseph.

Board members are required to be on one of the following subcommittees: Finance, Development/Fundraising, Student Recruiting, or Board Nominating which meet periodically, i.e., at least four times a year.

## **Conclusion**

St. Joseph High School aspires to provide and deliver an exceptional educational experience for its students in a safe and caring environment. In a world that places more demands on young people than ever before, creating an environment where individuals can excel at their individual levels is more important than ever before. At the same time, there are more distractions facing high school students; for this reason, St. Joseph must focus its efforts and resources better than ever before. With the assistance of all its stakeholders – students, parents, teachers, staff, administration, alumni, friends, and supporters – the challenges of the 21<sup>st</sup> century can be addressed and overcome. This is the truest statement of St. Joseph's mission and vision. We welcome the challenge!

*August 17, 2020*