

DELONE CATHOLIC HIGH SCHOOL

STRATEGIC PLAN
2013-2018



A PUBLICATION OF DELONE CATHOLIC HIGH SCHOOL

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DELONE CATHOLIC
HIGH SCHOOL

INTRODUCTION

Strategic planning is an important aspect in the life of Delone Catholic High School. This Strategic Plan is an outgrowth of Delone Catholic's Mission, Vision, Values/Beliefs and follows from the goals that are set for the school. From the strategic plan, the school is able to develop and update lower-level tactical and program plans in order to achieve its stated goals which tie back to the Mission.

This strategic plan identifies high-level initiatives that follow from identified goals/objectives. It provides high-level information in terms of what is to be accomplished, measurable metrics to evaluate if it was accomplished, who is responsible for completing it, and when it will be accomplished. It facilitates the development of lower level plans for those responsible for executing individual items in this plan. Most importantly, it provides clear information to others that will enable those responsible to be successful.

This Strategic Plan is not a once-in-five years event. Rather, it is an ongoing process to continuously evaluate our goals and objectives, whether those goals are being accomplished, and provides the ability to deliberately make course corrections as needed. It provides focus for what is to be accomplished so resources and efforts can be placed accordingly.

This plan will focus on a timeline that is three to five years in length. Still, some individual goals within the plan are longer, particularly in the area of capital planning. The development of the plan is coordinated by the Executive Committee of the Board of Directors, which includes the school's chief administrator.

While the responsibility for the plan is with the school's chief administrator and Board of Directors, all stakeholders associated with the school play an equally important role in its development. These include faculty and staff, parents, students, benefactors, pastors and indeed, the entire community-at-large from which Delone Catholic's students come.

The development of the plan uses the strengths, weaknesses, opportunities and threats (SWOT) method. In this approach, information is solicited from stakeholders regarding the school's strengths, weaknesses, opportunities and threats. An extensive survey was completed during the process of completing the strategic plan in the spring of 2013. The information is incorporated into the strategic planning process. A summary of the responses to this questionnaire is available on the website of Delone Catholic High School.

A successful strategic plan necessarily means transformation. Sustainable transformation requires day-to-day leaders that understand what is to be accomplished, communicate with stakeholders in ways that engage them in the process of achieving goals/objectives, and evaluate and report on progress against the metrics that were set.

A BRIEF SKETCH OF DCHS

Delone Catholic High School is an inter-parochial high school in the Diocese of Harrisburg named for Charles J. Delone, Esquire, a prominent Catholic attorney of Hanover, who donated the land and the funds for the construction of the original building. Delone Catholic evolved out of a secondary educational structure at St. Mary's School in McSherrystown that began in 1921 and was renamed as Central Catholic High School in 1931. A fire that destroyed the original building at St. Mary's in 1938 precipitated Mr. Delone's generous donation.

The cornerstone of the new school was laid in 1939 and the new building was dedicated by Archbishop Amleto Giovanni Cicognani, Apostolic Delegate to the United States, on Sept. 2, 1940. The first graduating class from in the new school consisted of 38 members that graduated on Sunday, June 8, 1941. As a tribute to Mr. Delone, the school bears his name and its athletic teams have adopted his title "Squires" and "Squirettes." Father Cyril J. Allwein was appointed the first principal of Delone Catholic High School. The Sisters of Saint Joseph were joined by the Sisters of Mercy and in 1941, by the Sisters of Christian Charity.

In 1952, the high school was accredited by the Middle States Association under the direction of Father William R. Lyons, principal from 1948-1977. Two additional wings were added to the original building in 1955 and 1963. A chapel, bearing the title, "Our Lady, Queen of Peace," was constructed on the ground floor of the original building in 1966. The Lawrence B. (Sonny) Sheppard, Jr. Memorial, a gymnasium complex, the gift of Mr. and Mr. L.B. Sheppard in memory of their son, was built in 1968.

Rev. Msgr. Robert E. Lawrence served as principal from 1977 until 1984. He was followed by Rev. Michael J. Grab (1984-89), Rev. Edward J. Quinlan (1989-90), Mr. Kevin Shearer (1990-92) and Dr. Maureen Thiec (1992-Present). A new chapel was constructed on the main floor of the original building and dedicated by the Most Rev. Kevin C. Rhoades in 2007. The 1963 math and science wing was completely renovated and dedicated by the Most Rev. Joseph P. McFadden in 2011.

Delone Catholic High School is an inter-parochial school in the Diocese of Harrisburg. Its current governance structure, under the Bishop of Harrisburg, is a Board of Directors that is composed of the pastors of the nine parishes in the Adams Deanery, a representative from those parishes that is appointed by the pastor, and four at-large members that are elected by the Board. Its general role is to provide high-level oversight of the school, consider school policy changes, and advise the principal as requested. The Board has a number of standing committees including Executive, Nominating, Development, Finance, Personnel, Academic and Student Life, and Catholic Identity.

The school's administration currently consists of a principal, vice-principal/director of studies and dean of students. A Sister of St. Joseph of Carondelet serves as vice-principal, currently the only full-time religious sister. It has nearly 35 full-time faculty members, a full-time director of development, a part-time admissions assistant, as well as administrative, maintenance and cafeteria personnel. Delone Catholic's enrollment has fluctuated somewhat in recent years, but has been decreasing overall with a present enrollment of about 460 students. Tuition for the 2012-13 school year is \$4,950 for students from supporting parishes and \$6,490 for students from non-supporting parishes.

Delone Catholic High School continues to serve young men and women in the parishes in Hanover, McSherrystown, Littlestown, Spring Grove, Abbottstown, New Oxford, Bonneauville, Gettysburg, Fairfield, Westminster, Emmitsburg, Reisterstown, Taneytown and Glyndon as well as non-Catholic students. The school has seen five faculty members win the Golden Apple Award over five consecutive years, 2009-2013.

MISSION

A school's clear mission reflects the deepest desires of the school community of stakeholders for what they want the school to be. It inspires the school's stakeholders to contribute to achievement of the mission. The mission was most recently reviewed by school stakeholders in the process of Middle States Accreditation that was renewed in 2012.

MISSION STATEMENT OF DELONE CATHOLIC HIGH SCHOOL

Delone Catholic High School exists to educate and challenge students spiritually, academically, physically, socially and aesthetically within the traditions and teachings of the Roman Catholic Church. This challenge will inspire students to experience Jesus Christ personally and to "Be Doers of the Word."

OVERALL GOAL OF THIS STRATEGIC PLAN

This strategic plan seeks to promote a love of God, a love of neighbor as you love yourself, and a love of learning. Within the next five years, transform Delone Catholic High School with the financial, cultural and spiritual resources so that it becomes the financially accessible leader in secondary education in south-central Pennsylvania and northern Maryland by working with Catholic and non-Catholic families to prepare young men and women with a love of learning with a strength of faith, mind and heart.



VALUES AND BELIEFS

Values are beliefs of an organization that are well-known by stakeholders. When embraced, these drive an organization's culture and the atmosphere within the school. They also form a framework around decision-making within the organization.

WE BELIEVE THE TRADITIONS AND TEACHINGS OF THE ROMAN CATHOLIC CHURCH.

We believe that the Roman Catholic tradition must be incorporated into all aspects of students' education and life. Catholic school provides an experience of the Church's beliefs, tradition and sacramental celebrations. The moral and ethical character of the students is developed by the encouragement of adherence to the laws of God, the community and the school.

WE BELIEVE THAT EACH PERSON IS A SACRED INDIVIDUAL.

We believe it is important to recognize the sacredness of all people and to accept and love them. We believe in the value and holiness of individuals, who are created in the image and likeness of God. We view each person as an expression of the Creator's love and appreciate each person for his or her unique potential and worth.

WE BELIEVE IN ACADEMIC EXCELLENCE, INTELLECTUAL DEVELOPMENT AND LIFE-LONG LEARNING.

We value academic excellence as an appreciation of the pursuit of intellectual development now and as a life-long challenge. We value critical consciousness, which enables each student to think independently, to analyze complex issues thoroughly and to lead effectively within the mission of the Church.

WE BELIEVE THAT SERVICE IS AN EXPRESSION OF OUR FAITH.

We believe that service is a primary component of our faith and an extension of Catholic education. We believe that students should be active participants in the school environment, the Church, the community and the world. We value our commitment to service as a fulfillment of our Scriptural commission to "Be Doers of the Word."

WE BELIEVE THAT WE ARE A COMMUNITY OF STAKEHOLDERS, WORKING WITH PARISHES, PARENTS AND BUSINESSES, AND THAT ALL MEMBERS OF THE COMMUNITY SHOULD BE INVITED TO BE INVOLVED IN OUR SCHOOL.

Our community is an important support in achieving the spiritual and educational goals of the school. We value community as a faith-filled collaboration of students, administrators, faculty, staff, board, alumni, consecrated persons, parishes, businesses, professional organizations, and most importantly parents, who are the first and primary educators of their children.

VISION

Delone Catholic High School is the leader in secondary education in south central Pennsylvania and northern Maryland. We prepare young men and women that are strong in faith, mind and heart. We are the first choice of families for their sons and daughters in the area.

DELONE CATHOLIC HIGH SCHOOL IS CHARACTERIZED BY:

- ◇ A distinctly faith-based education that provides outstanding formation of young men and women
- ◇ An outstanding faculty and staff that love learning and ensure students are exceptionally successful in their academic preparation for universities, colleges, military or work force
- ◇ An environment where faculty, staff and students foster a loving, caring atmosphere in every interaction
- ◇ A community committed to enhancing learning through the development of life-long friendships among students, families, faculty and staff
- ◇ Multiple opportunities for students to participate in sports and extra-curricular activities that foster teamwork, sacrifice and dealing with success and failure
- ◇ An emphasis on a willingness to perform works of mercy for others
- ◇ A strong financial base that provides needed resources for robust educational programs, financial assistance for those in need, a balanced budget with adequate reserves and an active advancement program for capital needs



Varsity boys' and girls' soccer teams were added to Delone Catholic's lineup of athletic programs in the 2012-13 school year. *photo by Hanover Studio of Photography/Dave McFarland*

OVERVIEW

The strategic plan that follows communicates the goals that have been developed as well as the strategies that will be used to achieve them. The section defines areas into which goals and associated strategies are organized and are identified as:

- ◇ Advancement
- ◇ Finances
- ◇ Facilities
- ◇ Enrollment and Retention
- ◇ Academics
- ◇ Spiritual Life
- ◇ Student Life
- ◇ Personnel

For each goal that is established, one or more strategies are identified. Normally, each strategy contains a description, a metric to evaluate success and a timeframe in which the strategy will be accomplished.

The primary person responsible for executing each strategy, unless otherwise noted, is the principal, the school's chief administrator. This does not necessarily mean that the principal is the person that ultimately completes it.

ADVANCEMENT

GOAL

To become an effective and financially self-sustaining Advancement Office

STRATEGY ONE

Grow and streamline internal office systems to become more efficient within the next 12 months.

STRATEGY TWO

Establish and nurture a volunteer base for all development activities within the next 12 months.

STRATEGY THREE

Define the role and financial/management responsibilities of the Office of Development and Alumni Relations in respect to Marketing and Communications within the next 12 months.

GOAL

Finish Delone's Diamond Decade Initiative with the renovations of the 1955 Wing, Old Gym and Sheppard Gym

STRATEGY ONE

Conduct a feasibility study with the concurrence of the Board of Directors by the end of 2014.

STRATEGY TWO

Conduct a capital campaign based on the results of the study with the concurrence of the Board of Directors in conjunction with the school's 75th anniversary.



Former Delone Catholic Chaplain Rev. Jonathan Sawicki converses with alumni at the Annual Ladies' Spring Tea, held in the original 1940 Gymnasium. *photo by Julia Fuhrman*

GOAL

To improve annual giving to:

- ◇ Unrestricted – Office of Development and Alumni Relations and Communications (financially self-sufficient in two years)
- ◇ Restricted – 10 percent growth each year. Bequests will be reported separately due to the unpredictable nature of their being received.
- ◇ Endowment – have a plan and material in place (nine months)
- ◇ Educational Improvement Tax Credit (EITC) – one new donor each year.

STRATEGY ONE

Seek input from colleagues at other Diocesan high schools for how they quantify similar goals and identify best practices by the first quarter of 2014.

STRATEGY TWO

Set up the database to track giving from each constituency to better track existing donors and new donors. The initial target is 70 percent retention of existing donors and five percent growth in new donors each year. After three years, targets will be reset based on the average of the previous three years.

STRATEGY THREE

Establish a Planned Giving Society within 12 months.

STRATEGY FOUR

Establish online giving program within six months.

STRATEGY FIVE

Establish a recurring giving program within six months.

STRATEGY SIX

More aggressively market facilities for community organizations as alternative sources of funding for purposes such as summer academic camps, corporate meetings, etc., during the next five years.

STRATEGY SEVEN

Research grant opportunities to fund specific programs and develop a monthly report of grants applied for and awarded to Delone Catholic High School to begin publication in April 2015.

GOAL

Improve the emphasis on communication with school constituencies

STRATEGY ONE

Confirm all graduates, non-graduates, former administration, faculty and staff, past parents and former coaches are entered into database.

SUB-STRATEGY ONE

Find a volunteer or series of interns to complete this task within 6-12 months and to locate individuals.

STRATEGY TWO

Use communications interns from local colleges and universities to produce media releases, web content and content for Delone Today; begin use within the next 6-12 months.

STRATEGY THREE

Coordinate Development Data Systems with other data systems throughout school.

STRATEGY FOUR

Continue current Alumni relations events and continue to develop new events over the next five years.

FINANCES

GOAL

Improve financial decision-making

STRATEGY

Improve key financial information for annual and long-range planning by making available expected unfunded capital expenses, consumer price index changes relative to tuition increases, and other pertinent information for short and long-term planning. This information is made available in a financial report that is updated annually.

Information is identified and made available in a report each year.

Information is identified and made available for the first time by January 2014.

GOAL

Increase net revenue

STRATEGY

Determine optimal students at Delone Catholic given current staffing on a routine basis and ensure students are enrolled into empty seats. Work one-on-one with additional potential families unable to pay full tuition to work out tuition agreements so that all seats are filled at a given staffing level. All seats are filled by Sept. 1, 2014 and each year thereafter.

GOAL

Set tuition at an affordable rate

STRATEGY

Annual budget planning is to include an increased emphasis on keeping tuition affordable. Set tuition at last year's rate or if this is impossible, set at a rate no more than one percent over the tuition for the 2013-14 school year. This strategy continues for the 2014-15 school year and continues for at least three years. Beyond that, keeping tuition affordable will remain a priority goal.

GOAL

Increase the amount of funding for major facility maintenance projects

STRATEGY

The amount for major facilities maintenance projects either used or set aside for future use will be increased. The amount will be at least \$25,000 in the annual budget for 2014-15 and at least \$50,000 in the annual budget for 2015-16 and beyond.

GOAL

Improve faculty/staff salaries

STRATEGY

The school will explore the feasibility of increasing faculty and staff salaries each year.

GOAL

Increase the amount of funding available for scholarships

STRATEGY ONE

The annual amount of funding contributed to the Neumann Scholarship by businesses will be increased. Funding from at least one additional donor will be available beginning in the 2014-15 school year.

STRATEGY TWO

The endowment for tuition assistance will be increased. The endowment will increase by at least \$10,000 each year. The initial \$10,000 will be acquired by May 1, 2014 and each May 1 thereafter.

STRATEGY THREE

Funds will be acquired each year (apart from the Neumann Scholarship) for immediate use by students in financial need. At least \$75,000 in funding will be acquired each school year. These funds will be in hand no later than May 1 each year to disburse for the following school year beginning on May 1, 2014 and by each May 1 thereafter.

FACILITIES

GOAL

Improve short-range facilities planning

STRATEGY

Review the entire campus and develop a new plan for short-range small projects. The new plan will be in place by December 2013 and will be updated each month.

GOAL

Improve long-range financial planning

STRATEGY

The long-range financial plan will be used for long-range financial planning. The long-range financial plan will be updated each school year. An updated version of the long-range financial plan will be approved in September of every year by the Board of Directors beginning in September 2014.

GOAL

Replace outdated major outdoor electrical components

STRATEGY

The electrical grid off the faculty parking lot will be reviewed and a list of alternatives will be developed for adjudication. A list of alternatives with related costs and actionable timeframes will be developed by the Spring 2014.



The 1963 Math and Science Wing, renovated in 2011, includes state-of-the-art laboratories and the school computer laboratory. *photo by Eric T. Lawrence '98*

ENROLLMENT AND RETENTION

GOAL

Increase enrollment

STRATEGY ONE

Increase resources for strong outreach in both Pennsylvania and Maryland. This includes to Catholic schools within the deanery, to additional Catholic schools within geographic proximity to Delone Catholic High School, to parish CCD programs, to non-Catholic church congregations, and at community events. Use the Enrollment and Retention Plan to schedule detailed annual exposure tasks and to track progress. Efficacy will be evaluated annually by action points recorded on the Enrollment and Retention Plan during the spring of each academic year and then results analyzed the following spring. The overarching goal is that enrollment will increase by two percent in each of the next several years.

STRATEGY TWO

Implement a stronger process to ensure that no student is denied entrance into Delone Catholic High School or leaves after entrance due to financial need. Awareness of the availability of financial assistance to families should be increased through information on the web site, Facebook page, parish bulletins and announcements, and pamphlets posted and distributed a minimum of three times each year within each venue. Need should be evaluated through a written survey to every family who expressed interest in Delone Catholic High School but did not ultimately enroll and also to those who leave Delone Catholic prior to graduation. Surveys should request the reason for not enrolling or withdrawal; they should specifically indicate if financial need was a factor in their decision. Process should be functioning by May 2014. Efficacy will be evaluated by a percentage increase year-to-year in the number of families submitting the Neumann Scholarship PSAS application in Pennsylvania and the Delone Catholic PSAS application for Maryland residents, and an increase in the number of views of the webpage with the financial aid application.

STRATEGY THREE

Implement monthly reporting of enrollment statistics. A report will be created that at a minimum shows:

- ◊ Monthly
 - ◊ Enrollment and current month changes by class
 - ◊ Explanation of additions and losses by categories developed
 - ◊ Source of additions by categories developed
 - ◊ Current inquiries and follow-up stages
- ◊ Quarterly
 - ◊ Enrollment projections and targets for two years beyond next year (three years total)
 - ◊ Trend changes from research, national data, changes in population and baptisms.

Carry out one-on-one follow-up to all inquiries made to Delone Catholic. Reporting formats will be presented at an Enrollment and Retention Committee meeting in the Fall of 2013. Reports are to be provided to the Board of Directors with the information provided for each Board meeting beginning in January 2014.

STRATEGY FOUR

Bolster international student attendance and increase enrollment from non-traditional student populations in York, Adams, and Carroll Counties. Develop a plan to address needs of potential new students and increase awareness of Delone Catholic High School among these target populations. International enrollment will increase by five students per year until 10 percent of enrollment is comprised of international students. Evaluate international enrollment on an annual basis. Enroll at least five non-traditional students for the 2014-15 school year who had no prior relationship with the school and each school year thereafter.

GOAL

Improve marketing communications from Delone Catholic High School

STRATEGY

Work to improve marketing communications with current and prospective families, alumni, past parents, current and prospective donors, the business community, and the community at large.

Achievement will be through the following steps. Budgetary needs will be submitted by the 2015-16 budget process.

- ◇ Explore the feasibility of an enrollment/marketing director for Delone Catholic High School for the 2015-16 school year. Work with the Finance and Personnel committees to define and create the position. This position will ensure consistency to increased enrollment and consistency in message and quality for Delone Catholic High School communications.
- ◇ Provide resources to develop a professional marketing campaign that highlights strengths and accomplishments via communication vehicles recommended by professionals and agreed by representatives of the school.
- ◇ Consolidate and streamline database systems to improve accuracy and maintenance of contact information for current and prospective families, alumni, past parents, current and prospective donors, thereby improving internal and external communications.
- ◇ Continue the implementation of branding guidelines for print and online communications. Expand branding guidelines to include apparel and other merchandise, to create a visual identity that our audiences identify with our mission, foundational principles and quality services for current families and alumni.

ACADEMICS

GOAL

Increase student academic performance



The faculty at Delone Catholic strives to create classrooms where students feel respected, safe and ready to learn, so that they can rise to the challenge of high academic standards. *photo by Hanover Studio of Photograph/ Dave McFarland*

STRATEGY ONE

Review the student performance objectives in the most recent Middle States Study. Obtain approvals and implement plans where appropriate.

STRATEGY TWO

Explore ways to provide more opportunity for input and decision making by teachers on curriculum. A report of this exploration by administrators/faculty should be provided to the Board of Directors by November 2014.

STRATEGY THREE

Improve understanding and

communication between faculty and administration. For example, explore the feasibility of increasing the use of department chairs in assisting in methods to increase the flow of information. A report of improvements by administrators/faculty should be provided to the Board of Directors by November 2014.

STRATEGY FOUR

Explore additional ways to enhance instruction and share ideas within departments. For example, explore department chair evaluation for instructional purposes of each member of their department. A report of this exploration by administrators/faculty should be provided to the Board of Directors by November 2014.

STRATEGY FIVE

Explore the assistance of department chairs in accommodations for student assessments and in freshman placement. A report of this exploration by administrators/faculty should be provided to the Board of Directors by May 2014.

SPIRITUAL LIFE

GOAL

Enhance the Catholic character of the school

STRATEGY ONE

Review ways to enhance the Catholic character of the school. Ensure there is a constant reference point for all interaction within the school to the Gospel and strong relationships with Christ. A report is made to the Board of Directors by November 2015.

STRATEGY TWO

Review the feasibility of providing additional spiritual in-service activities to all staff members that have contact with students who are not full-time administrators and teachers. A plan is in place annually that includes these activities for all full and part-time staff members by May 2014.

STRATEGY THREE

Ensure that first and foremost, a loving/caring atmosphere permeates every interaction at Delone Catholic High School. Review the activities and daily routines that enhance this atmosphere and detract from it within the school. Magnify or begin those activities that enhance this atmosphere and disable those activities that detract from it. A report is made to the Board of Directors in March 2014 and March 2015 of the activities magnified, begun or disabled.

STRATEGY FOUR

Review available opportunities to increase the faith within leaders of the school (Board of Directors, administration and faculty) since all they do for Delone Catholic is ultimately for the goal of spreading the Gospel. A report is made to the Board of Directors regarding available opportunities by January 2014.



Members of the Class of 2014 pray together at the National Shrine Grotto of Lourdes in Emmitsburg, Md., in the fall of 2013.
photo by Kristine Hammar

GOAL

Review spiritual life programs for effectiveness

STRATEGY ONE

Review mandated programs for parents and/or students, including the freshman “Why Wait?” program and junior parent meeting. Review their necessity, their mandated nature, content and structure, including better ways to convey information. A report is made to the Board of Directors by May 2014.

STRATEGY TWO

Work to increase emphasis on vocations to the priesthood and religious life. This includes the visibility and personal interaction with others of priests and religious within the school as well as programs that provide information about the priesthood and religious life. The completion target is by the summer of 2014.

STRATEGY THREE

Examine in detail the content, goals and effectiveness of student retreats for all grade levels. Determine their necessity as well as whether there are other more effective alternatives at nearby institutions. The completion target is by May 2014.

STUDENT LIFE

GOAL

Enhance student life

STRATEGY ONE

Evaluate methods to increase financial support of student activities without increasing burden on volunteers. Methods are to be reviewed by January 2015.

STRATEGY TWO

Examine coordination of school/class charitable activities with the goal of increasing impact and student involvement. Examination is to be completed by March 2015.

STRATEGY THREE

Examine the structures of the Athletic and Music Associations for long-term stability. Examination is to be completed by May 2014.

STRATEGY FOUR

Explore the feasibility of a proposal to begin a boys' lacrosse team in consultation with all stakeholders. Examination is to be completed by May 2014.

PERSONNEL

GOAL

Ensure all non-teaching positions are aligned with the right position descriptions, the right people with the right skills

STRATEGY

Review all non-teaching positions. Review the services provided by these positions currently. Evaluate services needed for the future. Determine how these would be provisioned by position. Review the current salary structure and any changes needed. Ensure the right model is in place for all positions. The Board's Personnel Committee will make any initial report to the Board of Directors by November 2014 and annually thereafter.

GOAL

Ensure that the right level of faculty is available that enables both outstanding educational outcomes for students and an affordable tuition rate

STRATEGY

Review all teaching positions, including positions that have both teaching and non-teaching duties. Teaching levels should align with standards related to the number of students taught. Move towards a class average of 25 students and an approximate teacher contact of 150 students. The average will be closer in school year 2014-15 than it was the prior year and each following year until the goal is met in 2017-18.

GOAL

Facilitate intrapersonal communication

STRATEGY

Provide a staff directory internally of all staff at Delone Catholic High School. Publish the directory by August 2014.

SUMMARY

For nearly 75 years, Delone Catholic High School has prepared young men and women that are strong in faith, mind and heart. Delone Catholic provides educational leadership in the secondary education of young men and women in south central Pennsylvania and northern Maryland.

The school enjoys a dynamic faculty and staff that love learning and ensure students are exceptionally successful in their academic preparation for universities, colleges, military or work force. Learning is enhanced by our every-day environment where faculty, staff and students foster a loving, caring atmosphere in every interaction.

The school seeks to continually strengthen our mission, whether this is by enhancing relationships with God, improving academic performance, restoring facilities on our campus, building relationships among staff and students, developing our athletics, arts and extra-curricular programs, or expanding our financial resources.

There are a number of areas in this plan which will be addressed in the coming years. These include items related to spiritual life, academic performance, advancement, enrollment and retention, finance, facilities, personnel and student life.

These improvements will add value to an already outstanding educational program. Year after year, Delone Catholic High School will continue to excel in its educational mission.

