

2023



St. John Bosco High School Strategic Plan

Letter From The President

DR. BRIAN D. WICKSTROM



To the St. John Bosco High School Community,

In 2022, our school conducted a rigorous process of self-evaluation. Upon completion, our application was reviewed by the governance committee, and we earned a six-year accreditation from the Western Catholic Education Association and Western Association of Schools and Colleges. In addition, St. John Bosco High School was certified by the Salesian Society as a Member of the System of Salesian Secondary Schools. These accomplishments were achieved with a rigorous work ethic, strong collaboration across departments and insightful contributions by all.

As soon as we received the accreditation, our school leadership began working on a strategic plan that provides an opportunity to further enhance our Salesian philosophy aligning it with our accreditation goals. We began our strategic planning process by providing all parents, students, and staff an opportunity to share their voice with a community engagement survey and targeted focus groups. Our strategic plan is built on the feedback and perspective of our St. John Bosco community. This strategic plan will outline the school's goals for the future and set us on a path for expansive growth, steadfast improvement, and innovative advancement. This blueprint will ensure St. John Bosco High School continues to deliver a top student experience for decades to come.

Since the 2020-21 academic year, our administration has made continuous progress and upgrades in many areas. We have included an appendix in our strategic plan that illustrates this progress and how it sets the stage for the next six years.

We are proud to share with you our 2023 Strategic Plan. By implementing this plan, we believe St. John Bosco will transform an existing great school into an “international school of choice.”

Sincerely,

A handwritten signature in dark ink that reads "Brian Wickstrom".

Dr. Brian D. Wickstrom



Mission Vision

MISSION

Saint John Bosco High School is a Salesian Catholic college preparatory school in which young men are accompanied in the spirit of Don Bosco with reason, religion and loving kindness in their formation to be good Christians and honest citizens in the image of Jesus Christ.

VISION

We strive for excellence in Salesian Catholic male formation through the Salesian Oratory model and philosophy; we are a Home that welcomes, we are a School that educates the heart and mind, we are a Church that nurtures faith, we are a Playground that celebrates life and others. By doing so, we are a school of choice for young men to prepare for college and live the values of good Christians and honest citizens.

Integral Student Outcomes



REASON



Students who have purpose and understanding behind all decisions. Students use logic, good intentions, and fairness to build their purpose.



RELIGION



Students who live life in such a way as to reflect Salesian values. Students engage in their Salesian practice by committing to spiritual growth and service.



LOVING KINDNESS



Students who hold high expectations for themselves and others, value different perspectives, and treat everyone with respect.

OVERVIEW OF FOCUS AREAS

To ensure that we live by our mission and fulfill our vision, we are going to focus our efforts on four key areas: Home: Inclusive Community, School: Student-Centered Learning, Church: Soul and Meaning, and Playground: Facilities and Safety. Based on the feedback we received from the St. John Bosco community, these are the areas we will prioritize to make meaningful progress for students, families, and staff. Below you will find what lives under each focus area and how we will address it over time.



HOME

Inclusive Community



SCHOOL

Student-Centered Learning



CHURCH

Soul & Meaning



PLAYGROUND

Facilities and Safety



HOME Inclusive Community

Impact Statement	Initiatives
<i>We will be successful when community members have access to information and spaces to participate in a collaborative school culture where communal voice is shared and understood.</i>	We will continue to utilize and update our current communication systems while expanding their reach to maximize understanding and accessibility.
	We will create forums for Families, Faculty, and Staff to be able to receive clarification and share voice and perspective on initiatives.
	We will communicate student success to families in a timely and efficient manner so families can share in their student's achievements.
This could look like • Expanding our marketing department to include both marketing and communications. • Optimizing our website so that information is easier to navigate to (i.e. Parent, Teacher & Student portals) • Implementing email communication strategies that clearly state what is emailed to who, when and at what frequency • Hosting monthly morning parent meetings through various platforms to access the Principal and other key administrative members • Establishing a Faculty/Staff Forum with elected representative to report to President/Principal • Revisiting our written set of teacher expectations for grading work, updating grades in Schoology, notifying parents weekly or bi-weekly when students have less than a 70% or when students are trending down	



SCHOOL Student-Centered Learning

Impact Statement	Initiatives
<i>We are successful when students are able to explain their personal, academic and extracurricular success and the support they receive each year to help them reach their goals artistically, culturally, intellectually, morally, physically, socially, and spiritually.</i>	We will align curriculum in each department based on student data and academic needs.
	We will create opportunities that allow students to take both required courses and courses of passion and interest.
	We will create opportunities for the support of the "whole person"; artistically, culturally, intellectually, morally, physically, socially, and spiritually with regards to students, teachers and staff.
This could look like • Involving SJB Global in aligning curriculum and expectations for both online and in-person courses. • Creating a process, by investing in professional development, to properly identify, implement and evaluate curriculum alignment. • Creating a committee of teachers and administrators who evaluate academic curriculum annually and help maintain curricular standards based on school-wide goals. • Developing a bell schedule to allow additional courses that students can select for extracurricular-based courses (athletics, ASB, youth ministry) • Expanding professional development on Oratory Model and Preventive System with a focus on how it looks across the whole campus. • Increasing faculty training on how to support students with learning differences.	



CHURCH Soul and Meaning

Impact Statement

We will be successful when St. John Bosco students feel supported by the whole community to foster their total growth with an emphasis in Salesian identity.

Initiatives

We will foster students' total well-being by expanding the social, emotional, and spiritual services provided at the school.

We will promote the Salesian Preventive System by creating a comprehensive accountability matrix that is communicated to students, families, faculty, and staff.

This could look like

- Establishing a Wellness Center for students and staff- providing students with a safe, quiet, and calming space to reduce stress and anxiety.
- Expanding Counseling Department: hire more qualified counselors for students with unique and different learning needs.
- Creating a comprehensive Service Project accompanied by Salesian reflective components.
- Building a system of behavior accountability using the Salesian Preventive System.
- Cohesive classroom expectations are established in each department.



PLAYGROUND Facilities & Safety

Impact Statement

We will be successful if students and faculty feel like they operate in an efficient technological learning and working environment.

Initiatives

We will improve Information Technology to maximize learning and teaching experience.

We will implement a maintenance plan and system of accountability for the overall campus.

We will implement and maintain a security plan to maximize safety on our campus.

We will build new facilities complimented by upgrades to provide the best student experience possible.

This could look like

- Providing a new and updated wireless internet network.
- Considering a system of replacing and updating faculty and staff computers on a 3-5 year basis.
- Reinforcing major building structures like plumbing, electrical, and roofing.
- Developing a Preventive Maintenance plan that schedules necessary and ongoing maintenance with the intention of avoiding failures by predicting product and device end of life.
- Adding additional security cameras to cover the full campus.
- Replacing and upgrading buildings across the campus, like the 400 building, the theater, and multi-purpose building.

OUR PROCESS

In the Fall of 2022, St. John Bosco began the process of developing a six-year strategic plan for the purpose of charting our school's future direction and growth.



Nov-Dec 2022

Began the strategic planning process by assembling teams of staff, board members, and administrators.

Jan-Feb 2023

Sought community feedback on our school's strengths, areas for growth, and direction using a community-wide survey and conducting staff, parent, and student focus groups.

Mar-Apr 2023

Met as strategic planning teams for two full days to elevated core needs from community feedback and develop focus areas to inform the creation of a strategic direction.

Below are the numbers of the community that were invited to contribute to the strategic planning process through our community survey and focus groups:

1600

Parents/ Guardians



750

Students



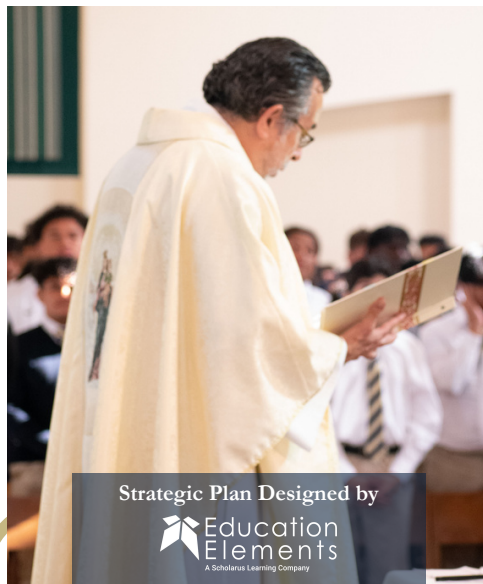
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Staff Members



Design and Steering Team Members

Name	Title	Name	Title
Fr. Ted Montemayor	Director	Ernie Antonelli	Mathematics Department Lead
Scott Jenkins	Chairman of the Board	Alyssa Skipper	Lead Counselor
Jen Schnorr	Vice Principal of Student Affairs	John Paul Masciel	Dean of Students
Eric Lane	Director of Athletics	Joe Griffin	Religious Studies Department Lead
Elizabeth Hunt	Dean of Academics	Derrick Fernando	Assistant Principal of Academic Affairs
Becky Ellison	Dean of Enrollment Management	Nathan Corkhill	Computer Science Pathway Director
Kris Tran	Coordinator of Youth Ministry	Michelle Tracy	English Instructor and Junior Class Moderator
Diane Gihring	Director of SJB Global	Megan Nash	Director of Digital Marketing & Social Media
Walt Wippler	Science Department Lead & Engineering Pathway Director	Paul Diaz	Director of Facilities
Ron Bombarda	Vice President of Technology		



Appendix - Our Foundation of Recent Accomplishments

2020-2023 Highlights, Improvement, Transformation, Sustainability (HITS)

We would like to share our school's recent accomplishments to highlight the foundation of success that our new strategic plan will be built from.

Salesian Faith Formation

- 100% of students take a Religious Studies course
- Schoolwide mass facilitated monthly
- 3 Kairos Retreats conducted annually
- Morning mass offered daily
- Prayer services offered throughout the year
- Retreat program for Parents/Guardians established in 2022

Innovative Initiatives

- New Media Lab (over \$103k cutting edge technology equipment)
- Bosco+ (streaming service)
- "Study Hall" with Jeremy Reed and Matt Spring docuseries produced and aired on Bosco+
- Affiliate partnership with NFHS for students to produce 50 live sporting events for broadcast
- Winter Intersession established
- Residence Hall established for top international and domestic students. Projected annual net revenue of \$700k
- Bosco uniforms offered on campus
- E-Sports formally established
- Enhanced Bosco Transit system to offer 3 daily routes serving a radius of 45 miles from campus
- LED interior lighting (cost savings and sustainability)
- Digital Library established, over 30,000 volumes on-line
- Community Garden created in conjunction with the Life Sciences department. Farm to Table products for school functions and products with growth fruits and vegetables
- Established Bosco Bread subscription program
- Recycle Program Partnership established with CR&R
- Environmental Club established in 2022-23 academic year for students
- Awarded the C3 Ignite grant to provide 644 ipads, T-Mobile Internet service, software applications and insurance for each device

Academics

- Created SJB Global and have served over 1,100 seats in Year One
- 6 Academic Pathways, 21 AP Courses, 13 Honor Courses
- SJB Students represented Team USA at 2022 World Scholar's Cup Global Round – Winning 32 Gold and 46 Silver Medals
- 96% of our graduates are accepted into institutions of higher learning
- 14:1 student-teacher ratio
- Additional Learning Support Counselor added for students with unique and individualized learning needs and plans

Capital Assets / Renovations

- Virtual Cadaver for BioMed Pathway
- New gym floor
- New school bus
- Four new 12-passenger vans
- New classroom furniture for students & teachers serving 700 students, 36 faculty (over \$510,000)
- New weight room for varsity athletes
- Air Conditioning for Chapel
- Air Conditioning for Theatre
- Over 88 new laptops and 35 desktop printers for staff/faculty
- Loaner laptops/tablets for students established
- Purchased or refurbished over 26 classroom projectors
- (5) new iMacs for Visual and Performing Arts classrooms
- New smart televisions for main lobby, conference room and admissions lobby
- Refurbished Wrestling Practice facility

Infrastructure Re-enforced

- WCEA 6-year Accreditation for educational teaching
- Talent Acquisition: New Principal, Vice Principal of Student Affairs, Digital Services Director, Vice President of Technology and Assistant Principal of Academic Affairs
- Created in-house Technology department
- Established in-house Marketing
- Tripled Wi-Fi access points
- Increasing internet bandwidth by 500% to 5G
- Fortifying technology backbone with new servers, security access software and internal network directory
- New security cameras throughout campus

Admissions & Enrollment

- 151 different zip codes and 101 different cities represented by our student body
- 74% of students receive financial aid
- Average financial aid award per student is \$5,544
- \$3.0M awarded annually in financial aid representing a 21% increase in three years

Athletics

- Added sport of Sailing
- Hired new Athletic Director
- Braves Letterwinners Club for Alumni initiated
- **Championships**
 - Football 2022-23
 - CIF SS Division 1 Champions
 - CIF Open Division State Champions
 - Undisputed United States National Champions
 - Basketball 2022-23
 - Trinity League Champions & Open Division Runner-up
 - 2020-21 - CIF Regional Champions | State Championship canceled
 - Wrestling 2022-2023
 - National Ranking: 22nd
 - State Team Finish: 7th
 - Individual State Placers: 2 Champions, 3 4th Place Finishers, and 1 7th Place Finisher
 - Masters Team Champions

- CIF Individual Champions
- CIF Team Dual Champions
- Trinity League Champions
- Press -Telegram Coach of the Year and Wrestler of the Year
- Trinity League Wrestler of the Year
- 2021-2022 - National Team Ranking: 31st, State Team Finish: 5th, Individual State Placers: 1 Champion, 2 3rd Place Finishers, 1 5th Place Finisher, 1 8th Place Finisher, Masters: 4th Place, CIF Individual Champions, CIF Team Dual Semi-Finalists, Trinity League Champions, Trinity League Wrestler of the Year
- Esports 2021-22
 - 2022 High School Esports National League Champions – Rocket League & HALO
 - 2022 High School Esports State Champions – Valorant
 - 2022 Esports PlayVS State Champions – Rocket League
- Cross Country 2022
 - 2nd Place Trinity League
 - 3rd Place CIF Southern Section
 - 4th Place CIF State
- Track & Field 2022
 - Trinity League Champions
 - 3rd Place CIF Southern Section
 - 5th Place CIF State

Robotics Tribe Team

- Competed in the FIRST robotics competition against teams from Los Angeles and Orange Counties, Arizona, Nevada, Idaho, Hawaii, Chinese Taipei, Turkey and England.
- Earned a rank of 2nd out of 44 teams after qualifications
- Runner-up in the competition

Student Life

- Over 30 student clubs & organizations
- Associated Student Body is comprised of 60+ students
- Athletics overs 17 different sports programs
- 84% of student body participates in athletics and recreation
- Sold out shows for theater

Technology

- Additional Fiber cabling throughout campus
- First ever network infrastructure road map
- Risk mitigation planning to prevent; ransomware attacks, loss of information, downtime when internet provider fails
- 24 hours, or less, service response achieved
- Upgrades to all equipment in classrooms, administration, Bingo and athletic facilities

Marketing

- Launched website redesign for better user experience & clearer brand story throughout. Key additions include Remapped main navigation, Translation functionality - website can translate into any language, Home/School/Church/Playground highlighted on homepage, Creation of campus map & virtual campus tour (14 videos shot for tour) and School calendar filter capability
- Implemented new digital marketing strategy to increase organic traffic to website using SEO best practices.
 - Total organic site traffic increased 30% in 2022 and we surpassed 30 keywords on the first page of Google after just 6 months of writing SEO content.
- Thorough and consistent coverage of school events like Graduation, admissions events like Open House, and daily life

- On average, we post 5-15 times per week on Instagram and Facebook, not including Athletics.
- In 2022 alone, we posted to Instagram 298 times, driving consistency, value and growth.
- Increased video content creation for website & social media, including professional videos like Admissions, Senior Spotlight, Virtual Campus Tour, Welcome to Bosco
- Creation of Marketing Club for students to learn the basics of marketing, photography, content creation and get them involved in the marketing of their school.
- Ten official announcements written and released to the press & school community over the past two school years.
- Creation of logos: SJB Global, SJB Community Garden, SJB Bread Company and Bosco+

Operational Improvement

- Responded to COVID by implementing above and beyond safety measures for student, staff and faculty; Thermal Scanner readers at five entrances, weekly onsite COVID testing for faculty & staff, and access to personal protective equipment for all.
- Risk Mitigation of Title VII and IX implementing Work Shield (neutral 3rd party investigations) for employees.
- Establish new digital Purchase Order system to support accountability and cash flow projections
- Contract Assessment & Review
- Negotiated new transportation service that saved over 30% in annual costs
- Secured new vendor for uniform sales which resulted in 39% increased net margin
- New security doors installed for Building 400, Learning Commons and Gymnasium

