



IGNITING *Dreams* FUELING POTENTIAL





Dear Friends of DePaul Cristo Rey High School,

Our community has wrapped up another historic year; one full of celebrations, breakthroughs, and new beginnings!

From our 10-year anniversary celebration last October to this past May’s annual Commencement, DePaul Cristo Rey High School’s collective work continued to inspire many within the Greater Cincinnati community. Ever-emerging breakthroughs for each Bruin – both student and adult – showcased our willingness to stretch ourselves, this mission, and our mindsets to dream the impossible. A strategic vision took center stage, as our community graced new ideas and new community values as a part of Bruin life. It is a vision that now parades across these pages with a unique hope for the present and future.

In this report, you will experience a new chapter in our history. As always, you will see the hallmark components of our academic and Corporate Work Study programs in action, along with our newly established *Igniting Dreams, Fueling Potential: Vision 2026* Strategic Plan taking flight. Here, you will read stories of what is, coupled with all the great things that are to come. You will experience the transformative power of living faith, while being captivated by how our Bruin family continues to grow and be strengthened by community and love. Most importantly, you will come to understand DPCR’s greater narrative of resilience and grace, as we choose to embrace every student coming through our doors.

And while a new focus is being given to this advanced vision and community values, the charism of the Sisters of Charity of Cincinnati continues to be our bedrock. Their hope, coupled with our founding vision 10 years ago, has brought us to this very moment; a moment where the old and new merge to create a new and unique form. It is a moment where a new hope perpetually calls us forward into a greater, brighter excellence. Friends, you are a part of this greater, brighter excellence – an excellence rooted in generosity, loyalty, friendship, and grace.

Thank you for emboldening us with a love that fans the flames of opportunity. Thank you for helping us ignite unique dreams and fuel tremendous potential.

With unwavering appreciation,

Siobhan Taylor
President & CEO



Living Faith

Bruins live faith by lovingly choosing to honor and value the dignity, goodness, and uniqueness of all members of the community as they are made in the image of God.



Fostering Growth

Bruins foster growth by supporting all members of the community in the formation and maturity of their spiritual, professional, and intellectual gifts.



Strengthening Community

Bruins strengthen community by joining in fellowship with all members of our community to embrace our mission.



Developing Resilience

Bruins develop resilience by persisting through life’s uncertainties and challenges.



Embracing Belonging

Bruins embrace belonging by affirming and nurturing the identities, gifts, and backgrounds of all members of our community.



Igniting Dreams, Fueling Potential: Vision 2026 Strategic Priorities

Academic Success

College readiness from every perspective – academic, professional, social-emotional – is the overall goal of the Vision 2026 Strategic Plan. Foundational to this is a heightened focus on academic success that begins with an enhanced admissions process. Greater schoolwide collaboration, data-driven decision-making, and better utilization of existing community resources will bolster a fully integrated approach to academic, professional and personal success. These will be evident through:

- Additional opportunities to foster spiritual curiosity and faith formation among students and adults
- Full implementation of the instructional framework, evaluation system, and learning and self-assessment processes
- A refined college advising program
- Dual credit and College Credit Plus options for students
- Summer bridge and enrichment programs for incoming and current students
- A more vibrant school community with intentional and fully subsidized activities, athletics, leadership experiences, and study abroad opportunities for students, faculty and staff.

Admissions

Acknowledging that the academic and professional success of DePaul Cristo Rey graduates begins before they are even Bruins, the Vision 2026 Strategic Plan calls for a heightened focus on the admissions process. Essential to this is the completion, this year, of the Bruin at Grad profile to serve as the foundation. The results will include:

- Elevated admissions standards that reflect Cristo Rey Network and Bruin at Grad expectations
- The integration of new assessments into the admissions process and subsequent years to measure students' academic, spiritual, social-emotional, and professional growth over four years
- Clearly defined and communicated parent expectations leading to increased family engagement
- Strengthened relationships with appropriate feeder schools including CISE, private, charter, and public elementary and middle schools
- Increased enrollment.

Corporate Work Study Program

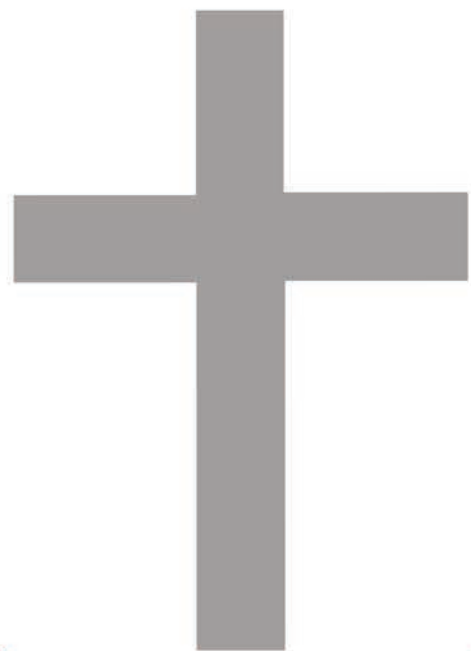
DePaul Cristo Rey's Corporate Work Study Program (CWSP) remains a unique differentiator and unmatched opportunity for Greater Cincinnati students. No other local high school provides a work-study program of this caliber. While the economic, social and workforce reverberations of the pandemic continue to impact this program, they are also the catalyst for its recalibration. The enhanced Corporate Work Study Program will be fully integrated with the academic program and demonstrate the following results:

- In-person or remote work study placements for every student that are engaging, meaningful and well-matched
- New sales, placement and student training strategies that address and adapt to changing and emerging workforce trends such as remote work
- An enhanced CWSP curriculum and training program that best prepares students for the expectations and growing demands of partners
- A significant increase in partner retention for consecutive years
- A significant increase in partners offering summer employment to students
- A waiting list of corporate partners eager to hire students.

Talent Management

All advancements within the Vision 2026 Strategic Plan hinge on having the right people in the right positions. The focus on talent management and development includes the recruitment of new faculty and staff as well as the retention and professional development of current and future employees. The following initiatives will ensure that DePaul Cristo Rey's employee retention and staff engagement is consistently higher than the annual, national average for educators and school administrators. These include the establishment of:

- A defined recruiting pipeline and process
- A defined staff retention plan
- A comprehensive performance management, observation and evaluation plan
- A competitive, progressive compensation and total rewards program
- Best-practice professional development opportunities
- A volunteer recruitment and management program.



“Faith is integral to every word and action of our daily lives. Sometimes we are called to do great things and sometimes faith is revealed in very small actions.”

– Sister Barbara Davis, SC



Campus Minister James Kozlowski and Christian '25 at St. Vincent de Paul Cincinnati.

Living Faith

“WHEN YOU CONSIDER THE FIVE VALUES identified as fundamental to everything at DPCR, faith is the foundation. It roots everything we do,” says **Sister Barbara Davis, SC**. A member of the school’s Board of Directors, S. Barbara helped develop the new strategic plan and name the five values that are integral to all facets of the school community. She points out that it is intentional that “Living Faith” is the first specified among the five. “Faith informs and helps us in all other values in our lives,” concurs Campus Minister **James Kozlowski**. “At DPCR, our faith strengthens us to grow, to be community oriented, to persevere, and gives us a sense of unitedness so we can practice faith together.” James joined DPCR in September 2021. It’s very important to him that students, “have a desire to serve one another, and learn that true greatness is how we love one another,” he says.

James spent time last year helping the community heal from the physical, emotional and spiritual fallout of the pandemic and its impact on the school. Friday Chapels, Masses, student retreats, and one-on-one opportunities were, and continue to be, means to make students comfortable talking about and expressing their faith. And while DPCR has students who claim many different religious faiths and some with no family faith traditions, the commitment to serving others has been a consistent, unifying way of living faith throughout the school’s history. Despite the pandemic that severely limited volunteer opportunities, James organized a spring break service trip to Washington, DC; several summer service opportunities at St. Vincent de Paul in Cincinnati; and a week-long July service learning trip to the Pine Ridge Reservation in South Dakota. **Carina '23** joined that group. “It was a beautiful experience. I loved the people, the place and the peace there. But it caught my heart that as beautiful as the nature was, the economic conditions of the Oglala Lakota people were not beautiful. They really struggle to find jobs, food and places to live,” she explains. Amidst the hardships she witnessed, her faith grew stronger. “Their families are the only thing they have, not material things. That is faith when you really believe happiness is within you and your family. It helped me grow my faith to see that not everything is money and material things,” she says.

James has witnessed the DPCR community growing in faith throughout the past year. “It is beautiful to see teachers and staff bring their zeal for service and the Lord to DPCR. Students are loved by those who work here, even by those not directly involved with them day to day,” he says.



S. Barbara Davis accepting the Founders Leadership Award from President Siobhan Taylor.



Carina '23 working in South Dakota.

That includes S. Barbara. “At DePaul Cristo Rey, I see faith lived in the compassion extended to students and families. This school is willing to use its resources, both personnel and financial, to support our students and their families, particularly in times of crisis,” she says. “Faith is integral to every word and action of our daily lives. Sometimes we are called to do great things and sometimes faith is revealed in very small actions. That’s what faith is – be courageous and put your trust in God.” Carina sums it up simply, “Faith is something you believe that you don’t see. I don’t see God but I believe He is with me. I live my faith every day.”

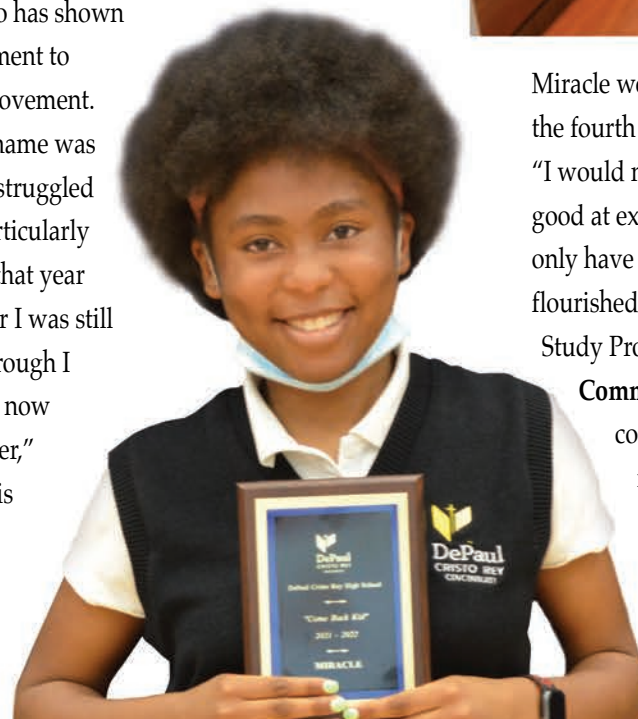
“DPCR fosters growth because they value people – students and staff. Everyone’s goal here is to love students and make them successful academically, socially and emotionally.”

– Intervention Specialist
Maria Coogan

“THIS IS MY 37th YEAR IN EDUCATION and I’ve worked at a lot of schools, but DePaul Cristo Rey is the most amazing, caring school I’ve ever been in. There’s just a feeling here that makes people feel welcome and like they belong,” says **Maria Coogan**. She’s been an intervention specialist at DPCR since 2016 providing specially designed instruction to students with identified educational needs. While her role is to foster academic growth within the specific students assigned to work with her, she sees a growth culture everywhere. “DPCR fosters growth because they value people – students and staff. Everyone’s goal here is to love students and make them successful academically, socially and emotionally.”

As Maria points out, at DPCR growth is more than academic, it encompasses spiritual, social and professional development too. **Miracle ’24** embodies that holistic journey. In May, she was recognized as the Comeback Kid at the end-of-year school awards ceremony. The Comeback Kid Award recognizes the student who has shown perseverance and commitment to continuous academic improvement. “I was in shock when my name was called,” Miracle recalls. “I struggled a lot my freshman year particularly because we spent most of that year learning virtually. Last year I was still struggling, but halfway through I realized I’m in high school now and I have to pull it together,” she says. “I’ve got to do this for myself and it will take me far in life.”

Miracle ’24 with the
Comeback Kid Award.



Maria Coogan and Miracle ’24.

Miracle went from failing multiple subjects at the mid-term to the fourth quarter honor roll with the support of Maria Coogan. “I would not be where I am now without Ms. Coogan. She’s really good at explaining things and has helped me to the point where I only have to have something explained once,” says Miracle. She has flourished outside of the classroom too. Through the Corporate Work Study Program (CWSP), she works at **Cincinnati State Technical & Community College**. She worked there last year too, achieving consistent “exceptional” ratings. “Miracle is a bright, intelligent, hard-working young lady. She’s a very fast learner and a joy to work with,” reported her supervisor on her evaluation.

Miracle says her faith in God has been a constant during personal and school challenges. She sings at her church and during DPCR Masses and Friday Chapels. She worked this past summer at the Cincinnati Zoo and also volunteered at the St. Vincent de Paul Food Pantry. “I like helping people,” she says. “I think praying and God have helped me grow into the person I am. God helps me through a lot of my struggles.”

Maria reflects on Miracle’s growth saying, “She wants to be successful. She needs people to help her shine and she knows where she wants to go.” Miracle herself says, “School is my priority. That’s why I came here to DePaul Cristo Rey. I knew if I could have a better education, I can be more broad-minded with my life.”



“Through the CWSP, we’re in a community with people who aren’t physically in this building. There are a lot of people helping us whether we know it or not.”

– Lydia ‘23

Strengthening Community Through CWSP

“THE MISSION OF DEPAUL CRISTO REY IS something we believe in,” says **Paul Muething**, chairman of the board at **KMK Law**. KMK has been a partner in the Corporate Work Study Program (CWSP) since the school opened in 2011. “This program has provided us dependable, committed young workers. It has worked well for our firm,” he says. Paul and his family’s support of DPCR stretches well beyond the CWSP. Daughter **Lisa Muething** has worked in the school’s Advancement Department since 2010, before the school was even open. She helped build DPCR’s highly successful fundraising program from the ground up. “When I started we didn’t have a donor base, we didn’t really have a fundraising program at all,” she recalls. “DPCR isn’t like other private high schools with a built-in base of alumni and parent benefactors. Every single person who donates here truly believes in our mission,” she says. “They strengthen our community.”

A significant part of Lisa’s job is planning and executing DPCR’s fundraising events including the Golf Outing, Champions of Change and Rey of Light. And Lisa’s parents, siblings, aunts, uncles, or cousins are usually there at all of them – participating, donating, or hosting friends and relatives. “My family has always believed in the value of education. They’ve been excited to get behind DPCR’s mission because it provides opportunities to students who likely don’t have the same opportunities we’ve had,” says Lisa.

Paul echoes that saying, “CWSP gives students an exposure to a professional environment. I’m hoping they will dream about and lean toward jobs and professions they may not have known. If they finish school and start careers, they are better off and so is our entire community.”

Lydia ‘23 is working at KMK Law this year through the CWSP. “I want to be a lawyer and this is getting me closer to my goal,” she says. “My freshman year in CWSP I was really scared but once I was in my first job placement, that fear went away. Now I see it as networking; I’m making connections for my future after high school.”

When reflecting on the community at DPCR, Lydia can’t help but recall the impact of the pandemic. “During the COVID lockdown and virtual learning months, we all helped each other. We’ve said since freshman year that we will graduate together. I’ve been through a global pandemic with these people!”



Lydia ‘23, Lisa Muething and Paul Muething pictured at KMK Law.

Yet she also knows that the DPCR community is more than the students and teachers. “Through CWSP, we’re in a community with people who aren’t physically in this building. There are a lot of people helping us whether we know it or not. I think I will meet people who will help me throughout law school.”

The Muethings’ many levels of involvement with DPCR are evidence of their belief in creating a stronger, wider community. “We have to have a really big community behind this mission for it to be



The Muething family at the DPCR 2021 Golf Classic.

successful,” Lisa says. Adds Paul, “My father once told me that we can’t change the whole environment but if we impact a few people, that will eventually make a difference in the community. And that’s still true.”

Embracing Belonging Starts with Admissions



“There’s so much diversity at DPCR that it doesn’t matter where you’re from or what religion you practice, you’re accepted the way you are.”

– Diarietou ‘24

“**L**IKE HOW YOU WALK INTO DEPAUL CRISTO REY and you feel like you belong, it doesn’t matter who you are,” says **Saidou Minani**. His son, **Mouhamed**, is a 2021 graduate and his daughter, **Diarietou**, is a junior. Saidou first learned about the school from **Ron Ison**, a volunteer well known in Cincinnati’s African community. “Ron’s the guy who drove all the African kids in the neighborhood to soccer practice, games and tournaments. He convinced me that DPCR was a good school for Mouhamed and I know he looks out for all the African kids, so I didn’t think twice about it,” says Saidou.

Ron had first learned about DPCR from **Alex Nizigiyimana ’16** whose family had immigrated from a refugee camp in Tanzania. Alex graduated from DPCR and the University of Cincinnati. “One opens the gate for many. If something works within the African community, everyone wants to get involved,” explains Ron. He crossed paths with **Yasmeen Khan**, DPCR’s admissions director, and together, “we visited African families to tell them about the school,” he recalls.

Mouhamed Minani ‘21 was among a group of young men from different African countries who entered DPCR together in 2017. “I have a photo of them all dressed up and making silly faces on their very first day of high school,” Ron recalls. “And I have a photo of them at their graduation.” Mouhamed says, “Ron told us DPCR is a good school and it has soccer, which made us want to come here, so we did and the rest is history!” He and Ron both remember when the group decided to try basketball, a sport none had played competitively. “I remember picking them up from tryouts and they were thrilled when they made the team,” says Ron. “Playing sports with people cheering us on, it made me feel at home,” says Mouhamed. “Other things like going to the camp for junior retreat gave us time to sit around and make connections with each other. Those kinds of experiences were just cool.”

Mouhamed is now studying business at the University of Cincinnati and works two jobs including a part-time position at the YMCA. He started there in 2018 through the Corporate Work Study Program (CWSP). “Ron told us the CWSP would open doors for us,” recalls Mouhamed, “my co-workers at the Y are like a second family.” His sister, Diarietou, has also found that the belonging embraced at school includes the wider community of CWSP. The Minanis are Muslim and observe Ramadan, a holy month that includes dawn to sunset fasting every day. “During Ramadan last spring my co-workers at the **Children’s Home of Northern Kentucky** didn’t know much about it and asked lots of questions. I had the opportunity to tell them about it; they were really respectful and mindful. Then my supervisor

decided to fast with me. That made me feel heard and loved,” says Diarietou. “There’s so much diversity at DPCR that it doesn’t matter where you’re from or what religion you practice, you’re accepted the way you are,” she adds.

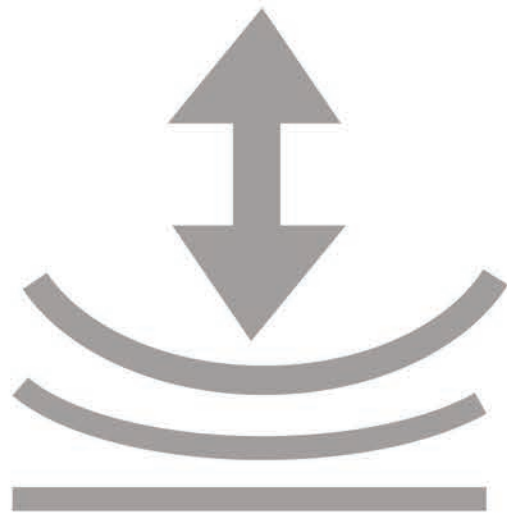
Says Ron, “Working with refugee and immigrant families, I’ve met the best people in Cincinnati – coaches, teachers, volunteers. It takes the whole community working together to help these family and children succeed. DPCR gets that.”

Mouhamed Minani ‘21 (far left) at graduation with Martin Igaba ‘21 and Happy Ciza ‘21.



Ron Ison (far left) and the Minani family. Saidou is next to Ron and Diarietou ‘24 is far right.





Developing Resilience Supports Talent Management

“**K**NOWING HOW TO LEARN FROM FAILURE is a crucial life skill. High school is the perfect place to learn to fail, supported by people who love and care for you,” says Principal **Jim Schurrer** reflecting on the importance of developing resilience. “When class lessons are hard, that is when we teach students to develop resilience, to unlock the tools they have to push through that challenge,” says **Stephen Cassady**, academic dean for grades 9 and 10.

The need to foster resilience, while always important, has become even more necessary these past two and a half years. The pandemic’s impact on education is evident everywhere, at DPCR it’s compounded by other factors. “Our students come to school with a lot of stressors that many other teens don’t have to

deal with,” says **Katie Hoekzema**, academic dean for grades 11 and 12. “They help to care for younger and older family members, some work in businesses that are their families’ livelihoods, and some have families who live far away. Yet they come to school every day or go to their work-study jobs and usually don’t let on that they have other pressing concerns in their lives.”

“COVID has impacted all students in some way,” says Assistant Principal **Cathryn Wynn**. “Resilience means getting back to a normal routine, to being social, and saying COVID doesn’t have to be the obstacle that stops me.”

Developing and drawing on resilience is encouraged for everyone at DPCR. “We recognize and say it’s okay to struggle even for adults. It’s okay to fail at something and then figure out how to get better at it. As we’ve seen so many people resign jobs

the past two years, we all have to normalize that it’s okay to struggle but don’t quit or give up,” says Stephen.

Jim, Cathryn and Stephen are all new to DPCR this year creating a high-performing Academic Administrative Team that includes Katie and her eight years of experience as a DPCR teacher and administrator. They all agree the school’s mission drew them here. “This mission is the perfect intersection of faith and action,” says Jim. Adds Cathryn, “I know I was meant to be here, I feel like it was God’s work that brought me here.”

This team’s depth of knowledge and experience reflects the Strategic Plan’s priority of talent management as well as the value of resilience. “Similar to how we build relationships with students, building relationships with teachers and staff supports them and makes them part of the community. We let them know they are

important and needed to drive our mission forward,” says Katie. Adds Stephen, “People usually come to an organization for the mission but they stay for the people. There has to be connection, relationship and growth. We have put initiatives in place to ensure that’s happening.”

These school leaders say the work of creating a culture of excellence that fosters growth

and resilience is already bearing fruit. “Our students thrive in this environment,” says Cathryn. “They are invested in their future and want to do well.” Adds Jim, “I love watching them transform and it’s happened even in the short time I’ve been here. You can see they have a sense of purpose, they are focused and working hard. The community and culture we aim to build here is taking root.”



The Academic Administrative Team (left to right): Cathryn Wynn, Stephen Cassady, Katie Hoekzema and Jim Schurrer.

“Our students thrive in this environment. They are invested in their future and want to do well.”

– Assistant Principal
Cathryn Wynn

2021-2022 At A Glance



318

Students

79

**Corporate
Partners**

\$1M

**in CWSP
Student
Earnings**

100%

**College Acceptance –
8 Years in a Row**

\$8M

**Class of 2022
Scholarships**

75

**Colleges/Universities
Awarded Seniors
Scholarships**

Honor Roll of Donors 2021-22

DePaul Cristo Rey is pleased to acknowledge and thank those listed in this impact report who have made gifts to the Annual Fund, Rey of Light, and gifts made as a tribute in memory of a loved one or friend. Also listed are those individuals and families who have established scholarships supporting our Graduate Success Program. We are forever grateful to the generous patrons who have supported DePaul Cristo Rey’s mission, students and alumni.

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CWSP.....	\$922,972
Government Programs.....	\$386,842
Tuition & Fees.....	\$83,379
Other.....	\$18,982

TOTAL..... \$5,692,518

2022 EXPENSES

Personnel.....	\$3,648,428
Facilities.....	\$1,003,352
Student Support.....	\$423,882
Professional Services.....	\$278,083
Transportation.....	\$239,575
Communications.....	\$200,152
Other.....	\$81,737

TOTAL \$5,875,209

