2026 STRATEGIC PLAN PROGRESS REPORT



OUR PATHWAY TO **THE FUTURE**

2023-2027 **STRATEGIC PLAN**

De La Salle HIGH SCHOOL

PROMOTE OUR LASALLIAN CATHOLIC MISSION AND SHARED VALUES

- Instituted regular athletics liturgies by integrating team Masses into seasonal athletic calendars and campus ministry programming.
- Hosted the Young Lasallian Assembly, establishing De La Salle as a regional contributor to Lasallian formation for students.
- Supported the Bay Area Lasallian Athletics Symposium, aligning athletic culture more explicitly with Lasallian formation and character development.
- Established the Director of Community and Belonging position to coordinate formation, belonging, and community-building initiatives across student life and campus ministry.



ADVANCE ORGANIZATIONAL EXCELLENCE

- Developed and implemented a comprehensive Enrollment Management Plan aligning admissions strategy, communications, and community outreach to strengthen the admission funnel.
- Standardized parent communication practices and platforms, improving clarity, consistency, and responsiveness across departments.
- Trained key leadership personnel in institutional storytelling to strengthen brand messaging and advancement communications.
- Expanded collaboration structures with Carondelet High School through joint professional development and regular cross-departmental coordination.
- Launched a redesigned athletics website and a new version of the De La Salle Spartans mobile app to modernize community engagement and real-time communication.
- Implemented institutional data systems to monitor student performance, attendance, and belonging indicators.
- Increased institutional capacity for data-informed decision making by investing in analytics infrastructure to assess academic outcomes, attendance trends, and social-emotional engagement.
- Re-established the Director of Educational Technology position and completed a comprehensive restructuring of school technology systems and support structures.
- Implemented attendance and tardy monitoring protocols, enabling earlier intervention and improved student accountability.
- Established a biannual employee morale survey and a standing morale committee to review findings and recommend organizational improvements.



CHAMPION STUDENT SUCCESS







- Migrated OnBoard! to implement a comprehensive school-wide House System embedded within the academic schedule that promotes belonging, mentorship, and student leadership, while expanding leadership pathways through House leadership roles, peer mentorship, and co-curricular participation.
- Expanded experiential learning through domestic and international travel programs.
- Course offerings have expanded annually, adding AP European History, AP African American Studies, additional Religious Studies and English electives, Applied Financial Mathematics, and a Sports Training class for varsity basketball and football student-athletes.
- Added in-house SAT for seniors and now for juniors.
- Completed athletic field renovation to improve athletic participation, safety, and program quality.
- Added an additional Athletic Trainer position to enhance student health and safety.
- Added intramural programming to increase student engagement and participation beyond interscholastic athletics.
- Implemented Phase II of curriculum innovation, including full-year freshman science, expansion of the Technical Arts program, and additional electives; 74% of students now enroll in seven academic periods.
- Expanded performing arts programming with additional courses (Acting, Musical Theatre, Theatre Production) and enhanced productions, including a mainstage show.
- Modernized theatre production infrastructure through a complete replacement of sound and wireless systems.

Inspire and lead others by encouraging them.

De La Salle

ATTRACT AND RETAIN QUALIFIED LASALLIAN EDUCATORS







Young people need good teachers, like visible angels. De La Salle

- Continued leadership formation for directors, department chairs, and vice presidents to strengthen supervisory and instructional leadership capacity.
- Expanded the graduate tuition assistance program to support retention and professional growth of faculty and staff.
- Established the De La Salle Women's Education Group to support professional collaboration and community for female employees.
- Expanded staff leadership opportunities through House System mentorship and student formation roles.







FOSTER OUR CULTURE OF PHILANTHROPY





For I know your generosity so well.
De La Salle

- Conducted the most successful Giving Week in school history, increasing participation and engagement across constituencies.
- Achieved record constituent engagement across departments, including Campus Ministry and academic programs.
- Established the Director of Alumni and Family Engagement position to broaden reach.
- Completed Phase I and II-A of the Campus Master Plan.
- Secured the highest number of $1M+ commitments in school history, including the first two $1M alumni gifts.
- Enhanced the Annual Fund case for support through coordinated storytelling and stewardship communications (**Impact Report**, **Bishop Cummins Program**), through the newly created Annual Giving Manager role.
- Launched the **"60 for 60"** storytelling campaign to strengthen stewardship and donor connection to mission.
- Began enhanced focus on alternative revenue streams, including expanded use of facilities, increased opportunities for camps, and partnerships.
- Expanded community awareness of diverse philanthropic giving vehicles, including donor-advised funds and gifts of securities, through targeted education, storytelling and outreach initiatives.



HOW THIS STRATEGIC PLAN STARTED

Thoughtful planning has long been part of the DNA of De La Salle High School. Our tradition of excellence has been rooted in intentional effort and a commitment to continuous improvement. Throughout the strategic planning process, we assess where we were and where we need to be, to advance our mission and serve our young men in the most effective ways possible. The result was a Strategic Plan that defined and charted De La Salle's priorities as we continue to navigate the path ahead.

Work on this Strategic Plan began in March 2022 with a visioning exercise led by the Board of Trustees. That effort launched a community-wide process of listening and discernment, inviting stakeholders to reflect on the signs of the times and consider how best to respond to the future.

Our approach to strategic planning was collaborative by design. We actively engaged current families, faculty and staff, alumni, and students, each of whom had a vested interest in the strategic direction of De La Salle. While grounded in our core values and Lasallian tradition, the plan remains outwardly focused, guiding how we strengthen our formation of Men of Faith, Integrity, and Scholarship.

This process proved to be a powerful opportunity to align our mission with emerging challenges and opportunities. The result was a clear pathway for our shared future. Built on tradition and responsive to a changing world, the Strategic Plan articulates a vision for how we continue to serve and care for the young men entrusted to us.



From Plan to Progress

The goals and objectives outlined in our Strategic Plan reflected the thoughtful input and recommended direction of our community members.

As we continue to implement additional directives, we encourage you to view our **Strategic Plan document**, to review our goals and objectives for all five strategic priorities.

Additionally, you can review the **2025 Strategic Plan Progress Report**.

We are grateful to all who contributed to the development, and now implimentation, of our plan. Special thanks go out to our Strategic Plan Task Force members: Deb Jansen, Chair, AP '07, '09; Steve Abreu '83; Dr. Elizabeth Berkes AP '23; Dr. Michael Daniels; Jon Deane; David Holquin; Maurice Jones-Drew '03; Corey Kelly; Esther Lopez; Jessica Mix CHS '99; and Damon Wiley '16.

All information about our 2023-27 Strategic Plan: Our Pathway to the Future, is available at **www.DLSHS.org/Strategic-Plan**.