CATHOLIC HIGH SCHOOL

STRATEGIC PLAN 2026



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PARTNERS IN MISSION:

HONORING OUR LEGACY, FORMING OUR FUTURE

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HONORING OUR LEGACY, FORMING OUR FUTURE

TABLE OF CONTENTS

Letter from the CHS President....2

CHS Mission Statement....3

Assumptions and Principles....4

Focus Statement....6

CATEGORIES

I. Gospel Values and the Charism of the Brothers of the Sacred Heart....9

II. Holistic Culture....12

III. Academics....17

IV. Technology....20

V. Sustainability and Mission Enhancement....24

Implementation and Evaluation of Plan....28

Catholic High School Board of Directors....32

Cathlolic High School Leadership....33

Strategic Plan Steering Committee....34

History of CHS Strategic Plans....35

A LETTER FROM THE PRESIDENT

For more than 130 years, Catholic High School has been entrusted with a mission rooted in the Gospel, guided by Catholic tradition, and animated by the charism of the Brothers of the Sacred Heart. Since the school's founding in 1894, generations of Brothers and lay educators have worked together to form young men of faith, character, and intellect, creating a community where spiritual formation, personal attention, friendly discipline, and academic excellence remain hallmarks of the Catholic High experience.

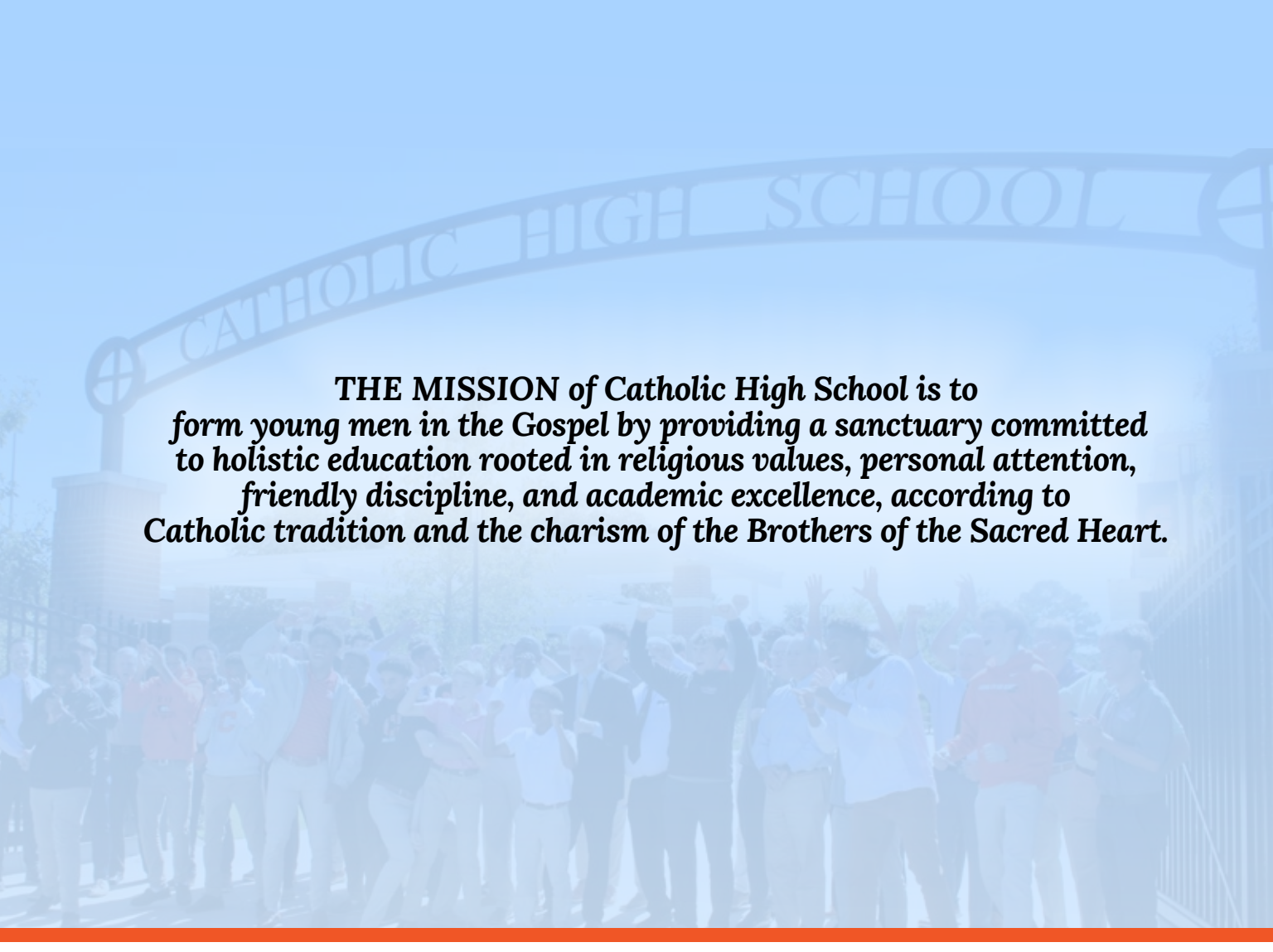
As the educational ministry of the Brothers has evolved, so too has their vision for sustaining the mission. In 2019, the Brothers of the Sacred Heart published *Partners in Mission*, a document that affirms the shared responsibility of Brothers and lay collaborators in carrying forward the charism entrusted to Father André Coindre. More than a guide for governance, *Partners in Mission* serves as an invitation to embrace the mission as co-workers in a common vocation, ensuring that the spirit of the Brothers continues to shape future generations of students through those called to lead their ministries.

Catholic High School's third strategic plan, **Partners in Mission: Honoring our Legacy, Forming Our Future**, is a direct reflection of that vision. It recognizes that while each generation of students forms their own future, so too must each generation of leaders remain true to the legacy of CHS excellence and take responsibility to build a future for those who follow. Through faithful stewardship of the mission entrusted to us, this plan seeks to strengthen every aspect of Catholic High School, from faith formation and academic excellence to institutional sustainability and innovation, so that the values that have defined this school for more than a century continue to guide and inspire generations of Bears yet to come.

This strategic plan is a roadmap for the future, and it is a renewed commitment to the mission of Catholic High School, our Catholic tradition, and the charism of the Brothers of the Sacred Heart. As partners in mission, we accept both the privilege and the responsibility of building and forming a future that is faithful to the vision of Father André Coindre, firmly rooted in our Catholic identity, and worthy of the generations who have gone before us. In doing so, we ensure that Catholic High School will remain a place where generations of Bears yet to come will discover that their years on our campus are only the beginning.

It's more than four, it's a lifetime.

Mrs. Lisa Harvey



THE MISSION of Catholic High School is to form young men in the Gospel by providing a sanctuary committed to holistic education rooted in religious values, personal attention, friendly discipline, and academic excellence, according to Catholic tradition and the charism of the Brothers of the Sacred Heart.

CHS MISSION STATEMENT

**Revised July 2026*

ASSUMPTIONS A

The following Assumptions and Principles provide the foundation for Catholic High School's Strategic Plan. Rooted in the school's Catholic identity and the mission and the charism of the Brothers of the Sacred Heart, they identify the enduring commitments, guiding priorities, and anticipated realities that shape the direction of Catholic High School and inform the goals that follow. These Assumptions and Principles have been approved by the Catholic High School Board of Directors and may be amended only with the approval of the Board.

ASSUMPTIONS

Catholic High School will:

1. Operate as a Brothers of the Sacred Heart school in the charism of Father André Coindre with emphasis on holistic education in a sanctuary setting for our students.
2. Retain its Catholic identity in the Diocese of Baton Rouge.
3. Continue to serve boys in grades 8 through 12 in a college preparatory program.
4. Remain at its current location.
5. Remain in a neighborhood that remains stable and shows some growth.
6. Experience challenges in the admissions process by the shrinking pool of prospective students from Catholic feeder schools who can pay full tuition.
7. Experience challenges in faculty recruitment due to a diminishing number of qualified teachers with a ministry perspective.
8. Operate in a continually changing political and religious climate.
9. Operate in the midst of changing trends in education.



ND PRINCIPLES

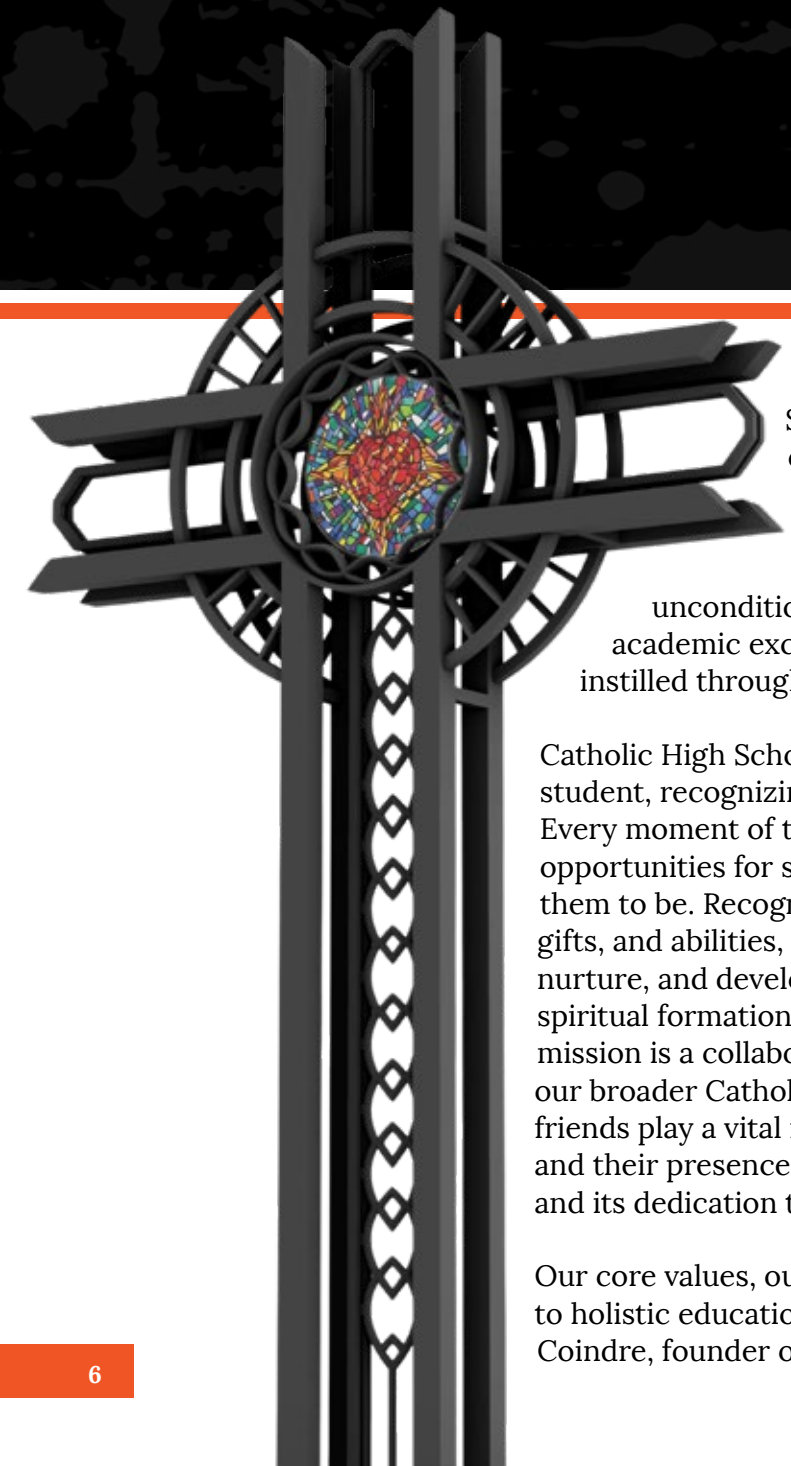


PRINCIPLES

Catholic High School will:

1. Continue to form faculty and staff with an emphasis on charism and a shared sense of ministry.
2. Prioritize Christian service as educational opportunities for our students.
3. Foster masculine spirituality in our students as an increased priority.
4. Promote the health and well-being of the school community as a central focus of the school's culture.
5. Continually curate our approach to technology throughout instruction and the administration of the school.
6. Promote attracting and retaining students, faculty, and staff from a variety of backgrounds as a priority.
7. Foster partnerships among the faculty, students, parents, and alumni.
8. Prioritize Master Plan updates focused on student programs, security, office configuration, upgrading of facilities, and use of the Westmoreland property.
9. Operate an 8th grade program of limited size.
10. Provide need-based financial aid, within available resources, to remain accessible to as many students as possible.
11. Ensure the long-term financial sustainability of the school through responsible stewardship of tuition, tuition assistance, faculty compensation, philanthropic support, and outside sources of revenue and donations.
12. Evaluate the student body size and its effect on the school day structure, the curriculum, and course offerings.

FOCUS



Since 1894, Catholic High School has been a pillar of faith-based education in the Baton Rouge region and the State of Louisiana. At the heart of our mission is the hope that every student graduates with a profound understanding that they are unconditionally loved by God. Rooted in a commitment to academic excellence, our institution upholds Gospel values instilled through friendly discipline and personal attention.

Catholic High School is dedicated to the holistic development of each student, recognizing that learning extends beyond the classroom. Every moment of the day and every space on campus serve as opportunities for students to grow into the individuals God intends them to be. Recognizing that each student possesses unique talents, gifts, and abilities, we are committed to helping them discover, nurture, and develop these qualities through rigorous academics, spiritual formation, extracurricular activities, and athletics. This mission is a collaborative effort, strengthened by the engagement of our broader Catholic High School community. Parents, alumni, and friends play a vital role in shaping the development of our students, and their presence and service are integral to the school's success and its dedication to the mission of the Brothers of the Sacred Heart.

Our core values, our hopes for our graduates, and our commitment to holistic education are inspired by the charism of Father André Coindre, founder of the Brothers of the Sacred Heart.

STATEMENT

In 2025, the Brothers of the Sacred Heart began developing a new strategic plan for Catholic High School. This initiative seeks to reaffirm our core values while proactively addressing the evolving educational landscape and the challenges it presents. The first step in this effort was the formation of the Strategic Plan Steering Committee, followed by the creation of this focus statement.

At its core, Catholic High School continues the legacy of the Pieux-Secours, the first school established by Father Coindre. Though the challenges of today differ from those of post-revolutionary France, the need for a sanctuary where young people can grow academically, spiritually, and socially remains essential. Guided by this enduring truth, the charism of Father Coindre, and the mission of the Brothers of the Sacred Heart, this strategic plan seeks to address key areas of focus, including academic transformation and accountability, institutional growth and modernization, long-term financial sustainability, demographic and admissions trends, the challenge of secularization, rapidly advancing technology, and an evolving political landscape.





CATEGORIES WITH GOALS AND GOAL OWNERS

The goals of the Strategic Plan translate the school's mission, assumptions, and principles into specific areas for action and continued growth. Each category is followed by goals that are assigned to goal owners, identified in parentheses after the stated goal. Goal owners are responsible for guiding its implementation, monitoring progress, and working collaboratively with others to advance the goal throughout the life of the plan.

I. **Gospel Values and the Charism of the Brothers of the Sacred Heart**
II. **Holistic Culture**
III. **Academic Excellence**
IV. **Technology**
V. **Sustainability and Mission Enhancement**

I. GOSPEL VALUES AND THE CHARISM OF THE BROTHERS OF THE SACRED HEART

Inspired by Father Coindre's example of trust in God's Providence, we seek to make our communities sanctuaries for young people—places where they feel protected and welcomed. We recognize our responsibility for them as though they were our own children, accepting them completely, appreciating their individual uniqueness, and recognizing that they are on a life-long journey of growth. Finally, with an unwavering faith in God's Providence and grace, we remain steadfastly confident in their capacity for transformation to good and in their evangelization.

Partners In Mission **(p. 15)**

†

Grounded in the Gospel and the teachings of the Catholic Church, the mission of Catholic High School is rooted in the enduring charism of the Brothers of the Sacred Heart inherited from Father André Coindre. Our identity is not simply preserved, it is actively lived, formed, and shared across all members of the school community. As we look to the future, we remain committed to deepening this foundation by strengthening formation among our faculty and staff, enriching the spiritual lives of our students, and extending the mission beyond the walls of the school to the wider community. In doing so, we ensure that the values entrusted to us continue to guide and sustain Catholic High School for generations to come.

GOALS:

1. **Create and maintain a written plan for faculty and staff charism formation, updated periodically.** *(President and Principal of CHS)*

2. **Foster an active spiritual life among our students that will continue beyond their graduation from Catholic High School.** *(Campus Minister)*

    - **Encourage and promote current students' participation in parish life and family faith practices, fostering a lifelong foundation for living their faith life after graduation.**

    - **Encourage alumni participation in spiritual experiences to serve as witnesses and role models for current students.**

3. **Continually evaluate and strengthen the curriculum about the Brothers of the Sacred Heart to deepen students' understanding of their mission, charism, educational tradition, and influence on Catholic High School.** *(Principal and Religion Department Chairperson)*

4. **Foster a sense of masculine spirituality among students.** *(Campus Minister, Religion Department Chair)*

    - **Educate faculty on definition and scope of masculine spirituality.**

    - **Offer professional development for faculty and staff on masculine spirituality.**

    - **Incorporate masculine spirituality into lesson plans throughout the curriculum.**

5. **Extend charism formation opportunities to parents and alumni.** *(President, Principal, Director of Strategic Communication)*

    - **Engage recent alumni in student retreat experiences, including the Catholic Leadership Encounter program and mission trips.**

    - **Offer charism formation sessions for parents and alumni.**

    - **Include formational materials about the history, charism and mission of the Brothers of the Sacred Heart on the CHS website.**


CATHOLIC

II. HOLISTIC CULTURE

"Every experience that students have in school teaches and forms them in some way. Not the least of these are students' experiences with teachers, staff, coaches, and moderators. Ultimately, it is through the witness of men and women of faith that the evangelization of young people occurs. Our schools strive, therefore, to have all partners in mission understand and embrace this perspective, and to recognize that holistic formation includes the spiritual, moral, personal, and academic development of young people in a way that seamlessly integrates faith."

Partners in Mission (p.31)



A Catholic High School education extends beyond the classroom, shaping the full person in mind, body, and spirit. We are committed to fostering a school culture that supports the overall wellbeing of our students while recognizing the importance of balance in their academic, extracurricular, and personal lives. As the needs of young men continue to evolve, so too must the systems that support them. Through intentional attention to wellness, thoughtful structuring of student life, and expanded support systems, we seek to create an environment where every student is known, supported, and challenged to grow, reflecting the tradition of holistic education that has long defined the Catholic High School experience. This holistic environment is rooted in religious values, structured through friendly discipline, nurtured by personal attention, and committed to academic excellence.


Faith • Commitment • Service • Friendship

GOALS:

1. **Promote student health and social wellness.** *(Principal)*
    - **Expand instruction regarding healthy habits, dietary choices, social media, electronic devices, and substance abuse across multiple disciplines.**
    - **Include activities during student retreats that focus on mental health.**
2. **Re-evaluate the school day schedule to accommodate student needs and evolving school culture.** *(Principal)*
3. **Evaluate and strengthen the school's extracurricular program to ensure student organizations remain engaging, relevant and aligned with student interests.** *(Activities Director)*
    - **Regularly assess student organizations based on participation, purpose, and alignment with the school's mission, making changes as needed to ensure a strong overall extracurricular program.**
    - **Actively seek student input to identify prospects for new clubs and organizations that reflect new interests and opportunities.**
4. **Create opportunities for students experiencing similar challenges (physical and mental) to connect and share their circumstances** *(Counseling Department Chair)*
5. **Strengthen the school culture by encouraging faculty to attend extracurricular activities as a demonstration of personal attention.** *(Principal)*
6. **Strengthen the sanctuary by promoting a more inclusive school culture.** *(Principal and Administration)*
    - **Provide professional development that equips faculty and staff to better understand, appreciate, and respond to the diverse backgrounds and experiences of students and families.**
    - **Recruit and retain a more diverse faculty.**



- **Emphasize outreach to alumni.**
- **Focus on recruiting male faculty.**
- **Continue to nurture efforts of engaging students from a variety of backgrounds in school programs.**

7. **Improve faculty and staff health and wellbeing.** *(Principal)*
    - **Investigate primary contributors to faculty and staff stress.**
    - **Create more mental health supports for faculty and staff.**
    - **Continue to strengthen teacher appreciation efforts.**

8. **Expand counseling services.** *(Counseling Department Chairperson)*
    - **Offer counseling services outside of school hours.**
    - **Expand and strengthen career exploration opportunities for students during junior year.**
    - **Develop and implement a comprehensive 9th through 12th grade college counseling program that provides increasingly personalized guidance and resources as students progress through high school.**


LSU

III. ACADEMICS

"Consistent with Father Coindre's values, we view academic excellence as the development of each student to the maximum of his or her potential. We commit ourselves to this goal as a means of helping students become the whole and complete persons that God created them to be."

Partners in Mission **(p. 45)**

Academic excellence at Catholic High School is rooted in a commitment to forming disciplined, thoughtful, and intellectually curious young men. While rigor remains a defining characteristic of the Catholic High experience, we recognize the importance of continually evaluating how that rigor is delivered in light of the broader demands placed on our students. By refining classroom practices, strengthening curriculum, and using technology with intention, we seek to create an academic environment that challenges our students while preparing them for success beyond Catholic High School.

GOALS:

1. **Promote more sensitivity for student workload and assessment.** *(Academic Assistant Principal)*
    - **Assess and evaluate out-of-class academic expectations to ensure they are balanced with students' commitments to extracurricular activities and family life.**
2. **Enhance college and career readiness by providing meaningful exposure to a broad range of postsecondary pathways, including vocations to the priesthood and brotherhood, skilled trades, apprenticeships, military service, and professional careers, while preserving Catholic High School's college preparatory focus.** *(Academic Assistant Principal)*
3. **Limit technology use to those tasks that clearly benefit student learning.** *(Assistant Principal for Instruction)*
4. **Evaluate electives to balance offerings to students.** *(Academic Assistant Principal)*
5. **Prioritize process-based system thinking over result-based thinking.** *(Academic Assistant Principal)*
6. **Evaluate each curriculum in each department with specific attention to critical thinking and evidence-based reasoning.** *(Academic Assistant Principal)*
7. **Establish a structured student media training and internship program to build skills in content creation, storytelling, and digital communication.** *(Director of Strategic Communication)*
8. **Strengthen academic support services through The Hearth by researching, implementing, and continuously refining best practices to assist students who experience academic challenges.** *(Hearth Staff)*

ACADEMICS


CATHOLIC HIGH SCHOOL

IV. TECHNOLOGY

The ultimate purpose of education is to equip young people with the skills they need to participate fully in and contribute to the building of the reign of God. These skills include the ability to discern the values implicit in various positions or options and the ability to evaluate those options in light of traditional Christian values. We believe these skills are much more important than the content of any individual course or discipline.

Partners in Mission **(p. 32)**



Technology continues to transform how students learn, communicate, and interact with the world around them. At Catholic High School, the use of technology will remain purposeful, thoughtful, and grounded in our mission. We will embrace innovation when it meaningfully enhances teaching, learning, and student formation, while ensuring that technology remains a tool in service of personal engagement, critical thinking, and authentic relationships. As technology continues to evolve, Catholic High School will thoughtfully evaluate emerging technologies and practices to ensure they support student learning, strengthen communication, and advance the long-term mission of the school.


EXIT

GOALS:

1. **Develop guidelines, consistent with the mission of the school, for use of artificial intelligence.** *(Principal)*
2. **Establish a Technology Committee.** *(Principal)*
3. **Evaluate technology programs designed for students to determine effectiveness.**
    - **Consult faculty for feedback on technology programs and future technology needs.**
3. **Review and update Technology Plan.** *(Director of Technology)*
    - **Address concerns and opportunities related to AI.**
4. **Review current software regularly to determine effectiveness and adjust as necessary.** *(Director of Technology)*
5. **Expand professional development related to technology.** *(Director of Technology)*




Tulane
USMA
TCU HORNED FROGS
UNIVERSITY OF ALABAMA
AUBURN
LSU
NICHOLLS STATE UNIVERSITY
DONNAN

V. SUSTAINABILITY AND MISSION ENHANCEMENT

"Our goal is that Coindre's charism lives today, tomorrow, and for many years to come."

Partners in Mission (p. 53)



Ensuring the future of Catholic High School requires thoughtful stewardship of the mission, people, resources, and relationships entrusted to our care. Through intentional planning, responsible financial management, meaningful engagement with our community, and continued investment in our campus, CHS will strengthen the foundation necessary to fulfill its mission for generations to come. These efforts will ensure that Catholic High remains accessible, sustainable, and firmly rooted in Catholic tradition and the mission and charism of the Brothers of the Sacred Heart.



SUSTAINABILITY AND MISSION ENHANCEMENT

GOALS:

1. **Ensure prospective families clearly understand the value, mission, and accessibility of a Catholic High School education.** (*President, Principal, Admissions Director*)
    - **Continue to promote CHS to potential applicants from diverse backgrounds.**
    - **Expand opportunities and avenues to communicate with the wider community about the Catholic High experience and the mission of the school.**
2. **Identify proper classroom-to-student population ratio.** (*Principal*)
    - **Perform research for direction.**
    - **Survey similar schools for best practices.**
3. **Reinforce consistent admissions and recruiting messaging with constituents about 8th grade program.** (*Admissions Director*)
    - **Articulate from administration the CHS vision for the scope and identity of 8th grade.**
    - **Communicate vision to feeder schools.**
    - **Communicate vision to applicants and their families.**

4. **Continually evaluate enrollment trends in feeder schools and other schools in the Baton Rouge area to determine and plan for future CHS enrollment and its impact on resources and staffing.** *(Admissions Director, Principal, President)*
    - **Account for fluctuating enrollment numbers in Master Plan.**
5. **Prioritize increased engagement with recent graduates.** *(Director of Alumni)*
    - **Seek out alumni, especially recent grads, to participate in spiritual activities.**
6. **Improve alumni database for communication.** *(Director of Advancement)*
7. **Evaluate marketing efforts to be as inclusive as possible of programs available to students.** *(Director of Strategic Communications)*
8. **Develop and launch a CHS mobile application to enhance external messaging and improve internal communication across constituencies.** *(Director of Advancement)*
9. **Develop non-tuition sources of revenue.** *(President, Advancement Director)*
    - **Leverage technology to improve fundraising efficiency.**
    - **Expand corporate sponsorship program.**
    - **Explore passive income opportunities such as real estate investments.**
    - **Take full advantage of the Student Tuition Organizations (STO), LA GATOR, and other comparable programs.**
        - » **Educate parents about STO opportunities.**
        - » **Require eligible families to apply.**
10. **Increase fiscal literacy about the real costs of CHS for students by educating stakeholders.** *(President, Advancement Director)*
    - **Increase awareness of targeted giving opportunities.**
    - **Increase awareness and understanding of the CHS Foundation and its role in supporting tuition assistance and long-term stability.**



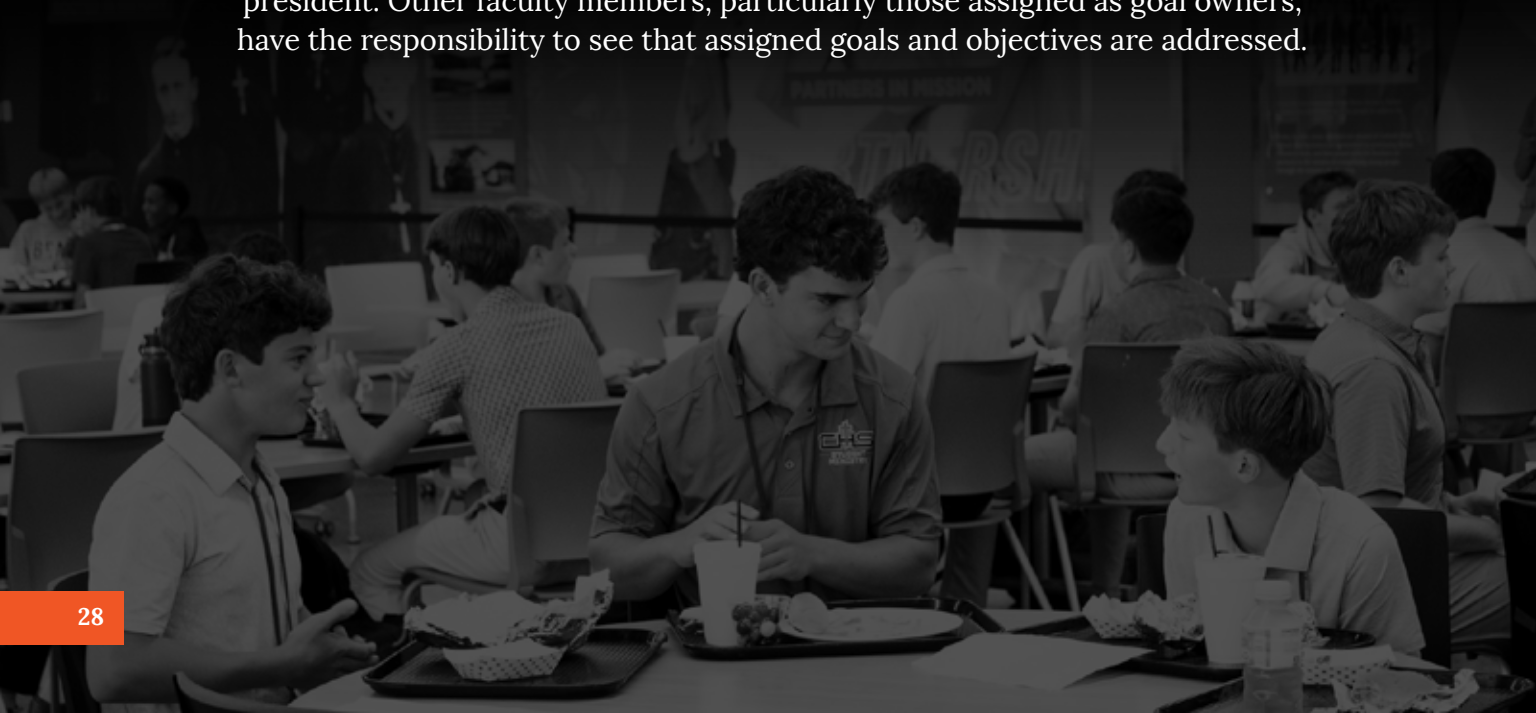
11. **Develop a more robust work study program.** *(President)*
    - **Evaluate feasibility of work study through internships with alumni companies.**
12. **Review, maintain, and update facilities.** *(President)*
    - **Revise existing Master Plan with emphasis on:**
        - » **Security.**
            - **(a) Perimeter fencing around the entire campus.**
        - » **Single and identifiable main entrance.**
        - » **Instructional needs based on student population and programs.**
        - » **Faith centered spaces.**
        - » **Extracurricular spaces.**
        - » **Parking needs for school day and extracurricular events.**
    - **Implement proactive maintenance schedules for all buildings and systems.**
    - **Evaluate transportation to and from school-related events.**

IMPLEMENTATION AND EVALUATION PLAN

The **implementation** of this Strategic Plan will be a continuous, evolving process as the plan is updated and revised, until it is replaced.

The success of the Strategic Plan will depend not only on the goals and priorities it establishes, but on a sustained commitment to implementation, evaluation, and accountability. Through ongoing collaboration, regular assessment of progress, and thoughtful adjustment when necessary, Catholic High School will ensure that the plan remains a living, evolving guide for decision-making and the continued advancement of its mission.

Responsibility for the implementation of the plan, evaluation, and accountability to the school's Board of Directors rests primarily with the president. Other faculty members, particularly those assigned as goal owners, have the responsibility to see that assigned goals and objectives are addressed.



Steps in the Implementation of the Strategic Plan:

1. A Strategic Plan Implementation Committee comprised of all goal owners will be established and a chair and a record keeper selected. The chair calls and conducts the meetings. The record keeper maintains the working copy of the Strategic Plan which includes all additions, adjustments and deletions as approved, if necessary, by the Board of Directors.

2. The committee will establish a schedule for regular meetings to provide updates and to address plan-related concerns. The suggested meeting frequency is twice per quarter during the first year and once per quarter during following years.

3. Goal owners establish plans and protocols for addressing assigned goals and communicate with the appropriate school leaders to procure resources, permissions, and other ideas, needed to proceed with plans. Faculty members participate in efforts to address goals as appropriate to their roles and responsibilities.

4. Periodic evaluative updates provided by the president and principal will be a standing item on Board of Directors meeting agendas.

5. The president and principal will provide periodic updates to the Shareholder at a frequency determined by the Shareholder.

6. As appropriate, implementation progress will be shared with students, parents, alumni, and the larger community.

7. The school will make an annual report on the progress of Strategic Plan implementation.

8. When appropriate, the school will celebrate the accomplishments of goals and objectives.

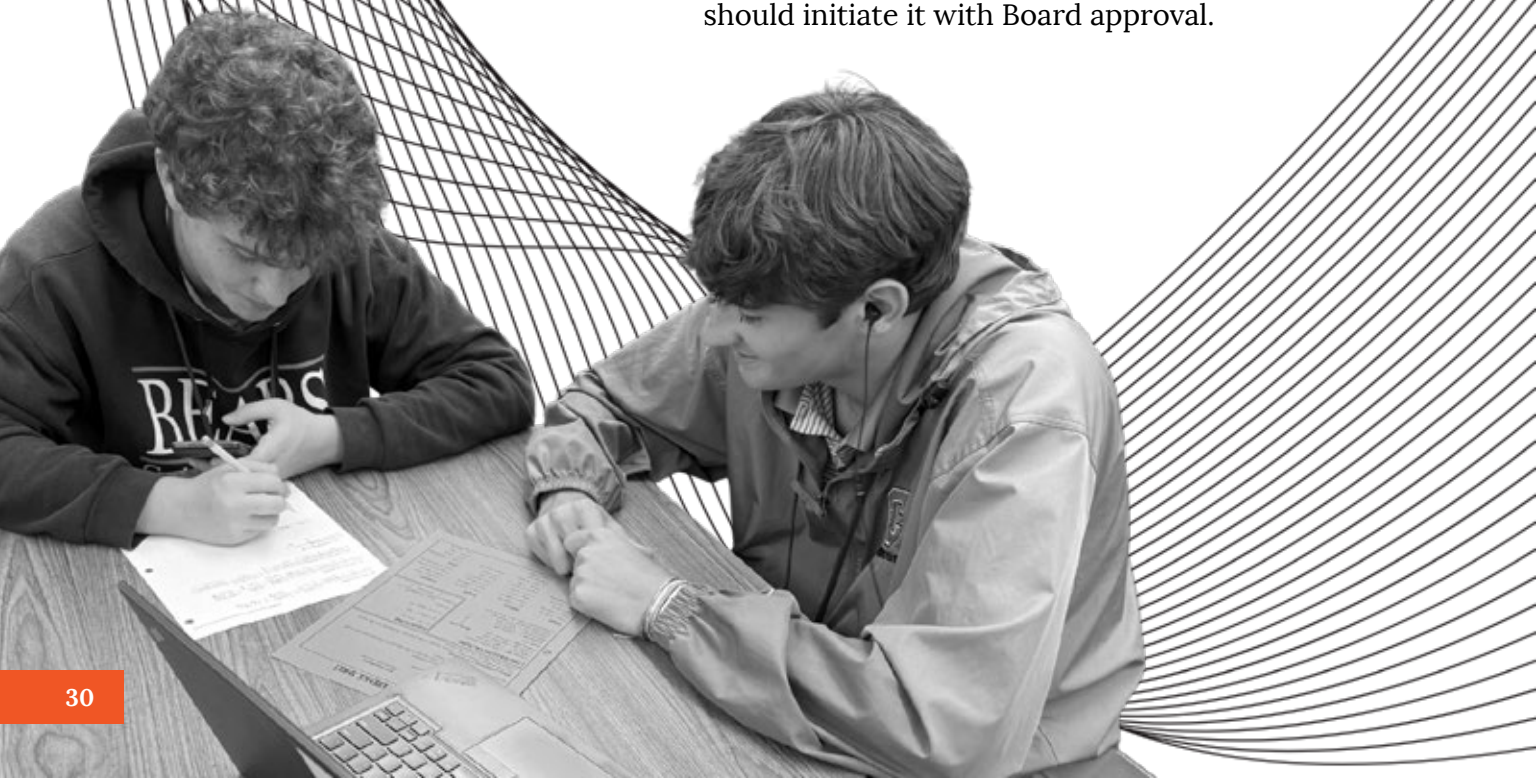


Responsibility for the implementation and the evaluation of the Strategic Plan rests primarily with the president. Assumptions, principles, and goals cannot be changed without approval by the Board of Directors. Objectives, means, and actions to attain approved goals should be adjusted, supplemented, and/or deleted as deemed appropriate by the Implementation Committee and school leadership.

Consultation with the members of the original Steering Committee should take place as needed to clarify and reinforce the intent of specific aspects of the plan.

No later than three years following the approval of the plan and the initiation of implementation, an Evaluation Team will be selected, including the principal, president, and other core members of leadership, and a comprehensive review of progress toward implementation should be conducted. Recommendations for adjustments to any of the core features of the plan should be presented to the Board of Directors for approval.

If, at that time, it is determined that a new strategic planning process is called for, a Strategic Planning Steering Committee should initiate it with Board approval.




BEARS
Catholic High School

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President

Tom Eldringhoff
Principal

Christy Kessler
Academic Assistant Principal

Doug Logsdon
Assistant Principal for Discipline

Charley Silvio
Assistant Principal for Instruction

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Shelley Vance
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Jaime Olinde

Tommy Prochaska ’92

Jessica Shelton

John Devlin
Consultant

Thomas Mavor
Consultant



HISTORY OF
CHS STRATEGIC PLANS

1997-1999: Advancing the Mission with "Courage and Confidence"

2010-2011: Advancing the Mission: A Vision for Continuing Excellence

2024-2026: Partners in Mission: Honoring our Legacy, Forming Our Future





1,215
YOUNG MEN ENROLLED

147
30 OR HIGHER ON ACT



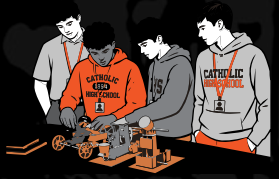
116
FACULTY MENTORS

21
AP COURSES

BY THE NUMBERS



24,000+
HOURS OF COMMUNITY SERVICE



67
ELECTIVE COURSES

26
AVERAGE ACT SCORE

6
NATIONAL BLUE RIBBON SCHOOL OF EXCELLENCE AWARDS


CATHOLIC HIGH SCHOOL

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CATHOLIC HIGH SCHOOL

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