

Cretin-Derham Hall

2020–2025 Strategic Plan

Cretin-Derham Hall

550 SOUTH ALBERT STREET

VISION

Cretin-Derham Hall will be the premier Catholic school dedicated to educating students to deepen their faith through service, pursue justice for the common good, and lead inspired lives within an ever-changing world.

LETTER FROM THE STRATEGIC PLAN CO-CHAIRS

In January 2019, the Cretin-Derham Hall Strategic Planning Steering Committee began its critical work, anchored in a shared affinity for our school and a sincere desire to impact our future. We engaged a broad representation of stakeholders within the CDH community. The Steering Committee's task was to assess our school's strengths and capabilities, while identifying areas for growth.

Our school is well prepared and positioned to implement this plan. In fact, many initiatives have already launched and work is underway. Most notable is the Dismantling Racism Initiative and the recently announced Ryan STEM Center, both of which are highlighted in this issue.

As the Strategic Planning Steering Committee chairs, we are honored to present the CDH Strategic Plan (2020-2025) that we believe will ensure the values of the Christian Brothers and Sisters of St. Joseph continue to guide our school on a path for excellence and vibrancy in our quest to faithfully educate the young women and men entrusted to us.

With our strong history and traditions as our foundation, it is inspiring to see that our future at Cretin-Derham Hall is bright and full of exciting promise. We remain in awe of our community's commitment to CDH. We are humbled by the dedication of our school leadership and faculty to provide unparalleled educational excellence, no matter what challenges we encounter. Our strong stewardship of our financial resources has been, and will remain, a critical foundation for our vitality and sustainability over time, as well as enabling financial support of our families so that a CDH education is accessible to all. And our vision for our school's future is leading our community forward as we educate our young people to impact a world in need of faithful and ethical leaders.

We are most grateful for all those in our community who invested time and expertise on this strategic process, and also for all those who provided valuable input along the way. Your time and support of this critical work is essential to its success.

We are confident that the board, faculty, and staff will work diligently to implement the plan for the good of our students. Please keep CDH in your prayers as we engage in this critical work.

Live Jesus in our hearts. Forever.

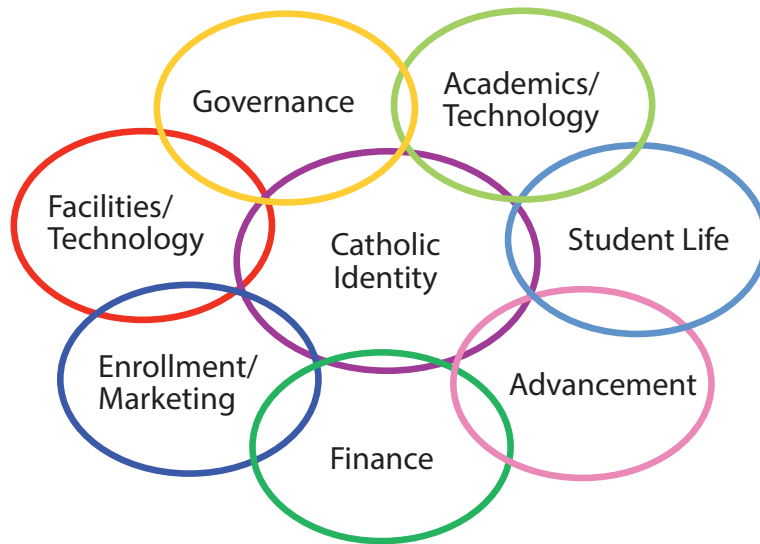


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STRATEGIC PLANNING PROCESS



PBuilding on a long tradition of excellence, this Strategic Plan will ensure our community is prepared to respond to the needs of our current and future students so they will lead inspired lives within our ever-changing world.

The strategic planning process was launched in 2019 with a commitment to invite input from a broad and representative cross section of the CDH community. The structure of the planning was centered on seven critical domains. Each domain was tasked to gather, solicit and analyze the state of the school as it related to their area of focus. Each domain committee had the opportunity to solicit feedback from the broader community by way of surveys, focus groups and other forms of input.

In the fall of 2019, a two-day strategic planning retreat was held with 65 stakeholders to utilize the reports from each domain, identify areas of growth and opportunity, and draft the goals for the Strategic Plan. By design, 43% of participants in this retreat were faculty or staff, drawing on their unique insight, passion and understanding of our mission so critical to a successful roadmap for our future.

With these goals and objectives in hand, several listening sessions were offered to faculty/staff, parents, and students. This step not only kept the community informed of progress, it also helped solidify the goals and objectives prior to formal approval by the Board of Directors.

The Cretin-Derham Hall Board of Directors approved this Strategic Plan in March, 2020, giving the green light to faculty and staff to begin the important work of implementing the plan through 2025.

Cretin-Derham Hall is well-poised to continue our mission to provide excellence in faith-based education, while striving to be the premier Catholic school dedicated to educating students to deepen their faith through service, pursue justice for the common good, and lead inspired lives within an ever-changing world. We remain committed to ensuring the legacy of excellence continues as Cretin-Derham Hall plans for our future.

We are pleased to share the goals and objectives for this issue and ask for your prayers as we engage in this important work.



Cretin-Derham Hall

CATHOLIC IDENTITY

GOAL

Cretin-Derham Hall will foster a community where God is the center of our lives and the reason for our hope.

1. Begin each day (and class) with "Let us remember, we are in the holy presence of God. And let us love God and the dear neighbor without distinction."
2. Accompany our students on their spiritual journey.

GOAL

Cretin-Derham Hall will provide a foundation for living the Gospel of Jesus Christ through the Catholic tradition.

1. Provide the fundamentals of the Catholic faith and tradition to those new to the faith.
2. Enhance the Catholic culture of shared beliefs, intellectual tradition, honor in inquiry, values, attitudes and behaviors.
3. Enhance Catholic climate and environment of mutual respect.

GOAL

Cretin-Derham Hall will embrace the charisms of our founders, the Sisters of St. Joseph of Carondelet and the Brothers of the Christian Schools.

1. Provide prayer, daily and community Mass, prayer services, and retreats. Ensure co-curriculars and assemblies support the focus on the holy presence of God, and the love of God and the dear neighbor without distinction.
2. Organize opportunities for students and families to serve and lead the Church and the wider community and reflect on their experience in the light of the Gospel.
3. Teach and practice the seven values: Catholic, Academic, Leadership, Community, Diversity, Equity, and Service.



ACADEMICS/TECHNOLOGY

GOAL

Cretin-Derham Hall will provide a comprehensive program to support and challenge a wide range of diverse learners to assist our students to achieve their full potential.

1. Define and develop academic excellence that aligns with our vision and meet the needs of all learners and course levels.
2. Attract and retain quality faculty who are active participants in school decision-making that directly impacts students and faculty.
3. Create a profile of a Cretin-Derham Hall graduate.
4. Develop unique learning opportunities in areas of student interests and Multiple Intelligences strengths.
5. Review curriculum to address systemic bias.

GOAL

Cretin-Derham Hall will educate students and faculty to develop technological literacy for the ethical, responsible, and appropriate use of technology.

1. Develop a program of digital citizenship that emphasizes intentional and appropriate use of technology that enhances human interaction.
2. Emphasize critical thinking and problem solving necessary for our future and our world.
3. Develop strategies and policies to utilize technology for student learning.



STUDENT LIFE

GOAL

Cretin-Derham Hall will create an equitable (just/fair) community that emphasizes connectedness, builds strong relationships, values differences, cultivates talents, and develops well-balanced students who are empowered to be involved in meaningful ways through change-making leadership.

1. Address real and perceived systemic inequalities that exist in CDH and the broader community.
2. Create pathways for students to feel connected and build community by increasing equitable opportunities.
3. Intentionally recognize individual student gifts and talents.
4. Empower students to live healthy and well-balanced lives.



ENROLLMENT AND MARKETING

GOAL

Cretin-Derham Hall will be the choice for a transformational education, within a thriving community, to which students and parents aspire to belong.

1. Articulate value proposition by identifying key differentiating strengths.
2. Create and celebrate CDH culture.
3. Expand enrollment responsibility to every person in our community.
4. Better understand the perceptions of the stakeholders of our school and broader community in order to market CDH strategically.
5. Focus marketing efforts on more broad and diverse segments: Catholic/Non-Catholic, Students/Parents, Feeder/Non-Feeder Schools.
6. Review processes and practices to dismantle systemic racism.

GOAL

Establish the optimal enrollment level in order to fulfill the mission of CDH and ensure its long-term vitality and viability.

1. Study Twin Cities demographics and enlist experts to assist in growing market share of available students.
2. Analyze the optimal enrollment and message the school's right size in a positive manner.



FACILITIES AND TECHNOLOGY

GOAL

Cretin-Derham Hall will provide a welcoming, comfortable, safe campus representing our faith and traditions, supporting teaching and learning, and preparing students for life.

1. Complete campus audit to create a long-range master plan.
2. Review and update the campus safety plan annually.
3. Conduct an ongoing evaluation of the campus to ensure a relevant, mission-focused, and inclusive environment.
4. Explore opportunities for campus expansion.



ADVANCEMENT AND COMMUNICATIONS

GOAL

Cretin-Derham Hall will fully engage our entire community in an effort to build affinity and increase resources in fulfillment of our mission.

1. Keep Cretin-Derham Hall affordable while maintaining a strong financial infrastructure that supports an exceptional academic program.
2. Build affinity through relevant, multifaceted, generational communication and engagement to inspire giving of time, talent and treasure — with an emphasis on young alumni.
3. Ensure strong and effective practices of appreciation and recognition for all donors and volunteers.
4. Execute relevant communication and events that reflect the diversity of the CDH community.
5. Review processes and practices to dismantle systemic racism.

FINANCE

GOAL

Cretin-Derham Hall will maintain and enhance our strong financial position to ensure the ongoing viability and vitality of the school to meet the needs of our changing demographic, economic and social conditions.

1. Build funds to meet the increasing and diverse financial needs of all our families.
2. Ensure sufficient cash flow that will support the maintenance and capital needs of the campus.
3. Be responsible stewards over the financial resources provided from all sources.
4. Provide competitive compensation and benefits to our faculty and staff.
5. Maintain affordable tuition.
6. Ensure equitable access to education.



GOVERNANCE

GOAL

Cretin-Derham Hall will maintain and strengthen the co-sponsors' unique gifts and traditions reflected in the school's mission and vision.

1. Support the continued presence of the co-sponsors as sole Members of the Corporation.
2. Encourage the co-sponsors to increase member attendance at the Annual Meeting.
3. Promote the continued formation of the Board on the co-sponsors' charisms, roles and responsibilities, and traditions.
4. Ensure the Board appreciates and supports all constituencies of the school community.
5. Ensure the Board exercises its governance and oversight functions to support the school's missions and vision, including the strategic plan.
6. Review processes and practices to dismantle systemic racism.





OUR PRAYER

**Guided by our mission, empowered by our values,
and energized by our vision, we pray,**

This is what we are about.

We plant the seeds that one day will grow.

We water the seeds already planted knowing that they hold future promise.

We lay foundations that will need further development.

We provide yeast that produces effects far beyond our capabilities...

*We may never see the end results, but that is the
difference between the master builder and the worker.*

We are workers, not master builders, ministers, not messiahs.

We are prophets of a future not our own.

Excerpt from a prayer in reflection of Archbishop Oscar Romero (1917-1980)

THANK YOU

The Cretin-Derham Hall community extends our sincere appreciation to the many individuals — faculty/staff, parents, alumni, and community leaders — who contributed time and talent to the Strategic Planning Process. We especially are grateful to those who served on specific domains to provide analysis of the state of our school and the development of strategic priorities based on our mission and vision. Your input and insights provided a strong foundation for the development of this plan, and we could not have succeeded without your efforts.

ACADEMIC/TECHNOLOGY

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