Divine Savior Holy Angels High School, a Catholic college preparatory high school for young women in Milwaukee, Wisconsin, is, by most measures, in a strong position. We enjoy capacity enrollment of 658, a waiting list, stable, talented and dedicated faculty and steady and significant improvement in all academic outcome measurements. A balanced budget and sufficient philanthropic support to make that possible have also been consistently achieved.

Our project was to produce our next five year strategic plan that would include:

• A plan to achieve a clear articulation of our Salvatorian Catholic identity

• A strategic agenda to deepen our success in whole person education for young women

• A prioritization of our needs in compensation, financial aid, program and facility improvement that would lead to successful major fund raising.

Project Summary

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Project Results

Collaborative teams comprised of faculty, staff, supporters and parents developed vision statements for campus ministry, student services, academic instructional space, a 21st century library and media center and health, wellness and athletic facility.

A master facility plan was developed from these vision statements and was approved by the Board in May 2011.

A strategic planning partner, Vernal Management Consultants, was identified and facilitated our planning process.

Over 300 members of our school community participated in dialogue sessions, providing comprehensive and detailed feedback to strategic questions about DSHA’s strengths and opportunities for improvement.

A steering committee comprised of DSHA’s administrative leadership team and selected members of the board distilled the dialogue results into the 2011-16 strategic plan that will go to the board for its consideration and approval in September of 2011.

What We Have Learned

The call for a clear articulation of our Salvatorian Catholic identity was expressed in the strongest terms. The next plan will address this as a major component.

Involving multiple people from all of our constituencies gave depth and varied viewpoints to the dialogue.

The need for our institution to communicate, communicate, communicate was made clear by the extent to which it became clear that some of the good work already underway at DSHA is unknown or underappreciated by critical parts of our school community.

The DSHA Board of Directors will face key strategic decisions in establishing priorities for our next fund raising campaign. While our challenges may be viewed as “success problems”, there is not widespread agreement as to which priorities must be attended to first.