



Lutheran High School

of La Verne



Project Summary

Lutheran High School is located in Los Angeles County. The school was founded in 1973 as an extension of 21 Lutheran Churches in the San Gabriel Valley. Over the years, Lutheran High School has had a strong tradition of impacting lives through the faith based education it provides to students.

With changing demographics, recent economic stress, six different principals over the last 13 years, competition from local private schools, a decline in enrollment, and an aging facility, it has been difficult for the school to compete in the local market. This current state of affairs has prompted the school to “hunker down” and “ride out the storm.” The school must plan for the future and not sit back and react to the current problems it is facing. The development of a Strategic Plan is an attempt to move the school towards decisions that are pro-active and collaborative.



Project Results

With the Board of Director having no real interest in taking part in the planning process, the School Leadership Team acted as the strategic planning committee and guided the process.

- May - August 2009 : The staff reviewed and confirmed the school’s mission, vision, and core values; reviewed and refined the school’s Expected Schoolwide Learning Results (ESLR), and conducted a SWOT analysis with stakeholders of the school.
- September 2009: The outline for the Strategic Plan and a timeline of work was established.
- October 2009—March 2010: The first draft of the Strategic Plan was completed and shared with department chairs, faculty, staff and parents of the school.
- April 2010: The first draft input from faculty, staff, and parents was reviewed and yielded several changes to the plan.

With the time constraints of an accreditation year, the spring meeting with the stakeholders was rescheduled for the fall of 2010-2011.

In the fall of 2010, the school plans to complete a school-wide survey of all stakeholders to gather additional feedback as we seek to complete the Strategic Plan.



What We Have Learned

- The Strategic Planning process has provided great insight, conversation, and planning opportunities.
- Taking time to evaluate each program was very daunting but also a rewarding task.
- The process of looking at the future has caused the school to look at implementing new initiatives that will enable it to further its ministry.
- Developing a Strategic Plan is a process every school should do.
- A Strategic Plan is a dynamic document that must be changed and updated from year to year.
- While the Strategic Plan for Lutheran High School is still only in the draft phase, much significant work has taken place.