

Trinitas Christian School

2025-2030 Strategic Plan



By God's grace we endeavor to assist Christian families in the education of their children, by providing a stimulating academic program in a distinctly Christ-centered environment expressly designed to equip students to a life of moral and spiritual integrity, personal and social responsibility, and a zeal to know and serve a Holy God.

Trinitas will focus on *people, programs,* and *resources* to accomplish its mission.

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Trinitas will focus on *people* to accomplish its mission...

... by equipping **students** to love the Lord their God with all their heart, mind, soul and strength (Mark 12:30) and to love their neighbors as themselves (Mark 12:31), by mentoring students towards growth in spiritual life, by providing opportunities to love and care for others, by emphasizing servant leadership as modeled by Jesus Christ, by celebrating the fruit of the Spirit in the lives of our students, and by presenting opportunities to serve, shape and evangelize the world around us.

Action Step: Recruit students for ACCS Honors Choir (*Repairing the Ruins*; Atlanta 2026)

- **Action Step:** Spring 2026

... by recruiting and retaining like-minded **families** and mentoring **parents** in classical Christian education

Action Step: Develop a Mentor Family training program to include a training session for mentors. This will include an onboarding “drip-course” blog series/short videos to present to parents over the 4-weeks between Parent Orientation and the Annual Parent Meeting. This created content will be archived for repeated use.

- Fall 2025

Action Step: Add at least one parent to each of the standing Committees

- Fall 2025

Action Step: Look for a senior and a junior dad to both lead Boston Butt Sales for two years (apprentice first year/primary second year)

- Fall 2025

Action Step: Increase Boston Butt sales by 25% to account for rising cost of the Classical Heritage Trip

- Fall 2025

Action Step: Publish Trinitas Parent Traditio schedule and find Lecture Series speakers (track funding); designed to spread the Trinitas vision

- Fall 2025

Action Step: Grow Word of Mouth (WOM) marketing team and meet quarterly; create a semi-annual marketing plan

- Fall 2025

Action Step: Give all new parents a consumer experience survey at the end of the school year with feedback the school year to include improvement on mentoring program

- Spring 2026

Action Step: Host in-house summer conference for parents utilizing ACCS Content when not in Atlanta

- Summer 2027

...by fostering a thriving **alumni** community

Action Step: Feature monthly alumni interviews on zipcast

- Fall 2025
- Action Step:** Survey all alumni every three to five years. Create a new, better-designed survey
- Spring 2027

...by recruiting, supporting and retaining a distinctly Christian **faculty**, which is market-compensated and trained in their field through stimulating professional development and frequent collaborative opportunities.

Action Step: Update the Board Policy Manual regarding the tuition discounts for faculty children. Need to address that the benefit applies to children of grandparent teachers; Also, teachers must apply for StepUp first before discounted amount

- Fall 2025

Action Step: Offer all employees group Phase I Health Insurance

- Fall 2025

Action Step: Offer all employees Phase II Health Insurance (Life insurance, dental and vision)

- Dec 2025

Action Step: Offer employee retirement benefits

- Summer 2026

...by enhancing a strong, servant-leader **board of governors** by growing existing and potential members in their understanding of the Trinitas mission and vision, classical Christian education, and effective board leadership.

Action Step: Institute standing committees for a two-year period. After two-years under the Committee driven BOG model, evaluate effectiveness and whether we need to change the Bylaws to reflect new schedule with committees

- Fall 2025

Trinitas will focus on *programs* to accomplish its mission...

...by creating and refining both our methods of **instruction** and **curriculum** materials in order to better promote the knowledge and love of truth, goodness, and beauty.

Action Step: Implement 6th grade Tutorial Program

- Fall 2025

Action Step: Teacher evaluations to include early evaluation, repeat visits, copious notes based on observations and documentation shared with the teacher throughout the year (mid-year feedback especially important to new teachers)

- Fall 2025

Action Step: Publish a character-based report card for K4 through 3rd grades in keeping with the Liberal Arts Tradition that shifts the focus away from grades and towards the

acquisition of virtue and knowledge. Currently K4-1st grade. Incorporate second grade in 2025-26 and then add 3rd grade in 2026-27 school year.

- Fall 2025

Action Step: Introduce Daily Planners to 5th and 6th grade classes

- Fall 2025

Action Step: Begin training 4th-6th grade classes on Common Placing

- Fall 2025

Action Step: Start internal Trinitas school magazine. Publish quarterly with student writings

- Fall 2025

Action Step: Maintain general Curriculum Guide and publish year-specific Curriculum Guide annually. Publish scope and sequence annually.

- Fall 2025

Action Step: Consider off-cycle Aesthetics trip to return to DC, NYC or Western National Parks (cost analysis, parent-survey, parent planned)

- Fall 2025

Action Step: Establish dual enrollment program with University of Mobile

- Fall 2025

Action Step: Begin accepting FES-UA (Unique Abilities) money for the 2026-27 school year.

- Spring 2026

Action Step: Add Reading Assessment Protocol and Benchmarks to the Curriculum Guide

- Spring 2026

Action Step: Publish and implement Grammar School Liturgy Guide

- Fall 2026

Action Step: Computer Programming or Artificial Intelligence Club

- Fall 2026

Action Step: Offer optional Latin in 9th-12th grades aligned with CLC and NLE. Dependent on 9th grade enrollment

- Fall 2027

...by providing a cohesive **fine arts** program that ministers to families, fosters the whole student, and functions as a Christian outreach to our community.

Action Step: Market Trinitas School of Music to homeschoolers

- Fall 2025

Action Step: Host ACCS Regional Choir Concert

- Spring 2026

Action Step: Launch extra-curricular Youth String Orchestra (audition-based)

- Spring 2026

Action Step: Seek performance and service opportunities in the local community for Trinitas students (i.e. ensemble to sing at Naval Aviation Museum Atrium, Wahoos games etc.)

- Fall 2026

...by supporting **athletics** and other **extracurricular activities** as an important part of student development through a culture of competitive excellence and camaraderie that is kingdom-centered, principle-driven, and people-focused.

Action Step: Relaunch House Program

- Fall 2027

Trinitas will focus on *resources* to accomplish its mission...

...by ensuring responsible, well-managed **operations** and **fiscal responsibility** aligned with the Strategic Plan, through the creation of an integrated **development program** coordinated to encourage stewardship giving for capital improvements, operational needs, financial aid, debt reduction, and endowments from both internal and external friends of the school.

Action Step: Target tuition increase (minimum 3% annually) marking tuition increases with Endowment participation metrics to help mitigate potential declining participation and Endowment shortfall.

- Summer 2025

Action Step: Initiate budget control of FAST discounts (to include faculty) at max of 5% net revenue

- Fall 2025

Action Step: Add built-in shelves to replace modular shelving in the library
Summer 2026

Action Step: Endowment Committee have a detailed plan including specifics steps for when StepUp money goes away.

- Fall 2025

Action Step: Develop timeline and budget plan for replacing HVACs

- Fall 2025

Action Step: Initiate tightly focused year-long public campaign to pay off the Music Building. Once paid off in Oct 2027, consider reallocating the same amount towards mortgage payments for the next two years.

- Fall 2025

Action Step: If Trinitas ends the school year with a surplus in funds, consider funding endowment shortfall from operations funds.

- Summer 2026

Action Step: Plan for building Pavillion and Courts (perhaps at the same time) within the next five year

- Summer 2026

...by building and maintaining attractive, Trinitas-branded **facilities** through good stewardship to optimize learning and extra-curricular environments.

Action Step: Furnish Music Building to include 3 pianos

- Summer 2025

Action Step: Purchase or donation of new lawn mower/Kubota tractor and build a ramp to house the new mower in front of the drama shed

- Summer 2025

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Action Step: Level and improve PE/Soccer field

- Summer 2025

Action Step: Put signage on both main and music buildings

- Fall 2025

Action Step: Create running path around school perimeter

- Summer 2026

Action Step: Purchase outdoor tables to go under future pavillion

- Summer 2026

Action Step: Install ceiling mounted, projector and screen in the Grand Hall.

- Summer 2026

Action Step: Refinish and paint Grand Hall stage

- Summer 2026

Action Step: Install parking surface in dirt lot and music building lot with more retention area or permeable surface not requiring retention. This would also include landscaping.

- Summer 2027

Action Step: Build outdoor pavilion and courts (at same time or separate)

- Summer 2027

Action Step: Continue Grand Hall aesthetic upgrades with wooden columns

- Summer 2027

Action Step: Newer and wider front entrance to the parking lot

- Summer 2028

Action Step: Add aesthetic fencing around the front of the school. (In conjunction with whole campus renovation project)

- Summer 2028

Action Step: Bathroom renovations to include upgrading the toilets, faucets, sinks and cabinets

- Summer 2029