

Trinity School



Long Range Strategic Plan Objectives

2008 - 2012



Mission Effectiveness

1. Continue to incorporate the five tenets of the Sisters of Notre Dame de Namur throughout the educational program.
2. Maintain faith formation as a central theme to the Trinity curriculum.
3. Emphasize prayer and sacramental life as an integral part of daily school activities.
4. Provide students with moral decision-making skills and service opportunities.
5. Challenge students to live the Gospel.
6. Integrate education for leadership at all levels throughout the curriculum.
7. Establish a process to increase the Board's role in strengthening the assurance of mission effectiveness.



Educational Program

1. Continue to integrate the mission and values of the Sisters of Notre Dame de Namur through the school curriculum.
2. Expand the opportunities for early childhood development.
3. Establish the JULIE PROGRAM to serve students with language based learning differences.
4. Increase the use of technology for electronic communication and administration and expand instruction for students.
5. Expand the offerings in music and art.
6. Expand the Athletic Program.

7. Explore the feasibility of establishing other educational programs at Trinity such as Holiday/Vacation Camps, SAT Test Taking Strategies and Adult Education.

Faculty and Staff

1. Attain acceptable salary parity with Howard County public schools.
2. Offer standard benefits and innovative benefit elements.
3. Focus the faculty and staff search process to increase the number of applicants to meet our specific needs.
4. Continue to require all faculty members to participate in professional development activities.
5. Provide an on-going process to facilitate the cooperation and coordination of the board, faculty members and staff to set and achieve the highest standards.



Students

1. Increase enrollment to maximum capacity.
2. Offer a pre-school program.



3. Increase demand for kindergarten to the point of needing a waiting list.
4. Strive to increase the financial aid budget from its current level of 5% of tuition revenue to a level that supports the mission of Trinity School and is financially feasible.

Facilities and Grounds

1. Replace the existing Primary School with a new facility.
2. Ensure the landscaping and grounds complement and enhance our structures and contour.
3. Maintain a continuous program of comprehensive inspection and review of our facilities to provide guidance for extension of their life expectancy, preservation, and enhancement.
4. Identify options for a tribute to the Sisters of Notre Dame de Namur.



Development, Marketing and Finance

1. Increase additional sources of revenue (development, planned gifts, program revenue) to reduce the current level of reliance on tuition income. Specifically:
 - a. Increase Annual Giving by 10% a year over 5 years.
 - b. Retain 90% of present donors to Annual Giving.
 - c. Increase Estate Planning contributors.
 - d. Increase the numbers of major gifts.
2. Increase the Endowment by 20% per year.
3. Revise and expand the current marketing plan.
4. Update the long term financial plan.
5. Communicate the financial position and goals annually, in a manner that will inspire commitment and support.