



# Trinity Classical Academy

Strategic Plan 2021

Trinity Classical Academy has completed 20 years of faithful service to our students and families and become a landmark institution in the Santa Clarita Valley and one of the leading Classical Christian schools in America. In the midst of a most challenging school year and navigating the pandemic, our community completed an 18 month self-reflective process to identify key Strategic Priorities to improve, strengthen and sustain our organization.

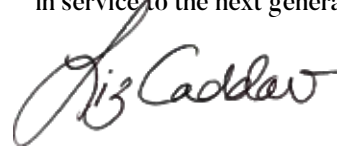
This process for Trinity was the third of its kind in the life of our school. Our first strategic plan priorities were selected in order to create and grow a K-12 classical, Christian school and graduating our first senior class in 2012. Trinity has grown from 28 students and three faculty and staff in 2001 to over 600 students and over 150 faculty, staff and coaches. We are pleased to serve students with special needs through the Imago Dei School as well as the independent learning community through Libertas Preparatory School.

The main priority of Strategic Plan 2015 was to secure our permanent home and resulted in the purchase of nine acres of our campus and our existing building which we now call home. The purchase includes a conditional use permit for an additional 46,000 square feet for future facilities.

Strategic Plan 2021 includes strategic priorities to sustain and grow our school, programs and facility for our students and to maximize their learning experience, in affirmation of our mission:

*To offer a challenging education grounded in the Christian faith and classical tradition, to produce young men and women of virtue, wisdom, purpose and courage.*

It is with great hope, faith and joy that Trinity's Trustees, Administration, faculty, and staff look to the Lord for wisdom in pursuit of these strategic priorities to continue doing Kingdom work in service to the next generation.



Liz Caddow  
 Founder, Head of School



*“Trinity Classical Academy is one of the leading classical Christian schools in California and the nation. The leadership and academic excellence across its programs provide inspiration and support for the region. In times like these, classical Christian education provides light, and Trinity is leading the way.”*

David Goodwin  
 President, Association of Classical Christian Schools



# Enhance the Student Experience

Trinity will enhance the student experience by leveraging the strengths of each area of school life that influences student satisfaction and success, including:

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## **FACULTY RECRUITMENT and RETENTION**

Create and implement a plan for recruiting the best qualified faculty and staff.

Identify key areas to retain and motivate faculty and staff.

## **CLASSROOM LEARNING and CURRICULUM**

Encourage and foster faculty collaboration on content and objectives between and within schools and disciplines.

Continue training faculty in fundamental skills related to reading, writing and math to provide an exemplary educational program to ensure student success.

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## **PROFESSIONAL DEVELOPMENT of FACULTY and STAFF**

Cultivate a strong culture of collaboration among all schools and educational departments within Trinity.

Develop a four-year faculty and staff training plan that addresses both philosophy and professional development.

## **STUDENT LEADERSHIP**

Develop a cohesive student leadership plan throughout all levels of Trinity to provide multiple opportunities for students to demonstrate leadership across grade levels.

Provide a variety of opportunities to actively engage and showcase student skills and growth that highlight oratory and written accomplishments.

# Enhance the Student Experience

## ACADEMIC SUPPORT

Continue to develop strategies for Upper School students who need educational support.

Continue to provide intentional and effective intervention services for Grammar School students.

## The DAILY SCHEDULE

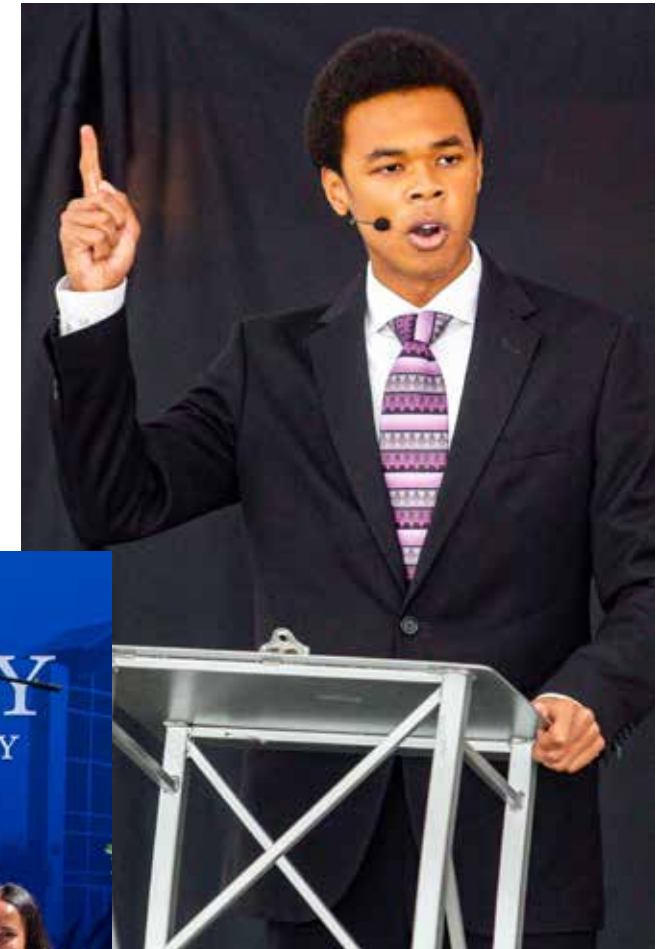
Evaluate the daily schedule with the goal of increasing the time and depth for the study of Fine Arts.

## STUDENT ASSESSMENT

Review, research, develop and implement cohesive assessments to be utilized across all schools.

## FACULTY and STAFF CULTURE and ON-BOARDING

Establish a clearly defined on-boarding process into the Trinity culture for both faculty and staff in order to best fulfill Trinity's mission.



Focus on  
**Enrollment Growth**

Trinity will focus on Enrollment Growth by deliberate management of all factors that affect enrollment, such as:

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**ATTRITION  
 and RETENTION**

Increase the number of students in our learning community with families who are aligned with Trinity’s mission and vision.

**TUITION ASSISTANCE**

Continue to evaluate Trinity’s tuition assistance program so a Trinity education is accessible to students from a variety of socioeconomic levels.

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**MARKETING  
 and COMMUNICATIONS**

Enhance Trinity’s presence through inbound marketing to increase both awareness and interest in a Trinity education.

Develop ongoing collaboration among Marketing, Admissions and Development departments.

Focus on  
**Development**

The distinctive education that your child is experiencing today is made possible by multi-generations of generous families who partnered with us to support the Trinity Fund. Every step to further enhance the student experience at Trinity will depend on the Lord providing the funds through the charitable giving of families, friends, and foundations.

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**GIFTS TO THE TRINITY FUND**

Increase giving, participation, and focus on the Trinity Fund.

**PLANNED GIVING**

Further promote the opportunity to endow education for the students of tomorrow through meaningful Planned Gifts that leave a personal legacy at Trinity.

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**ALUMNI ENGAGEMENT**

Continue to provide alumni connection and networking opportunities to Trinity’s young Alumni who will be Trinity’s future parents and supporters.

**ENDOWMENT PREPARATION**

Research and work with the Business Office to prepare for the founding of Trinity’s first endowment for tuition assistance.

# Financial Sustainability

Trinity will position ourselves to recognize the full potential of our beautiful school site and facilities.

Trinity will continue to strengthen our financial sustainability and stewardship through:

Building cash reserves to meet financing agreements and allow for further enhancement of our recently acquired school facility.

Working with Development to implement financial plans that will enable the continual growth and improvement of educational programs.



*For I know the plans I have for you, declares the Lord, plans for welfare and not for evil, to give you a future and a hope.*

**Jeremiah 29:11**



## To The Future

In the midst of working to achieve the Strategic Priorities in this plan, Trinity's Trustees and Administration have their sights on the future and what our students will need in order to learn, thrive and impact the Kingdom for eternity. As we strive to accomplish the priorities in this plan, we will diligently begin the process for what are the next best steps regarding Trinity Classical Academy's facility expansion – classrooms, science labs, designated fine arts space, Imago Dei rooms and a gymnasium! Our Finance Team is determining the financial implications in conjunction with our current bond issuance and determining the timing of how we can get these enhancements done to continue to enrich our students' learning experience.

Our Strategic Plan 2021 is the culmination of more than a year of conversations with our constituents, surveys, planning meetings and focus groups. After actively soliciting input from members of Trinity's school community, the Board of Trustees has prayerfully determined these Strategic Priorities. These priorities will ensure the continued viability of our mission for our children at Trinity Classical Academy for decades to come!



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