

Trinity Christian Academy



"God's Standard is Excellence in Christ"

Strategic & Campus Plan
2020-2022

T **TRINITY**
Christian Academy

Table of Contents

Table of Contents	1
Committee Members	2
Mission, Philosophy & Visions	3
Letter from Director of Schools	4
The Warrior’s Path	5
Situational Analysis External Factors	6
Situational Analysis Internal Factors	7
Key Challenges for Trinity	8
Campus Plan / Specific Goals for Trinity	9
Discipleship	10
Faculty & Staff	11
Academics	12
Co-Curricular	14
Facilities & Security	15
Technology & STEM	16
Admissions, Marketing & Communications	17
Finances	18

Trinity Christian Academy
2192 FM 79, Paris, Texas 75460
WWW.TCAPARIS.COM

PLANNING COMMITTEE

Committee Member	Position	Contact Information
Carey Malone	Director	903-517-2608
Julie Barnett	Assistant-Director	903-785-9957
Cheryl Michael	Parent / 2 nd Teacher	903-517-6017
Susan Jones	PE / Coach / Parent	903-217-8492
Melissa Wickersham	6 th Grade Teacher	903-366-2207
Mike Seglieski	High School Teacher	903-785-9957
Tamara Smallwood	High School Teacher	903-782-5378
Angela Crawford	Parent / Community Leader	903-249-5714
Maureen Spencer	Parent	903-272-7849
Meagan Nutt	Parent	903-244-7659
Cora Pyeatt	1 st Grade Teacher	903-517-2284
Drew Crawford	Board Member	903-249-5715

TCA Board of Directors

Jeff Nutt - President

Ray Spencer

Pat Pilgrim

Drew Crawford

Melissa Puckett

Lyn Salas

Michael Nesbit

Jack Bradshaw

Administration

Tena Seglieski - Office Assistant

Julie Barnett - Assistant Director

Carey Malone - Director

TCA Faculty & Staff

Sonja Carter

Kindergarten

Cora Pyeatt

First Grade

Cheryl Michael

Second Grade

Julie Green

3rd - Science

Kelly Cade

4th - Social Studies

Barbara Towers

5th - Math

Melissa Wickersham

6th - ELA

Mike Siegleski

7th - Social Studies

Stacy Huddleston

8th - Math / Science

Amy Daniel

9th - Science

Tamara Smallwood

10th - ELA

Wendy Daugherty

11th - Math

Sharon Hindman

12th - Spanish

Susan Jones

PE / Volleyball

Savannah Hubbard

Music

Nancye Myer

Epic Thinking

Marysol Balderas

Custodian / Safety

Mission,

Philosophy and Vision

OUR MISSION

TCA is a private non-denominational Christian school. Our purpose is to provide students with a comprehensive, college preparatory education that prepares them for a successful Christian life. Trinity Christian Academy seeks to develop the whole child - academically, spiritually, emotionally, and physically - through an educational format using both trained classroom instruction and parental involvement.

OUR PHILOSOPHY

Our founding board established the philosophy and principals that continue to guide our beliefs:

One God in three persons - *God the Father, God the Son, and God the Holy Spirit;*

One way of salvation - *Jesus Christ, through His virgin birth, sinless life, atoning death, and victorious resurrection, made it possible for man to be saved by faith;*

One book - *divinely inspired and protected, the Bible is God's written revelation to man; it is totally reliable and has no need of other documents to complete its message; and*

One body - *with many parts, the church.*

These statements are based on fundamental Christian beliefs that we strongly support as the primary doctrine for teaching. TCA does not promote or endorse any particular denomination. It is our desire to maintain this position for the purpose of unity and fairness to each student.

Other doctrinal issues upon which this ministry has no official stance will be considered secondary doctrine and will not be taught. In the event secondary doctrine is brought up, students will be referred back to the family and church for final authority. We desire to remain united in the salvation and love of Christ, avoiding any dissention, which may be caused by denominational distinctions.

Our Vision

Trinity Christian Academy seeks to offer a Christian-based, academic program that provides students with a comprehensive, college-preparatory education preparing them for life; provide a learning environment that encourages and requires parental involvement in their children's intellectual and spiritual development; provide a safe educational setting; and provide a learning environment where disciplinary difficulties are the exception rather than the rule.

Trinity Christian School Community,

What a wonderful time to be a member of the Trinity Christian Academy family! We have been blessed by God with wonderful facilities, friendships and families. We are excited about the coming year and the many blessings we enjoy daily.

Striving for excellence requires continued planning. We are pleased to present this strategic plan as a guide for our future growth, expansion and student success. Our development committee consists of administrators, faculty, students, parents and vested community members who share a common vision for our success.

Great teachers are the heart of any successful school. This is why we recruit, hire and train respected and experienced teachers from within our service community. Our goal is to cultivate talented faculty and staff who are not only experts in their field of study but also professing believers in Jesus Christ. They serve as models of a Christian lifestyle on a daily basis.

Great teaching is a direct result of building trust and relationships with students. Our teachers understand the importance of building these relationships and developing the trust that allows students to take risks and develop ownership in their educational needs. TCA is committed to helping students seek knowledge and faith in their daily lives.

TCA students are enjoying personal relationships, testimonies of faith and academic success not often witnessed by schools of our size. Our performance on standardized tests, collection of academic awards and state athletic championships meet or surpass those of schools in our service area.

Even with this success we remain focused on helping our students develop a personal and eternal relationship with Jesus Christ.

The goals, objectives and challenges for our school directly align with our philosophy, mission and vision statements. The staff of Trinity Christian Academy is thankful for the hard work of our board of trustees, parents, colleagues and students who contributed to the development of this plan.

May we continue to enjoy God's Blessings and Glory as we seek to prepare our students for a successful future.

Carey Malone

TCA Director

PATH OF THE WARRIOR

Our Road to Excellence.....

- Educate our community on the benefits of a Christian education in order to attract families who share our Christian values, ethics and morals.
- Partner with our Christian families to teach students eternal life is freely given by God's grace through their faith in Jesus Christ.
- Recruit and retain highly qualified and energetic faculty who are embodiments of a Christian lifestyle.
- Provide students meaningful, effective instruction across all content areas from the perspective of a biblical world view.
- Motivate students to be active learners and develop their creative imaginations to promote critical thinking through instruction in the visual, musical and theatrical arts.
- Promote physical fitness, teach the virtues of teamwork, sportsmanship and team commitment through athletics.
- Continue to expand curriculum opportunities to provide students with a rigorous college preparatory education that will assist them in gaining acceptance to a college or university with their aptitude and ability levels.
- Enhance confidence levels with all members of our community to increase the development of strategic goals and provide a stable future for annual endowments.
- Sustain financial stability through sound fiscal policies that balance expenditures and revenues.
- Closely monitor growth and expansion to maintain order and progress while cherishing the values and characteristics that have created our success.

TCA SITUATIONAL ANALYSIS

External / Community Factors

- Competitive junior college and university standards continue to increase at a consistent rate. Schools must continue their dedication to a rigorous preparatory curriculum to allow their students to enjoy future success.
- Technology continues to expand at an unprecedented rate and schools will struggle to match this growth due to insufficient budgets and resources.
- Increased levels of anxiety, stress and depression in students are being attributed, in part, to heightened scholastic and co-curricular competition in addition to the psychological impact of nonstop 24/7 social media.
- The physical and emotional safety of our students continues to be the highest priority for TCA parents.
- Christian faith organizations are under increased attacks from a national culture that is seeking to change societal norms.
- Current economic conditions, partially influenced by the global pandemic, have resulted in financial hardships that affect affordability and enrollment in private schools.
- Millennial parents will soon exceed the Boomer generation in numbers and have fewer religious affiliations than any generation before them.
- A heavy concentration of four schools, three large districts and TCA, located on the five mile loop around Paris create an overload of educational opportunities for our predominately rural population.

TCA SITUATIONAL ANALYSIS

Internal / School Factors

- Trinity Christian Academy relocated to its impressive new campus three years ago and opened a new competition / athletic gymnasium and cafeteria last year.
- The school remains committed to hiring only highly qualified and professional teachers who remain grounded in Christian
- Trinity Christian Academy continues to place a strong emphasis on partnerships with Christian families who are active in their local church and Christian ministries.
- Over the years TCA has developed an excellent reputation as a quality college preparatory school with a rigorous curriculum.
- Teacher experience continues to be a major strength with 25.6 years being the average years of experience for the faculty.
- TCA continues to offer dual high school and college credit courses through our partnership with Paris Junior College. Each year we review the dual credit offerings and seek innovative courses that will better prepare students for a bright future.
- K-8 enrollment continues to trend higher each year so that the high school is set for a much larger enrollment in the next three to five years. The two smallest classes are the junior and senior classes respectively. Current enrollment trends suggest the high school will double current enrollment in three years.
- K-6 enrollment continues to increase at a significant rate that is significantly higher than national private school norms.
- TCA emphasized a personal approach to religious teachings and has incorporated the use of small group discussions and community outreach programs.

KEY CHALLENGES FOR TCA

- TCA must be aggressive in recruiting staff and students who express Christian values built on biblical principles while continuing to uphold our selective standards.
- TCA teacher and faculty salaries remain below local public school averages for certified teachers and their years of experience.
- Reaffirm our commitment to providing innovative and engaging biblical instruction to students that remains relevant, meaningful and tailored to grade levels and spiritual maturity levels.
- Develop a long term facility model that allows for student growth and provides sufficient academic instructional space to facilitate the addition of elective classes.
- Increase the amount of fine arts instructional space to facilitate the addition of choir and art courses to the curriculum
- Increase the amount and revenue pools of financial aid to enable more like minded Christian families to share the TCA experience.
- Effectively increase and improve our marketing strategies to include a robust communication plan that increases public awareness of the school's programs while highlighting student and faculty accomplishments.
- Increase the number of co-curricular offerings to include choir, art, debate, leadership teams, softball, baseball and soccer.
- Leverage all constituents in developing a "giving culture" within the school community to help support operational needs and strategic goals.
- The population of students with diagnosed learning differences continues to grow and create demand for additional Educational Support Services.
- Continue to advance the quality of scholastic and co-curricular programs to meet rising college and university standards while helping students balance the workload, stress, expectations and quality of life for students and faculty.

CAMPUS PLAN 2020-2021

The success rate and growth projections for Trinity Christian Academy remain strong with the upward trajectory expected to continue. Our new facilities feature academic and co-curricular spaces that support and enhance student learning while also serving as beacon for prospective families. Using the qualitative and quantitative assessments taken by our parents, faculty, students and alumni as part of our continuing improvement and the formulation of this strategic plan we revealed a strong approval rating in regards to the TCA faculty and leadership and our ability to provide powerful instruction in academics, discipleship and athletics to our students. This specific instructional plan will guide the continued advancement and success of Trinity Christian Academy.

GOAL 1: SPIRITUAL DEVELOPMENT (Discipleship)

Objective: To provide Trinity Christian Academy students with a quality, Christ-centered education focused on learning, growth and relationships

GOAL 2: FACULTY & STAFF

Objective: Recruit, support, educate and evaluate all staff while remaining focused on the Trinity Christian Academy mission, philosophy and student learning goals.

GOAL 3: ACADEMICS (Supporting the Student Learning Experience)

Objective: Enhance and promote our school while engaging the local communities we serve and providing continual assessment and improvement of our academic offerings

GOAL 4: CO-CURRICULAR

Objective: To offer our students the chance to excel academically and athletically through a variety of activities, sports and fine arts programs.

GOAL 5: FACILITIES & SECURITY

Objective: To control and plan for the growth of Trinity Christian Academy and provide for the safety of our students

GOAL 6: TECHNOLOGY

Objective: To provide training and availability of technology to teachers and students that improves and promotes our academic goals.

GOAL 7: ADMISSIONS, MARKETING & COMMUNICATION

Objective: To actively promote our students and school while maintaining the quality of our academics and the integrity of our mission,.

GOAL 8: Financial

Objective: To practice sound fiscal responsibility that will allow us to maintain accounting integrity and fund the best academic experience possible while allowing for projected growth.

SPIRITUAL GROWTH (Discipleship)

Goal 1: SPIRITUAL DEVELOPMENT (Discipleship)

Objective: *To provide Trinity Christian Academy students with a quality, Christ-centered education focused on learning, growth and relationships*

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Bible classes will focus on more analysis and discussion of memorized scriptures	Bible, ABEKA curriculum, Internet & Bible dictionaries	Classroom Teachers	Ongoing	Oral & Written Tests, discussions
Incorporate Biblical learning and discussions throughout the curriculum	Bible, ABEKA, Internet	Classroom Teachers	Ongoing	Lesson Plans, Tests & Discussion
Involve more local youth pastors in Wednesday Chapel Service through an outreach program	Local church groups, pastors association, students and staff	Administration, staff & students	Ongoing Annually	Increased participation in chapel services
Schedule daily/weekly prayer meetings to uplift and support faculty	Bible, daily devotional, Teacher workroom	Faculty, team / prayer leaders	Mornings during year	Faculty participation, renewed spiritual climate
Teach "mini" focus groups to target specific areas that address Christ like behavior expected from TCA Warriors. (i.e. Cheating, hurtful horseplay, social ostracizing vs. inclusion, emotional bullying, basic principles of practicing "random acts of kindness," use student/staff role playing scenarios.	Parent volunteers, youth pastors and spouses, Scripture, ABEKA curriculum, Student ideas	Assistant Director TCA faculty panel	Ongoing Annually	Measurable increase in school pride, improvement in targeted areas
Bible Video's and more memory verse study in daily curriculum	King James Bible, ABEKA video's, Internet scripture studies	Teacher/students	Daily, Weekly, Annually	Testing, Oral Bible verse memory, increase in understanding through detailed discussions
Provide additional ministry/service opportunities for students	Food Pantry, nursing homes, homeless shelter	Faculty, Parents	Annually Continuous	Student / Teacher service records

FACULTY & STAFF

Goal 2: FACULTY & STAFF

Objective: *Recruit, support, educate and evaluate all staff while remaining focused on the Trinity Christian Academy mission, philosophy and student learning goals.*

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Improve salary structure in order to attract beginning teachers as well as those of have retired from public education.	School Financial Health	Board, Administration	Annual Review	Board adopted salary schedule with yearly step increases
Provide at least a two day staff orientation to educate new teachers about TCA procedures and expectations	Staff & Student Handbooks, Campus Goals, Procedural checklists	Administration, Faculty Leaders	Annually @ BOY	New teachers articulate and demonstrate procedures, expectations and goals
Offer more teacher training days throughout the school year	Regional Service Center, faculty, local education professionals	Administration	Ongoing Annually	Record of faculty in-service / professional development offerings
Utilize expertise of existing staff to train teachers in areas of weakness. Sharing links & video's	Experienced Staff Google Classroom, Internet	Administration Faculty	Ongoing Annually	Record of trainings, in-service, staff feedback
Provide mini training sessions in grade reporting, smart boards, Elmo's, and relevant software during new teacher orientation or beginning of year in-service	Experienced Staff	Administration Faculty	Ongoing Annually	Record of trainings, in-service, staff feedback
Provide regularly scheduled staff meetings with team building activities to strengthen staff relationships and improve morale	Faculty, Local professionals, internet ideas	Administration Faculty	Weekly Annually	Improved relationships and communication with staff, minutes of meetings, feedback
Utilize staff / community relationships to communicate with local teacher organizations and enhance recruiting	Parent, student, faculty relationships	Administration Faculty Parents Students	Ongoing	Increase in education professionals expressing an interest in joining the TCA team

ACADEMICS

Goal 3: ACADEMICS (Supporting the Student Learning Experience)

Objective: *Enhance and promote our school while engaging the local communities we serve and providing continual assessment and improvement of our academic offerings*

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Invite local business owners/leaders to speak and promote their vision for success	Community, Parents	Administration Faculty Students Community	Ongoing Annually	Guest speaker log, student feedback
Bring in guest speakers from colleges and universities to speak with students about critical choices they will be facing in the future.	College/University liaisons, admissions officers, department heads	Administration, Faculty, parent connections	Ongoing Annually	Guest speaker log, student feedback, improved relationships with universities
Invite TCA alumni to return and share their experience and success after graduation while offering guidance to graduates	TCA Alumni	Administration Faculty Community	Ongoing Annually	Guest speaker log, student feedback
Increase the number of field trip opportunities based on enhancing understanding of the curriculum	Museums, Virtual field trips, local historical sites, aquariums and planetariums	Board Administration Faculty	Ongoing Annually	Improved student comprehension based on test performance, record of field trips
Review the annual dual credit agreement through PJC to maintain coherent sequence	PJC, Counselor	Administration Counselor	Annually Ongoing	Student progress on dual credit courses, Transcripts, record of college hours earned annually
Offer interested students an ACT/SAT college prep course	Faculty, Counselor, Test Prep materials	Administration Counselor	Annually Ongoing	Improved student performance on ACT/SAT tests
Review high school course offerings and sequence to ensure a coherent path to success	Faculty, PJC dual credit, Counselor, University Department heads	Administration Faculty Counselor	Annually Ongoing	Improved student performance, dual credit offerings, coherent sequence of classes

ACADEMICS (2)

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
<p>Implement a variety of activities to include: “Donuts with Dad,” “Muffins with Mom,” Grandparents visitation days such as “Granola with Grandpa’s and Grandma’s.” Also a Chamber of Commerce Coffee/Cocoa day each semester.</p>	<p>Administration, Faculty, Parents and Students</p>	<p>Administration Faculty Students Community</p>	<p>Ongoing semester</p>	<p>Calendar, sign-in sheets</p>
<p>Explore expanding elective opportunities based on community / workforce needs, student interest and university availability. Current interests are Agriculture, technology, engineering / drafting, computer coding, health, nursing and childcare.</p>	<p>Counselors, Faculty Colleges, Universities, Chamber of Commerce</p>	<p>Board, Faculty, Administration, Counselor</p>	<p>Ongoing Annually</p>	<p>Student Transcripts and record of course offerings.</p>
<p>Improve parent education by providing more opportunities to learn about social and emotional issues of students through parent presentations and written correspondence.</p>	<p>Parents, Youth Pastors, Counselors, Social Workers and Churches</p>	<p>Administration Faculty Counselor</p>	<p>Annually</p>	<p>Student / parent surveys, Evidence of needs assessment and programs</p>
<p>Ensure all students in K-12 are exposed to the arts to explore their God given creative abilities by expanding the music program to a full time teacher offering art (history, appreciation and practicum) choir and theater as fine arts electives</p>	<p>Fine arts teachers, parent volunteers and peer studies.</p>	<p>Board, faculty, Administration, Counselor</p>	<p>Annually</p>	<p>Course offerings, faculty records, student transcripts</p>
<p>Expand and improve parent education and involvement in the college selection process through technology and increased participation in school organized college visits.</p>	<p>College admission professionals, recruiters, internet and parents</p>	<p>Board, Faculty, administration, Counselors</p>	<p>Annually</p>	<p>Record of college visits, Recruiter presentations, increased college applications by students</p>
<p>Improve parental support for academics at home</p>	<p>Google Classroom, faculty and parents</p>	<p>Faculty, Parents</p>	<p>Ongoing</p>	<p>Success of school to home relationships</p>

CO-CURRICULAR

Goal 4: CO-CURRICULAR

Objective: *To offer our students the chance to excel academically and athletically through a variety of activities, sports and fine arts programs.*

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Transition to a full time physical education teacher and hire teacher/coaches and an athletic director instead of depending on parent volunteers.	Financial records, local education professionals	Board Administration	Ongoing	PE offerings, school schedule, coaches / athletic director hired.
Explore opportunities in different private school leagues to see where our students can best be served. TCAL, TAPPS, TAIAO	Organization professionals, coach recommendations League Websites	Administration, Coaches, faculty, Board	Annually	Student participation in league opportunities, receipt of dues paid
Create opportunities for students to participate in baseball, softball, tennis, golf and soccer	Student enrollment & interest, local professionals, school financials	Board, Administration Parents, Coaches	Annually	Students participating in organized team sports
Promote student participation in every category for fine arts and academic competition through our league	Academic & Athletic League guidelines	Board, faculty Administration Academic Coaches	Annually	Record of student success and participation in academic / fine arts competitions
Students will compete in the 4H Agri-Science Fair and the NE Texas Regional Science Fair	Faculty / Parent Sponsors, guidelines,	Academic Coach, faculty, Counselor, Administration	Annually Ongoing	Record of student success and participation in science fairs
Students will compete in 4H or FFA public speaking and debate competitions	Organization guidelines, local representatives of 4H	Academic Coaches Administration Counselor	Annually Ongoing	Record of student success and participation
Create opportunities for students to compete in the Lamar County Spelling Bee	County Spelling Bee representatives	Faculty, Counselor Administration	Annually	Record of student participation in Lamar County Spelling Bee
Provide an art and music curriculum aligned with accepted standards / sequence	State standards for art and music	Board, Administration, Faculty	Annually	Course offerings and student transcripts of course offerings

FACILITIES and SECURITY

GOAL 5: FACILITIES & SECURITY

Objective: *To control and plan for the growth of Trinity Christian Academy and provide for the safety of our students*

- Maintain the excellent appearance and cleanliness standards of the school buildings and grounds to attract new students, promote school pride and spirit, and encourage greater stewardship among students and staff.
- Initiate annual inspections of capital assets to identify appropriate projected maintenance costs based upon the life cycle of the infrastructure.
- Assist in the planning and coordination of a new capital campaign to ensure alignment with the campus master plan.
- Continue to update the campus security systems with emerging technology while practicing education and training for active intruder drills. Conduct annual updates to the school Emergency Action Plan (EAP) using members of the administrative team, local fire and safety officials, and local law enforcement.
- Begin a comprehensive building and expansion plan to accommodate the projected annual growth.

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Review and revise fire drill, active intruder procedures and tornado protocols as enrollment grows.	Fire Department, Police Department, Emergency management officers, Local LEO'S	Administration, Faculty	Continuous	Procedures & Protocols in place, record of drills
Design and build a covered awning to the gym/cafeteria that doesn't interfere with fire lane	Fire Dept., City of Paris, Local engineers	Board Administration	1 year	Awning in place

TECHNOLOGY

Goal 6: TECHNOLOGY

Objective: *To provide training and availability of technology to teachers and students that improves and promotes our academic goals.*

- Expand the scope and depth of teacher training on and off campus to integrate new and emerging technologies that have a positive impact on student learning,
- Develop and adopt a replacement / purchasing schedule for Chromebooks that optimizes resources while remaining in budget constraints.
- Continue to expand the use of cloud-based technology applications in the middle and high school to prepare students for an intensive college environment.

ACTIVITY	RESOURCES	Person(s) Responsible	TIME LINE	EVIDENCE
Add additional desk top computers to classroom for student use in addition to Chromebooks	School Budget IT Professionals	Board, Tech Dept. Administration Faculty	Continuous	Computers in place and evidence of utilization in curriculum support (lesson plans & observations)
Ensuring teachers have the training and support to remain current in best practices	Tech updates and professional training	Administration Teachers	Annually Continuous	Technology available to staff and integration in classrooms
Recruit and provide training for a full time technology teacher that could provide direction for students in maintaining website and social media applications	Local education community, IT personnel, campus budget	Board Administration	Continuous	Teacher hired and course offerings listed under electives
Move keyboarding class to middle school and offer an additional technology elective to high school in its place	Curriculum, campus budget	Board Administration Faculty	1-2 years	Keyboarding offered to middle school and additional technology elective offered to high school
Explore, train and implement additional software programs to enhance our core courses. (i.e. "map" apps, ACT/SAT apps, science apps and number sense apps	IT personnel, faculty research, regional service center	Board Administration Faculty IT Personnel	Continuous	Classroom observations, lesson plans, evidence of students using technology / apps to extend instruction

ADMISSIONS,

MARKETING & COMMUNICATION

- Continue to recruit and enroll students from Christian families who excel in academics and possess a superior rating in behavior and attendance.
- Evaluate and expand networking opportunities with daycare, preschool and child care providers to identify Christian families who are seeking a faith based school experience for their children.
- Assess and strengthen the relationship and coordination with the Trinity Parent / Teacher Organization (PTO) in welcoming new students and families to Trinity while expanding the strong lower school program currently in place.
- Continue to partner and network with existing TCA parents to identify prospective families who are willing to learn about Trinity Christian Academy's faith-based educational experience.
- Utilize additional financial aid to increase enrollment with families committed to educating their children in a Christian school setting.
- Conduct more outreach with local pastors and youth leaders to reach families who are seeking an alternative to public education.
- Utilize a variety of media resources to advertise our new facilities, cleanliness, highly qualified staff and small class sizes.
- Create a robust, comprehensive, well designed master communications plan that effectively targets prospective families, particularly in the lower grades, who closely align with our core philosophy and mission statement.
- Continue to promote Trinity Christian Academy as the premier college readiness school in the region.
- Promote a selfless climate by creating opportunities for student organizations to perform community service projects such as adopt a highway along FM 79, Food Pantry and other local service organizations.
- Provide a 3-D capture virtual tour link on our web page.

FINANCES

- Ensure that annual expenditures do not exceed revenue and strive to maintain a debt free status once the gymnasium facility is paid in full.
- Assess and improve our zero-based budgeting approach that requires each expense to be reevaluated annually to justify its continuance and alignment with the school's mission statement.
- Increase the budget allocation for future maintenance reserves to more closely align with depreciation values and capital asset life cycles.
- Ensure the school board works closely with the school leadership to provide sound strategic guidance. Utilize board members and Trinity Community members that possess strong financial knowledge to serve as financial advisors.
- Maintain a predictable, modest rate of tuition growth that ensures the school will remain financially viable and competitive when compared to area schools.
- Establish a facility growth and construction plan that will provide for an expanded curriculum without increasing the schools financial burden to an unsupportable level.
- Seek out grants, donors and available funding sources that will offset the local financial burden.
- Continue to advertise and grow the daycare / pre-school campus and seek innovative ideas to motivate those parents to enroll in the Academy for their kindergarten year.
- Annual fundraising project to promote a TCA Gala and Auction. Sell tables / seats, provide dinner and student led music with a TCA slideshow and auction honoring the senior class and served by juniors and sophomores.
- Create additional opportunities for board members to gain valuable training in budgetary issues through workshops at regional service center and Texas Education Agency.