

Holy Trinity School Strategic Plan

SY 2020 – SY 2023

Introduction:

As we enter our third century at Holy Trinity School, the plan below lays out our strategic priorities over the three to five years. During that time, we will also consider a longer range vision for the school that will guide us into the middle of the 21st Century. That plan will lay out carefully the goal stated for the first time below: that HTS not only continue to thrive, but also that the school gain recognition as a national leader for innovation and excellence in Catholic education.

[History of HTS](#) (being updated on website)

Mission Statement:

At Holy Trinity School, we welcome all to the Jesuit Catholic traditions of educational excellence, the service of faith, and the promotion of justice.

Values

At Holy Trinity School we believe discernment aligns our decisions with our values. That through reflection and critical thinking:

It is **Courage** that gives us the strength to face challenges and remain optimistic.

It is **Humility** that enables us to see beyond our own experience and welcome others into our lives.

It is **Compassion** that values the inherent dignity of all people and kindness that is the foundation of how we want to treat each other at school and in the world.

It is **Justice** that calls us to see outside ourselves and work for a better world.

It is **Gratitude** that reminds us of the many gifts we have been granted by God and encourages us to respond to others with generosity and an open heart.

It is **Perseverance** that fuels our love of learning and propels us to "**Magis**" which calls us to be inspired by God's grace so we can aspire to more for God's glory in ourselves, our community and our world.

Goal 1: Catholic Identity

To integrate Catholic faith traditions and Jesuit identity into HTS curriculum and activities that promote student understanding and opportunities to put faith into action.

1a: Align current faith formation instructional practices with the Ignatian Pedagogical Paradigm (IPP) as a pedagogical tool.

1b: Include opportunities for fellowship among parents, students, and teachers that build community and connections within the school.

1c: Design and implement community-based social justice projects that deepen student understanding and provide opportunities for hands-on experience and connection.

1d: Enhance communication between HTS and the rest of the parish by coordinating programming and information-sharing to promote deeper understanding of mutual contributions.

1e: Position HTS as a leader in Catholic education by sharing best practices in faith formation, putting that faith into action, curriculum, pedagogy, and governance.

Goal 2: Educational Excellence

To provide instruction and resources that foster individual student growth and overall achievement.

2a: Build and sustain an excellent professional staff dedicated to HTS standards and values.

2b: Review curriculum to focus on subjects that can be effectively taught, that set up the students for success in high school, and that yields a schedule that can reduce time pressure for students and faculty.

2c: Provide professional development, supervision, and resources that supports differentiated learning instruction for all students accepted by HTS.

2d: Provide professional development, supervision, and resources for student behavior management strategy that aligns with Catholic, Jesuit, and HTS principles valuing relationships and *cura personalis*.

2e: Ongoing review of technology integration into the classrooms and the learning process.

Goal 3: Community Engagement

To nurture a welcoming and dynamic community that includes diverse perspectives and experiences.

3a: Create a framework for the metrics of enrollment management, especially monitoring diversity of students at HTS.

3b: Expand recruitment and retention efforts to sustain a more diverse faculty and staff.

3c: Maintain and enhance cultural competence learning for students, staff, and families so that all in our community are better able to understand and appreciate those from different backgrounds than themselves.

3d: Sustain family-school connections that build understanding and support of HTS principles and successes through regular communication tools and engagement.

3e: Continue HTS past parent and alumni connections through ongoing communications and involvement after graduation.

3f: Collaborate with HSA to enhance volunteer management with clarified expectations, accountability, and appreciation.

Goal 4: Resource Development

To ensure that HTS has sufficient financial resources to accomplish its mission.

4a: Expand fundraising efforts to include regular events and outreach for short term operations and long-term development for strategic institutional and financial aid needs.

4b: Maintain tuition value that keeps costs below independent schools but garners income to address increasing financial needs of the school.

4c: Monitor physical plant capital needs and contribute money to a “capital reserve” fund to meet needs.