

AN EPISCOPAL SCHOOL

**HOLYTRINITY**

THE BEST YOU

# STRATEGIC PLAN 2024–2029



## MISSION

Holy Trinity: An Episcopal School (HTS) educates preschool through eighth grade students by offering a challenging and supportive environment where students can excel in academics, spirituality, fine arts, and athletics. The School encourages students to achieve independence and embrace responsibility. Holy Trinity is dedicated to fostering an inclusive and innovative learning environment that motivates students to explore and nurture their talents and to become compassionate lifelong learners.

## VISION

**THE BEST YOU** Ever faithful to our Episcopal values of academic excellence, spiritual and moral formation, and inclusiveness, HTS will apply new thinking and best practices in education. Inside and outside the classroom, we will nurture, teach, mentor, coach, and inspire boys and girls of diverse backgrounds and abilities to become their best selves. Confident in word and action, our graduates will be compassionate, confident, caring, empathetic critical thinkers in life and in their communities.

## STATEMENT OF DIVERSITY

At HTS, diversity informs our ability to respect and value the self-worth of others. Respecting our Episcopal values, we seek and celebrate diversity in all its forms—including, but not limited to, race, religion, gender, culture, sexual orientation, socio-economic status, learning strengths, and interests—and work daily to provide an environment where the richness of our differences empowers, educates, and elevates us as global citizens.

## NON DISCRIMINATION POLICY

HTS does not discriminate on the basis of race, color, creed, gender, sexual orientation, physical disability, or national origin in its student programs or in its consideration of applicants and hiring of faculty or staff. It does give priority in admissions as follows: (a) members of Episcopal Parishes; (b) siblings of students enrolled or previously enrolled; (c) students of current faculty/staff; (d) students of HTS graduates; (e) all others.

**STRATEGIC PLAN FOR HOLY TRINITY: AN EPISCOPAL SCHOOL**

# 2024–2029

This plan provides us with a blueprint for the future of HTS based upon recommended areas of sustainability for independent schools as recommended by the National Association of Independent Schools (NAIS). Through these various initiatives, we are committed to ensuring HTS students will continue to acquire the skills, encouragement, and nurturing to become **THE BEST YOU!**

# FINANCIAL

## RATIONALE

For HTS to be financially sustainable, we must continue to effectively manage costs, increase revenues, implement sound financial practices, and invest in faculty/staff development and retention, facilities maintenance and improvements, and grow HTS' endowment.

## GOAL

HTS will use financial resources to ensure that HTS continues to be a highly desired institution for families. Leadership will endeavor to maintain facilities, manage expenses, and increase revenue while simultaneously making decisions that are transparent and in line with the needs, mission, and best interest of the school.



## IMPLEMENTATION STRATEGIES

- ▶ Implement creative solutions to maximize revenue sources in a manner consistent with HTS' mission.
- ▶ Align HTS' revenue with expenses while simultaneously providing adequate compensation to all faculty and staff consistent with Association of Independent Maryland Schools (AIMS) peer schools.
- ▶ Evaluate facilities for maintenance, safety, and expansion; prioritize projects based on urgency, impact, and funding.

# EXCELLENCE IN EDUCATION: PROGRAMS & CURRICULUM

## RATIONALE

For HTS to continue offering a challenging and supportive environment where students can excel in academics, spirituality, fine arts, and athletics, HTS will continue to redefine our curriculum to meet the needs of our students in a technologically evolving world. HTS is dedicated to fostering an inclusive and innovative learning environment that motivates students to explore and nurture their talents and to become compassionate young professionals and lifelong learners.

## GOAL

HTS will continue to deliver a rigorous and robust education which stimulates intellectual curiosity, fosters creativity, and increases student engagement in and out of the classroom. HTS aims to prepare students academically and intellectually to seize opportunities, achieve independence, embrace responsibility and become the best versions of themselves.

## IMPLEMENTATION STRATEGIES

- ▶ Offer new, challenging areas of focus that work to develop the “whole” child and place emphasis on research-based instructional strategies, curriculum development, and differentiated instruction.
- ▶ Increase student engagement by creating an inclusive, lively, and motivating learning environment that fosters communication between students and faculty and promotes student success through community support.
- ▶ Align Preschool-8 curriculum through vertical and horizontal mapping, placing emphasis on student readiness for each division of HTS and beyond.

# PERSONNEL

## RATIONALE

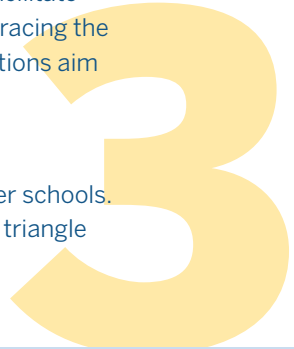
HTS is dedicated to providing an excellent education and delivering opportunities that develop the whole child. To facilitate these efforts, HTS is committed to recruiting and retaining teachers and staff who display Episcopalian values, embracing the mission of Holy Trinity, and meeting recognized standards and qualifications within their respective fields. These actions aim to enhance the quality of education provided in how we develop each student to become “The Best You.”

## GOAL

Ensure that HTS personnel receive a compensation package that is consistent and competitive with other AIMS peer schools. In return, the expectation of HTS personnel is to provide consistent quality instruction with support for the learning triangle placing emphasis on the student, family, and school.

## IMPLEMENTATION STRATEGIES

- ▶ Identify and address any staffing-related deficiencies that could potentially impact the operations of HTS, placing emphasis on recruitment and retention of diverse, qualified faculty and staff.
- ▶ Offer a comprehensive compensation package inclusive of salary, benefits, and low student teacher ratios to facilitate recruitment and retention efforts.
- ▶ Maintain student-teacher ratios consistent with or lower than surrounding county schools.
- ▶ Effective teaching and learning depend on the teacher’s experience and knowledge level. As such HTS will implement standards for educators facilitating core subjects and ensure that all instructional staff engage in meaningful and sustained professional development, resulting in improved student achievement.



# COMMITMENT TO COMMUNITY

## RATIONALE

As we welcome new members to our community, including new leadership, faculty, parents, and students, we embrace change while recognizing and upholding HTS' Episcopalian identity, beliefs, and culture that emphasize academic excellence, inclusivity, character development, community service, and outreach. HTS remains committed to staying agile, innovative, and responsive to the ever-changing landscape of education and emphasizes active and meaningful engagement with parents, alumni, local organizations, and the broader community.

## GOAL

HTS will maintain and grow its collaborative and supportive educational ecosystem by enacting development efforts that will strengthen the bonds in the broader community. This will enhance the overall learning experience and opportunities for our students.

## IMPLEMENTATION STRATEGIES

- ▶ Maintain a school climate, in and out of the classroom, that is supportive of a diverse student and faculty body.
- ▶ Create a dynamic relationship between HTS and its community by fostering collaboration and enhancing the overall educational experience for Preschool-8 students.
- ▶ Create a culture of philanthropy that fosters recurring donations and grants that can contribute towards the School's economic strength.
- ▶ Provide social and philanthropic engagement opportunities to the HTS community and the community at large to build upon and grow the spiritual, academic, artistic, athletic, scientific, and technological opportunities for the student population.
- ▶ Continue to build strategies which enable contribution towards the professional development of the faculty and staff of HTS.





AN EPISCOPAL SCHOOL

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THE BEST YOU

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