



Trimont College's Strategic Vision 2020

Trimont College is an independent, private, primary and secondary school for boys. Our mission is to assist parents in the intellectual, human, professional, physical and spiritual education of their sons, and thus participate in the development of our nation, building upon the wealth of educational experience accumulated in the course of the history of Trinidad and Tobago. The focus of the school is to provide complete formation in an atmosphere of freedom and responsibility.

LETTER FROM CHAIRMAN OF THE BOARD OF DIRECTORS & PRINCIPAL. May 2020

Dear Parents, Alumni, Faculty, and Friends,

In what follows, a Strategic Plan for the next decade of Trimont College and its principal themes, goals, and objectives is presented. This Plan establishes the School's vision for its parents, students, alumni, faculty, and campus. The six strategic themes of this Plan and their accompanying goals and objectives are intended to guide the Trimont experience over the course of the next decade.

Trimont College is currently enjoying a wonderful period of development and is poised to achieve her objectives. To remain true to her motto, *In Unum Aedificantes Futurum*, "... Building The Future Together", she has charted the course to follow a Cambridge International Curricula, which includes the Cambridge Global Perspectives and is following a plan to commence full bilingual Spanish instruction in the near future. The role that technology has played in the school's operations was starkly manifested during the 'lockdown' arising from the Covid-19 pandemic this year. Fortunately Trimont has been enjoying the benefits of using Edupage to conduct business and was able to rise to the challenge.

The extra curricular program of activities continues with the already established sports program. Nevertheless, it is constantly being expanded, what with this year's members of the guitar club participating in music festival, as well as the formation of the drama club and the reading club (also this year). We look forward to the day, in the medium to distant future, perhaps with the advent of the debating club, when our students would begin to participate in competitions and exchanges with schools with like-minded ethos, both locally and in other jurisdictions. None of these initiatives would be possible without the support of our parents, students and the 'buy-in', commitment and dedication of our teaching and administrative staff who have made these objectives their own, and have helped to make the School a place of extraordinary opportunity. A special mention also goes out to all our students, but especially to those on the Student Council, for their suggestions and initiatives that go such a long way in enhancing student life.

We extend our heartfelt thanks to all who contributed their time and thoughts to this important effort, now coming to fruition in the 10th year of the School's life.

Christopher Chin Lee
Principal

Philip Hamel-Smith
Chairman

Executive Summary

Strategic Themes

In September 2020, Trimont College will celebrate its 10th anniversary. In preparation for this milestone, the Management Committee, together with EDFAM the school's Board, have identified the following Strategic goals to assure the School's commitment to her origins and traditions while managing her growth. Progress toward their completion will be communicated to the School community on a periodic basis. The Board and all who contributed to this immense project look forward to beginning the next 10 years of the School's life; a period we believe will be marked with God's continued blessings for the future.

[Partnering with Parents](#)

[Investing in the Faculty](#)

[Enhancing the Student Experience](#)

[Engaging the World](#)

[Investing in the Campus](#)

[Stewarding Our Financial Resources](#)

[Partnering with Parents](#)

The conviction that parents are the primary educators of their children is one of the founding principles of Trimont College. Parents introduce their children into society and educate them from their first days. A parent's ability to communicate the value of education and establish a home life conducive to study and conversation is integral to supporting the education their children receive at school.

Trimont College, through faculty, coaches, staff, and administrators, assumes the role of secondary educator for each boy in its care. The School's ability to fulfil its role as secondary educator relies substantially on its ability to work in concert with parents; the greater the agreement on fundamental values between parents and the School, the greater the ability of the School to assist in the education and maturation of its students.

GOAL: Expand and enrich the School's offerings for the parent community.

Objectives:

Dedicate a resource to organizing, developing, and coordinating parent programs to assist them in their task as Primary Educators of their children.

Broaden the parent curriculum to offer topics tailored to parents of Lower, and Upper School boys.

Publicize the parent curriculum offerings online.

Offer online distribution of content aimed at the parent community to enable parents and other educators to take full advantage of Trimont College.

Investing in the Faculty

High standards and a spirit of refinement come from teachers dedicated to a life of study. A teacher's excellence transmits itself by example, and fosters in students the capacity for learning, the temperament of study, and the love of knowledge and truth.

The faculty primarily fulfils its role by providing competent professional service. Through their teaching skills, they demonstrate a keen and lively grasp of subjects and present a model for student development. A Trimont teacher must therefore be qualified, of upright moral character, and equipped to mature in their careers.

GOAL: Gradually improve faculty compensation to levels of remuneration that are competitive, sustainable, and just.

Objectives:

Develop and present a faculty compensation proposal for Board approval.

Create professional development opportunities for Trimont teachers focused on advancing the skills needed to successfully deliver the School's distinctive programs.

Develop an internal course of studies, administered and taken on a voluntary basis, to serve as a prolonged and formative exercise in the art of teaching.

Ensure on-going Cambridge education and training for faculty members.

Continue to offer tips and advisory sessions on best teaching practices at faculty workshops.

Enhancing the Student Experience

Trimont College is committed to the education of the whole person – humanly, spiritually, academically, intellectually and physically. In considering strategic initiatives, it is vital to examine the distinctive Trimont programs which have proved successful over the years. This Strategic Plan calls for attention to the School's signature advisory, curricular, and extracurricular programs.

Mentoring Program

Our Mentoring programme is a tutorial in Christian manhood. It is a means of teaching, personally and individually, the ideals that form the foundation of a complete education. The mentor, working in the context of each student's personal circumstances, shows his mentee through example and encouragement the means to acquire virtue.

GOAL: Establish advisory as a defining program of The Trimont.

Objectives:

Expand the number of advisors in the Upper School and implement an advisor training program.

Continue to provide parents and students with individual attention and guidance through the college admission program.

Extracurricular Activities and Athletics

Extracurricular programs provide students with opportunities to further their intellectual, physical, moral, and spiritual development. They foster the cultivation of good habits, and thereby virtues, that mature character, enhance professional life, and establish culture in the home. Trimont seeks to provide extracurricular activities and athletic programs which manifest opportunities for student growth.

GOAL: Continue to develop extracurricular activities and athletics programs that foster expertise and engender character.

Objectives:

Expand athletic programs by increasing participation in athletic conferences and by growing the intramural program.

Increase the number of extracurricular activities and the number of students who participate in them.

Develop relationships with charitable organizations in order to provide more service opportunities for all students.

Cultivate professional skills training through Trimont Internship Program.

Engaging the World

As the 10th anniversary approaches, Trimont is particularly mindful of our young alumni who are entering the world of work and those that aspire to be professionals in the world after experiencing university life. The School is also aware of its broadening reputation in the Port of Spain area and beyond, which is attracting the interest of like-minded families and institutions.

Alumni

Connecting alumni with resources that support and encourage their freedom is one of the School's top priorities. Particularly, the spirit of Trimont encourages the development of programs which assist in the professional formation of graduates.

GOAL: Continue developing alumni engagement with the School.

Objectives:

Increase efforts to integrate alumni into existing School events.

Develop a program of professional formation for young alumni, including current seniors and alumni up to five years after graduation.

Continue to expand professional and academic opportunities for alumni.

Beyond the Walls

Trimont is developing as a thought leader in boys education, and can equip other young men to help transform our culture by serving as a resource for parents and educators beyond the walls of the campus. Trimont has curricula and materials tailored to this task. Augmenting the School's outreach program would enable Trimont to reach like-minded families, institutions, and supporters who might assist its mission.

GOAL: Invite people and institutions outside of The Trimont community to take advantage of the educational resources and expertise offered through the School's website.

Objectives:

Establish a Coordinator of External Communications.

Develop key messages and communication channels to promote distinctive aspects of The Trimont with external audiences.

Determine the potential of introducing a Trimont curriculum to those beyond the campus.

Expand the School's use of the Internet and social media to offer educational resources, such as lectures and faculty publications, through the School's website.

Commence the International Student Program.

Investing in the Campus

The School's campus is as crucial as its academic and athletic programs in fulfilling its mission. In a very tangible way, the facilities represent the School's philosophy; the buildings are simple yet built to last. Our facilities aim to be conducive to the kind of contemplation necessary for true learning.

To protect this resource, the School must account for routine maintenance and improvement of existing facilities. Additionally, when necessary, the construction of new facilities to support the School's educational programs must be completed without increasing debt.

GOAL: Enhance the campus in ways that are driven by vital curricular and extracurricular needs to enable delivery of the School's programs without increasing debt.

Objectives:

Pursue ongoing investment in the long-term care of the existing facilities.

Study and propose solutions to the current need for adequate facilities for art, music, athletics, and parking.

Explore the feasibility of a Capital Campaign to implement all or parts of the Campus Master Plan.

Stewarding Our Financial Resources

The Strategic Plan establishes priorities for the budgeting process. These priorities help formalize financial guidelines and policies and ensure the proper alignment of the School's resources.

The size, configuration, and composition of the student body are the most critical components in the sustainability of the School's operating model. Trimont must be a school of choice for both full-paying families and families in need. Competition from other schools, perceptions of prohibitive fees, and ignorance of the School's value proposition are challenges that must be met.

Additionally, new opportunities to support the School, including new ways to give, need to be explored to reach donors both within and outside of the School community.

GOAL: Ensure a well-qualified student body from families of all levels of affluence that are drawn to or share our core values and which reflects the broad social and economic mix of the Trinidad and Tobago society.

Objectives:

Target enrolment increases in alumni families, families from all levels of affluence and need, and families from the East-West Corridor.

Prudently manage the resources afforded the School from tuition and gifts in order to maintain the confidence and trust of the School's constituents.

Maintain a focus on student affordability by continuing to study tuition and financial aid levels.

Continue to seek flexible solutions on a case-by-case basis to the tuition challenges faced by families, particularly large families, who seek a long-term partnership with Trimont.

Explore the potential for expanding our donor base by capitalizing on the new outreach efforts.

Introduce a Planned Giving Program to help build an endowment for the School.

Enhance collaboration with Arbor given that our students come mainly from there.