



TRINITY BASIN  
PREPARATORY

# 2016—2017 District Goals

Trinity Basin Preparatory, Inc.

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## **Trinity Basin Preparatory District Goals 2016-2017**

Trinity Basin Preparatory strives on a daily basis to bring to life its mission to inspire every student to do more, expect more, and be more. Every employee must work every day to make this mission a reality. To do that, each of us should exemplify the core values set forth below in all we do at TBP:

1. I will always do the right thing.
2. I will always hold myself fully accountable for my words and actions.
3. I will always establish respectful and meaningful relationships with those around me.
4. I will always put the best interest of our students first.

The Board of Directors, in an effort to support that mission, will identify specific goals for the district to achieve on a yearly basis. In so doing, the Board recognizes that the administration, faculty and staff of TBP will always have other goals aimed at achieving success for all TBP students. However, the goals set forth here are intended to create transparency across the district, ensure accountability at both the governance and operating levels of the organization, and to provide concrete and measurable objectives for all TBP stakeholders.

For the 2016-2017 school year, the Board of Directors establishes the following goals to be achieved by the district. The Board further commits to monitor, update and, if necessary, modify these goals as the year progresses to meet the unique and ongoing challenges faced by the district.

Goal One:

**Maintain and grow an increasing cash balance to 90+ days cash on hand.**

Fiscal constraint and accountability dictate that the district have and maintain a strong cash position to ensure stability, continuity, and flexibility in times of financial difficulty. Administration is tasked with developing and implementing a long term plan to ensure that the district always has a healthy cash reserve.

Goal Two:

**Create and implement a new, innovative, competency-based talent recruitment and retention system.**

The Board recognizes that the success of TBP will always depend on its employees. Motivated, passionate and successful employees are the key to long term success for the entire district. In the increasingly competitive education environment, the Board recognizes the need for the district to innovate in the way it recruits and retains its employees. Administration is charged with developing and implementing a system to enhance the district's ability to find and keep great people.

Goal Three:

**Update and centralize all TBP policies and procedures and make them accessible to all staff.**

Orderly operations of a growing district demand clear, specific policies and procedures across a myriad of departments. Carefully researched and clearly drafted policies and procedures ensure effective operations at all levels. To that end, administration is charged with creating and updating a centralized registry for all TBP policies and procedures.

Goal Four:

**Create a grant-writing committee to seek out and apply for competitive grants.**

TBP cannot rely solely on state and federal funding as it continues to innovate and grow. Rather, the district must enhance its ability to compete by seeking out other avenues of funding. To that end, administration is charged with creating a standing grant-writing team that will begin the process of identifying and applying for a wide variety of competitive grants.

These goals will be published on the district website, along with any other relevant materials developed or implemented as a result thereof. These district goals were adopted by the Board of Directors of Trinity Basin Preparatory at a meeting held on August 15, 2016.