



# FIVE-YEAR PLAN

JULY 2024–JUNE 2029



God has richly blessed our school for over twenty-five years, and He has allowed us to grow significantly while preserving an intimate atmosphere within each classroom. The CDA Board of Trustees, administration, and faculty are deeply committed to our mission and vision as well as the core distinctives of being Christian, Classical, and Collaborative. We look to God for His direction to uphold these values and pray daily that we would properly and purposefully lead the school down the path He would have us go.

This five-year plan outlines our concerted efforts to implement specific goals, strategies, and tactics to bring about meaningful changes of improvement while reinforcing our existing strengths. The following pages outline our planning for the coming five-year period, beginning in the summer of 2024 and finishing with the 2029 graduation. Many of these goals, strategies, and tactics have both a shorter and a longer-term focus, some of which have already begun and others that will need deeper preparations over the next few years.

We are excited about where the school is going and what God is doing at Coram Deo Academy. There is a lot of work to be done as we move toward our thirtieth year, but the board, administration, and faculty are ready to work hard to accomplish all that God has called us to. Over the next five years, we will walk step-by-step with His Spirit to discern His good plan. As we implement change, we will remain focused on growing in His virtues, founded in the primary virtue of love, that will allow us to become more and more like the image of our Lord Jesus Christ. As Peter reminds us, we are called to Christ's glory and excellence (2 Peter 1:3) – we desire to honor that calling in all that we do, and our focus remains steadfast on cultivating virtues reflective of Christ's excellence. His excellence is our primary goal with this five-year plan.

Thank you for your love for Coram Deo Academy and for your support and interest in our planning for the next five years. As we move forward, we will remain faithful to train up ethical servant leaders and wise thinkers who will shape culture for the glory of God.

God bless you,

A handwritten signature in black ink that reads "Jeffrey Johnson". The signature is written in a cursive, flowing style.

Jeffrey Johnson, Ph.D.  
President and CEO

## MISSION

To train ethical servant leaders and wise thinkers who will shape culture for the glory of God.

## VISION

Coram Deo Academy is a leading private school in North Texas, equipping graduates for a lifelong pursuit of Truth, Goodness, and Beauty in the presence of God. We disciple students to love Christ and His kingdom and to think, create, and compete with wisdom and virtue in a challenging world.

Our community is missionally aligned around the historically orthodox Christian faith, classical education, and our collaborative, university schedule approach. We aim to honor Christ in all that we are and do. CDA seeks to cultivate virtue in students through the training of the whole person: mind, body, and spirit.

CDA's faculty, staff, and leadership are at the forefront of our campus culture. Each is a servant leader and, in addition to exhibiting subject mastery, loves the Lord deeply and champions the diversity of gifts present in our student body. Our alumni carry deep gratitude for the dedicated men and women who helped shape and prepare them for faithful lives of influence.

CDA humbly serves as a thought leader in classical Christian education. We are a financially healthy, fiscally responsible, and generous school. Our facilities provide a welcoming space, telling a story of stewardship and stability.

In all things, excellence, for His glory.

# CORE DISTINCTIVES

## CHRISTIAN

- Covenental Christian community
- Committed Christian faculty
- Biblically integrated curriculum and school life
- Nicene Creed and Deeply Held Beliefs agreement

## CLASSICAL

- Christ-centered
- Focused on cultivation of wisdom and virtue
- Apprenticeship in the Trivium and Quadrivium
- Timeless and traditional

## COLLABORATIVE

- University schedule
- Facilitate partnership between families and CDA using time, talent, treasure, and testimony in education and mission



# THE STRATEGIC PLANNING PROCESS

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# STRATEGY WHEEL



# FIVE-YEAR PLAN

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## Identified Areas for Change & Improvement

July 2024–June 2029 Goals

### I. STRATEGY

#### ATHLETICS AND FINE ARTS

- **GOAL 1:** Further develop our philosophy on Athletics and Fine Arts
- **GOAL 2:** Communicate our Athletics and Fine Arts commitments to current and prospective families
- **GOAL 3:** Execute and resource a plan for excellence in Athletics and Fine Arts within our developed philosophy

#### SUCCESS MEASUREMENTS/ DEFINITIONS & METRICS

- **GOAL 1:** Develop meaningful measurements/definitions and metrics for fulfilling our Mission
- **GOAL 2:** Develop meaningful measurements/definitions and metrics for success of our Vision
- **GOAL 3:** Develop meaningful measurements/definitions and metrics for adherence to our Distinctives
- **GOAL 4:** Utilize results for understanding and improvement

### II. OPERATIONS

#### CAMPUS/DISTRICT RELATIONSHIP

- **GOAL 1:** Clarify campus and district relationships to foster unity

- **GOAL 2:** Optimize enrollment and facilities at our three existing campuses
- **GOAL 3:** Evaluate viability for potential new campuses
- **GOAL 4:** Create a Teacher Apprenticeship program
- **GOAL 5:** Strengthen procedures and systems for long-term sustainability

### III. DEVELOPMENT

- **GOAL 1:** Effectively communicate how philanthropy impacts our school and promotes a culture of giving
- **GOAL 2:** Expand Annual Giving to support tuition assistance, faculty and staff incentives, and special campus projects
- **GOAL 3:** Improve funding for campus-specific capital projects and facilities needs
- **GOAL 4:** Identify, develop, and implement campus-specific campaigns
- **GOAL 5:** Nurture donor stewardship with internal and external constituents

# ATHLETICS AND FINE ARTS

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## PHILOSOPHY

As a Christian school that is committed to a distinctly Classical approach to teaching and learning, we aim to train the whole student: heart, mind, body, and soul. What follows is a Philosophy of Athletics and the Fine Arts that flows from this conviction.

**GOAL 1:** Further develop our philosophy on Athletics and Fine Arts

**GOAL 2:** Communicate our Athletics and Fine Arts philosophy to current and prospective families

**GOAL 3:** Execute and resource a plan for excellence in Athletics and Fine Arts within our developed philosophy



# SUCCESS MEASUREMENTS

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## PHILOSOPHY

Defining and measuring success for our school requires a comprehensive understanding of our mission, vision, and distinctives, and those elements that we can measure Truth, Goodness, and Beauty for each. It involves recognizing the diverse talents and potential of each student and alumni and fostering an environment that promotes development of the complete person. We need to measure *what* we have claimed to produce (Mission), *who* we have claimed that we are (Vision), and *how* these make us distinct (Distinctives).

**GOAL 1:** Develop meaningful measurements/definitions and metrics for fulfilling our **Mission**—*what* we claim to produce

**GOAL 2:** Develop meaningful measurements/definitions and metrics for success of our **Vision**—*who* we claim that we are

**GOAL 3:** Develop meaningful measurements/definitions and metrics for adherence to our **Distinctives**—*how* these make us distinct

**GOAL 4:** Utilize results for understanding and improvement

# OPERATIONS

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## PHILOSOPHY

Communication is a key element of a thriving organization. Employees at CDA approach communication with the assumption that all departments have the school's best interests in mind. Roles and responsibilities are clearly defined. Deadlines and requirements are reasonable and clearly communicated and agreed upon by both campus and district departments.

**GOAL 1:** Clarify campus and district relationships to foster unity

**GOAL 2:** Optimize enrollment and facilities at our three existing campuses

**GOAL 3:** Evaluate viability for potential new campuses

**GOAL 4:** Create a Teacher Apprenticeship program

**GOAL 5:** Strengthen procedures and systems for long-term sustainability

# DEVELOPMENT

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## PHILOSOPHY

An integrated development program to encourage annual giving, major gifts, and comprehensive fundraising campaigns

**GOAL 1:** Effectively communicate how philanthropy impacts our school and promotes a culture of giving

**GOAL 2:** Expand Annual Giving to support tuition assistance, faculty and staff incentives, and special campus projects

**GOAL 3:** Improve funding for campus-specific capital projects and facilities needs

**GOAL 4:** Identify, develop, and implement campus-specific campaigns

**GOAL 5:** Nurture donor stewardship with internal and external constituents



CHRISTIAN  
CLASSICAL &  
COLLABORATIVE

[WWW.CDALIONS.ORG](http://WWW.CDALIONS.ORG)

**Collin County  
PreK to 12**

9645 Independence Pkwy  
Plano, TX 75025  
Phone 469.854.1300

**Dallas  
PreK to 12**

1301 Abrams Rd  
Richardson, TX 75081  
Phone 972.385.6410

**Flower Mound  
PreK to 12**

4900 Wichita Trail  
Flower Mound, TX 75022  
Phone 682.237.0232

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