

STRATEGIC
FRAMEWORK
2025–2035

INTENTIONALLY DIFFERENT

Uniquely Southridge.

Since Southridge first opened its doors in 1995, our vision of what it means to deliver an outstanding education and graduate successful students has never wavered. This consistency has resulted in remarkable programs, innovative facilities, and graduates with the integrity, confidence, and character to make a meaningful contribution in the world.

SOUTHRIDGE PRIDES ITSELF ON BEING A DIFFERENT KIND OF INDEPENDENT SCHOOL.

We place equal value on academic excellence and character development, intentionally weaving them into every aspect of school life. More than a philosophy, it's a defining cornerstone of the Southridge experience—it shapes our programs, our community, and the way our students learn and grow.

OUR STUDENTS EMBARK ON A LIFELONG LEARNING JOURNEY THAT EXTENDS BEYOND GOOD GRADES AND UNIVERSITY ADMISSIONS.

Although our graduates have an admirable record of being admitted to the top universities of their choice, that has never been our primary goal. At Southridge, we believe that who our students become matters more than the grades they earn. **Because we're not just preparing them for what's next—we're preparing them for what matters.** The hopes we hold for our students go well beyond academics—we aim to develop well-rounded individuals who go on to lead lives defined by purpose, leadership, and impact.



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Southridge measures among the most significant communities that have shaped my path. The school's commitment to creating a nurturing space, founded on trust, and marked by caring relationships among teachers, parents, and students across grade levels, encouraged me to take initiative, develop confidence, and explore budding interests.

ANDREW MARTIN, CLASS OF 2005
COMMUNITY PLANNING CONSULTANT

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The connections I made at Southridge were so important to my formative adolescent years, and have continued to play a crucial role in my life. Having the opportunity to attend a small, supportive school offered me exposure to a wide variety of opportunities that I'm not sure I would have had otherwise.

ALANNA RAY, CLASS OF 2005
REGISTERED CLINICAL COUNSELLOR

THE WORLD NEEDS STRONG MINDS AND GOOD HEARTS

The world needs the kind of student that we graduate at Southridge: critical thinkers, skilled communicators, community builders, and good neighbours. People with curious minds and creative problem-solving skills, who can embrace challenges and adapt to change. Globally minded citizens with the necessary skills, knowledge, and values to make a meaningful impact in the world. People with strong minds and good hearts.

What our students learn during their time at Southridge stays with them far beyond graduation. We provide a well-rounded education that fosters both intellectual growth and the development of character, integrity, and a sense of service. Excellence is balanced with character building, leadership with humility, and ambition with responsibility.

This is the essence of a Southridge education—graduates who are prepared to lead lives of meaning, purpose, and positive influence.

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The school gave us a good grounding in academics, but it also gave us opportunities to explore new things. It gave me the tools I needed to work in a relatively new field, connecting with people in new ways.

ANDREW CHO, CLASS OF 2005

SENIOR BRAND MANAGER, GLOBAL BRAND MANAGEMENT

STRENGTHENING THE SOUTHRIDGE EXPERIENCE

As a well-established institution with steady enrollment, exceptional facilities and programs, outstanding faculty and staff, a supportive community, and strong financial stability, Southridge is well-positioned for the future. We know who we are and what makes us special.

Going forward, our focus is on strengthening our foundation, staying true to our values, and ensuring that our school continues to deliver an experience that is uniquely Southridge—one that prepares our students to thrive in an ever-evolving world.

Intentionally Different. Uniquely Southridge. outlines three strategic directions for the future that place the needs, well-being, and holistic development of our students at the forefront, addressing the areas that will most positively impact their learning experience in the years ahead. Our key areas of focus are to develop:

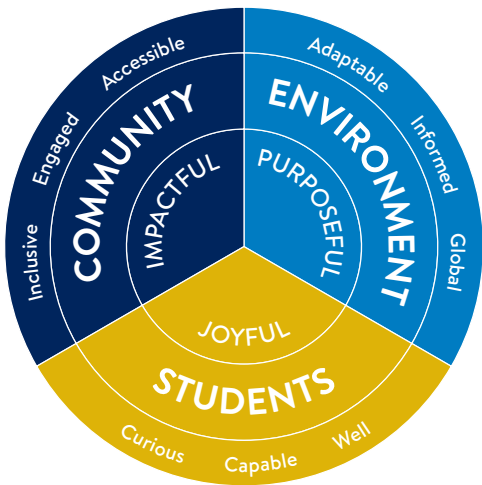
- 1. Joyful students who are curious, capable, and well**
- 2. A purposeful environment that is adaptable, informed, and global**
- 3. An impactful school community that is inclusive, engaged, and accessible**

Each strategic direction is tied to initiatives with measurable outcomes that will ensure we can regularly assess our progress.

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I wouldn't be doing what I do today if I hadn't gone to Southridge. It was my first exposure to a community of peers who were passionate about volunteering and who cared about issues in the world.

EMILY PAYNE, CLASS OF 2005
CO-FOUNDER, RIVERS TO RIDGES



TOGETHER, WE SHAPE THE FUTURE

The three key areas of strategic focus—joyful students, a purposeful environment, and an impactful school community—are deeply interconnected. Each strengthens and supports the others, creating an immersive and holistic educational experience that will prepare our students for life beyond the classroom.

Achieving the goals of this strategic framework is not the work of one individual or group; it requires a shared commitment from our entire school community. Success will depend on partnership and collaboration between the leadership team, staff, faculty, parents, students, and the Board.

When we work together, we uphold our values, live our guiding principles, strengthen our foundation, and create an environment where every student can learn, grow, and contribute in meaningful ways. Our collective dedication will shape not only the future of Southridge, but also the lasting impact our students will leave on the world.



Strategic Direction A

Joyful students who are
curious, capable, and well

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Southridge taught me that whatever you do –
enjoy it. No matter how you perform, or what
the reviews of your work may be, no one can
take the joy away from you.

HANNAH CHUNG, CLASS OF 2003
CONCERT VIOLINIST



What is our vision?

A joyful student is able to navigate life's challenges and triumphs while maintaining an overall sense of well-being. They are fueled by curiosity and wonder, and have a deep understanding of who they are, how they learn best, and what they need to thrive. They understand that authentic joy comes—not from the absence of hardship—but from the ability to find and create it for themselves, flourishing on any path they choose.

Why do we think this is important?

For students to thrive, they need more than academic success. They need to develop social and emotional intelligence, and qualities like resilience, compassion, and self-awareness. They need the skills and confidence to solve life problems, as well as academic ones, including the ability to:

- Communicate their ideas clearly
- Listen to the ideas of others
- Resolve conflict
- Learn, think critically, and problem-solve
- Connect with others, collaborate, and build community
- Take ownership of their own wellness

Our goal is to graduate students who are motivated to explore new opportunities—who embrace healthy risks, push their limits, and, when necessary, learn from failure. Students who know their strengths and weaknesses, what they need for balance, and how to chart their own path with confidence. These are the skills the next generation of artists, entrepreneurs, scientists, engineers, and thought leaders will need. These are the qualities of people who will be able to explore, create, find joy in life, and flourish.



How will we do it?

We will create opportunities for exploration and discovery across the school by balancing a well-rounded curriculum with experiential learning in and beyond the classroom, providing opportunities for connection, and encouraging our students to:

- Take risks within a safe, supportive environment
- Expand their interests, skills, and perspectives
- Be intellectually curious and playful
- Participate in a range of activities and learn in a variety of contexts

Each student will develop an understanding of how they learn best. As capable learners, they will be able to adapt to new challenges, information, and technology throughout their lives.

Equally important, each student will learn how to nurture their wellness and the wellness of others. We know that it takes just one adult who believes in them to help a child excel. Mentoring will continue to be a priority at Southridge to ensure that each student feels seen and supported—and knows they matter.



Strategic Direction B

A purposeful environment
that is adaptable, informed,
and global

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The growth of Southridge reflects its commitment to nurturing students in a supportive environment while adapting to their changing needs. It's wonderful to see how the school has embraced new spaces that foster collaboration and engagement, all while maintaining the warmth and connection that define our community.

JOSEPHINE CARTER, CLASS OF 2017
GRADE 6 TEACHER, SOUTHRIDGE SCHOOL



What is our vision?

A purposeful school environment is one with a thriving workplace culture and facilities that are designed to support learning, teaching, and work. It is proactive and adaptable in its response to external influences and technological developments.

Why do we think this is important?

As we learned during the pandemic, no matter how well we design our internal environment it will always be affected by external factors. That is why it is essential for our faculty, staff, and leadership team to stay informed about the world outside the school, including new developments in technology, the changing needs of the workforce, and global issues and concerns. At all times, we need to be prepared to adapt strategically.

It is also important, in keeping with our core school values, to uphold our institutional responsibilities as global citizens, ensuring that we are proactive in our approach to issues such as environmental concerns and Truth and Reconciliation. By planning ahead and thinking globally, we ensure our students and staff have the skills, attitudes, and information they need for the future, and that our school can adapt quickly in the face of change.



How will we do it?

With the completion of Southridge's expansion and renovation projects in 2024, our physical facilities are optimized for learning. Light-filled libraries and art studios invite students into worlds of possibility and creative expression, science and design labs stimulate inquiry and experimentation, and spacious athletic facilities foster wellness and teamwork skills. Our K-1 Early Learning Hall inspires collaboration and playful inquiry, while the magical outdoor play area encourages discovery and risk-taking. Everywhere, students, staff and faculty are engaged in joyful learning and community building.

Going forward, our focus will be on strengthening the resources and programming we provide to our students, staff, and teachers—taking a forward-thinking approach to technology, teaching tools, facilities, and curriculum design. Our school infrastructure will be assessed on an ongoing basis to ensure it continues to support our operational and programming needs.

We will continue to explore the use of emerging technologies such as AI, and its applications in teaching and business, and ensure the safe, ethical, and healthy use of technology within the school. We will explore ways to support and guide students, teachers, staff, and parents through the rapidly evolving, fast-changing digital landscape.

We know that a healthy workplace culture is key to attracting and retaining the passionate teachers, staff, and leaders who are at the heart of our success. We remain deeply committed to supporting our employees by providing a safe and inclusive environment where innovation is encouraged and new ideas are welcomed. Our continuing investment in competitive compensation, comprehensive benefits, professional development, and well-being reflects our belief in the value of our employees.



Strategic Direction C

An impactful school
community that is inclusive,
engaged, and accessible

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I was given the gift of a Southridge education, and it changed my life and my family's future. Southridge lifted me up, encouraged me, and inspired me to achieve more than I ever thought possible.

CASSIA ARMSTRONG, CLASS OF 2008
SOUTHRIDGE SPIRIT BURSARY RECIPIENT



What is our vision?

An impactful school community is one that is engaged and connected, acting from common values and a shared sense of purpose to support each other, our students, and the school. It is a family-school partnership in which everyone participates, and our children reap the benefits. It is a community that is welcoming and accessible to people from diverse cultures and socioeconomic backgrounds.

Why do we think this is important?

Community, contribution, and influence are at the heart of Southridge. It takes all of us, working as a team, to develop well-rounded students with the skills, character, and education to thrive and make a difference in a fast-changing world. Studies show that when a school community—from parents to alumni—is engaged with the school, it has a positive impact on the well-being and academic success of the student body.

When alumni engage with the school, they help our current students see future possibilities. They act as role models with a network of connections, who show our students how to carry their values and passions into the wider world.

When families partner with the school and become active contributors, they help the school to function at its best. By attending events, volunteering, and living in alignment with the school values, they are showing their children the importance of community, and modelling the joy of working for the common good—not just personal achievement.

Last, but not least, when Southridge's enriched learning environment is made financially accessible to a wider range of children and families, we create a truly diverse community. A school where a broad range of perspectives, opinions, backgrounds, and experiences enriches our students' outlook, helping them to understand the world through the eyes of others.



How will we do it?

The school will strengthen and actively share the story of the Southridge difference, showcasing what makes us a distinct and unique educational choice. We will provide opportunities for meaningful connection between families, alumni, and the school, and continue to work to build a strong and contributing school community.

We will review our financial assistance programs with the goal of making Southridge financially accessible to more students. We will also explore auxiliary programs that could make the Southridge experience more accessible to the broader community.

We believe every individual has something to contribute: an idea that will influence the world, a voice that will connect a community, or a spirit that will inspire others to soar.

Each student has the potential to be someone who makes a difference in the world—and Southridge is where this potential can become reality.



SOUTHRIDGE.
We are all one.

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Southridge acknowledges that we teach and learn on the unceded territory of the Semiahmoo First Nation and the broader unceded territories of the Coast Salish people.