



Southfield School

Preschool 2 to Grade 8

STRATEGIC GROWTH PLAN

August 2024 - May 2027





Southfield School

Preschool 2 to Grade 8



A Letter from the Head of School, Sunny Huckaby

Dear Southfield School Community,

It is with enthusiasm that we present *The Strategic Growth Plan 2024-2027*, a collaborative effort articulating Southfield's goals and priorities for the next three years. It was developed through a partnership between the Board of Trustees and the school's leadership, supported by consultant Scott Barron from School Growth.

This plan articulates a vision for Southfield's future through three overarching themes, which will be our strategic priorities for the next three school years:

- **People** - Strengthen relationships with students, families, employees, and alumni, recognizing this community as the foundation of Southfield's success.
- **Programs** - Balance innovation with tradition by assessing all aspects of our programming to continue to provide a robust and dynamic educational experience.
- **Finances** - Refine our framework for financial sustainability to maintain our commitment to quality education for future generations.

Embarking on our 91st year of excellence, Southfield is committed to securing the school's strength and success. This plan presents a framework for continuous improvement and ongoing achievement. Our dedication to developing lifelong learners at Southfield School remains steadfast, and the strategic initiatives outlined hold significant promise. With the commitment and determination of our school's leadership, these initiatives will pave the way for success over the next three years and beyond.

Sincerely,

Sunny Huckaby
Head of School



A Letter from the Board of Trustees President, Kevin Flood

Dear Southfield School Community,

As President of the Board of Trustees, I am thrilled to share *The Strategic Growth Plan 2024-2027*. This plan was informed by the experiences and perspectives of all constituencies – current students, parents, faculty, staff, and alumni. Developed through a collaborative partnership between the Board of Trustees and the school's leadership, with the expertise of consultant Scott Barron from School Growth, this strategic plan sets forth a clear and ambitious vision for Southfield School's future.

Our strategic planning process has resulted in a vision and pathway for the future of Southfield School. The plan, focusing on our **People**, **Programs**, and **Finances**, clearly defines our future direction within our unique community and school culture. It upholds Southfield School's 90-year legacy of excellence, providing actionable steps for continued success and guiding our daily operations and decisions.

On behalf of the Board of Trustees, I express my deepest gratitude to Sunny Huckaby, our Head of School, for her visionary leadership. I also want to thank the leadership team and the Board of Trustees for their collective work in crafting this bold plan. Together, we are poised to shape the future of our beloved school.

With Eagle pride,

Kevin Flood
Board of Trustees President



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For more than 90 years, Southfield School has fostered a love of learning because of our dedicated faculty, curious students, invested parents, and generous donors. We look forward to the next 90 years.

Mission

At Southfield, our talented and experienced faculty cultivate curiosity, character, kindness, and a lifelong love of learning. Our secure environment surrounds the whole child on a journey through a challenging curriculum resulting in exceptional young scholars with self-confidence and integrity.

Vision

Developing a lifelong love of learning

Philosophy

At Southfield School we believe:

- in promoting intellectual curiosity through fostering the joy of learning.*
- in providing a challenging curriculum of core subjects, liberal arts, and the intelligent application of evolving technology.*
- in surrounding the child with a secure environment physically and emotionally.*
- in cultivating integrity through character and kindness within our Southfield Family.*
- in nurturing the whole individual on the journey to becoming a self-confident scholar.*
- in fostering the partnership of the faculty, family and student.*
- in recruiting, maintaining and continually developing the finest faculty.*
- in developing the key life skills of critical and creative thinking, communication and public speaking.*
- in encouraging lifelong health through participation in a variety of curricular and non-curricular physical activities and organized sports.*

Core Values

We strive to exhibit the following core values:

- Inspired
- Self-Aware
- People-Centered
- Community-Minded
- Growth-Oriented
- Productive



GOAL #1: PEOPLE

Together, we commit to embrace the school's **Core Values** to strengthen relationships with students, families, employees, and alumni.

Strategies

1. The recruitment and retention of mission-minded, diverse, qualified faculty will be an intentional and year-round priority of the school.
2. Southfield will develop a comprehensive year-round marketing plan to increase awareness in the Shreveport/ Bossier community and to attract mission-fit families.
3. The school will continue to make admissions decisions based on its mission, philosophy, and resources.
4. Communication among all school entities will be assessed, and procedures will be developed to ensure adequate communication.
5. Alumni engagement will become a renewed focus of the school.
6. The school will partner effectively with the Parents' Association and Dads' Club with a common purpose, shared vision, clear communication, and financial planning.
7. The school will be intentional and mindful of the ISAS standards pertaining to diversity and belonging.



GOAL #2: PROGRAMS



Together, we commit to balancing innovation with tradition by assessing all aspects of the school's programming. This includes curriculum development, ensuring scope and sequence alignment, and co-curricular programs.

Strategies

1. Time will be provided for vertical alignment teams to collaborate and strengthen the scope and sequence within the curriculum.
2. The school will enhance the visual representation of its curriculum for the Southfield community.
3. Southfield will assess all co-curricular programs.
4. The Preschool program enrollment options available for families will be evaluated.
5. A heightened emphasis on professional development opportunities will be strategic and purposeful.
6. The school will continue to develop and educate our community on the learning support program, *The Southfield Learning Center*, utilizing a comprehensive approach to services, eligibility, staffing, accommodation plans, and location of classes.



GOAL #3: FINANCES

Together, we commit to further develop the framework for financial sustainability to support our commitment to quality education for future generations.

Strategies

1. The school will apprise all constituents of the school's philanthropic opportunities and their impact.
2. Southfield will create a strategic plan for advancement with a new approach to the Annual Fund to increase engagement and boost giving.
3. Plans will be developed for growing the endowment.
4. The school will complete the Major Gifts Initiative, *People, Places, Programs*, and retire the building loan by August 2026.
5. Southfield will manage enrollment to promote financial stability.