**BELIEFS**

**Curriculum** should challenge, engage and inspire students. At Meridian, we provide an excellent academic education in which the joy of childhood infuses the excitement of learning.

**Character** is built upon integrity, compassion, and responsibility. At Meridian, students are guided toward self-discipline and thoughtful decisions, mindful of themselves, others and their environment.

**Community** is the heart of a school. At Meridian, all students, staff and families are known and valued. We strive to create an equitable and inclusive culture. Our connections are strengthened through close student-teacher relationships, strong parent involvement, and active engagement with our local and global communities.

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**MISSION**

The Meridian School promotes a balance of mind and heart, of contemplation and action, of individuality and a commitment to the community.
The Meridian School was founded nearly 40 years ago with the goal of providing excellent education with a heart.

At Meridian, we are constantly looking for opportunities to serve our kids and families better. We strive to continually grow while maintaining our commitment to the characteristics of the school that our community holds dear, including:

- Strong academic and social curriculum
- Balance of mind and heart
- Warm and inclusive community
- Individualized attention to students
- Abundant green space to run and play
- Joyful, hands-on learning
- Strong and dedicated faculty and staff
- Small class-size
- Culture of kindness
- Embraces parental involvement

In early 2013, we began a comprehensive strategic planning process, hand in hand with our community. Building on the success of our 2007-2012 strategic plan, we conducted a holistic review of our school looking for ways to expand and deepen our commitment to Meridian’s mission and beliefs.

It is with much excitement and gratitude to so many talented people in our community that we present our strategic planning goals for the next four years. These six strategic goals touch on each of the key functions of the school and represent the shared vision of Meridian’s Board of Trustees, administration and faculty.
The Meridian School inspires joyful learning by balancing a challenging academic curriculum with creativity, exploration and character development in a caring environment where each child is guided to his or her academic and personal best.

**Goals**

- Conduct a comprehensive review of Meridian’s academic and social curriculum that will result in an improved scope and sequence through all grade levels.
- Establish an integrated customized learning program to address the range of learning styles at our school.
- Review enrichment programs that occur during the school day, after school and during the summer to ensure mission-congruency and improve operational efficiency.

**EDUCATOR EXCELLENCE**

The Meridian School believes that educator excellence is critical to the success of our students. We recognize the importance of supporting our faculty and staff and investing in their professional growth.

**Goals**

- Define and communicate what it means to be an excellent educator at Meridian.
- Recruit and retain a talented, dedicated and diverse faculty and staff.
- Review and refine the faculty and staff organizational structure, compensation model, and evaluation process.
- Align professional development to the school’s mission and curricular goals.

The Meridian School has a welcoming culture.

**COMMUNITY INCLUSIVITY**

The Meridian School has a welcoming culture that emphasizes meaningful relationships and community connections. We aspire to make a Meridian education more accessible to reflect our commitment to equity and inclusion.

**Goals**

- Increase accessibility by expanding our financial aid program and by reviewing financial aid policies to ensure that equity and inclusion goals are clearly addressed.
- Explore the development of an endowment to provide long-term support for our financial aid program.
- Continue to attract and retain diverse students, faculty and staff.
- Increase and deepen community interactions both locally and globally.

**FINANCIAL SUSTAINABILITY**

The Meridian School is committed to sound fiscal management and will continue to maintain its strong financial position. We will use our resources to pursue programmatic excellence and preserve the long-term financial sustainability of the school, while at the same time, being conscious of our cost to families.

**Goals**

- Build philanthropic support including the exploration of new fundraising avenues such as an endowment and restricted funds.
- Review financial management and enrollment goals and ensure resources are allocated based on strategic intent.
Thank you to our Strategic Planning Committee.

It took many hours of dedicated work and the passion and talents of a large group of Meridian Trustees, Parents, Faculty and Staff to develop this Strategic Plan. The Board of Trustees, the Faculty and Staff, and the entire Meridian community are grateful for the efforts of the Strategic Planning Committee.

**Strategic Plan Executive Committee**
- Maria Gingerich, Co-Chair
- Barb French, Co-Chair
- Jen Zell, Board Chair
- Sandy Astanian, Board Vice-Chair
- Jack Shea, Head of School

**Strategic Plan Consultants**
- Donna Bellew
- Barb Herrington

**Strategic Plan Advisors**
- Tuney Kannapell, The Northwest School, past Meridian Board Member and Strategic Plan Committee Member
- Andrew von Nordenflycht, Simon Fraser University

**Strategic Plan Committee**
- Bill Alsdurf, Assistant Head of School
- Nicole Caden, Admissions Director
- Ronnie Cunningham, Trustee
- Nick DeVogel, Staff
- Marilyn Easton, Development Director
- Kirsten Frits, Parent
- Misty Gleason, Parent
- Rebecca Moe, Trustee
- Colleen Palkert, Faculty
- Paula Palmer, Faculty
- Gary Peterman, Trustee
- Jason Profit, Faculty
- Christian Reynolds, Parent Association President
- Yaneth Vrentas, Faculty, Director of Equity & Inclusion
- Nancy White, Faculty

**MARKETING AND COMMUNICATIONS EXCELLENCE**
The Meridian School believes that strategic marketing and clear communications are essential to the health of our school. We will promote our mission and unique program and place to attract and retain families who embrace Meridian’s mission.

**Goals**
- Develop and implement a strategic marketing and communications plan that articulates Meridian’s mission and unique program and place.
- Consistently communicate Meridian’s mission and unique program and place, both internally and externally.

**FACILITIES ENRICHMENT**
The Meridian School’s unique campus at the Good Shepherd Center and Meridian Park is fundamental to our identity and mission. To further strengthen our program, we will invest in, and enhance our facilities and campus relationships.

**Goals**
- Increase and improve efficiencies of our facility, including continued capital investments.
- Foster and integrate connections between the school, the Good Shepherd Center and the surrounding community to benefit student learning, service and play.
- Develop a long-term facilities plan, including exploring long-term lease opportunities.
- Explore opportunities to develop additional space to support program needs.