



The Leap Year: Strategic Plan 2023–2025

Our Progress to Date:
February 2024

The Linden School at

Jumping into 2024 and Beyond

30



As we celebrate our 30th anniversary during the 2023-2024 school year, we reflect on the remarkable journey that began with the visionary leap of our founders, Diane Goudie and Eleanor Moore. The core values that fuelled their courage in establishing a progressive girls' school in Toronto continue to guide us today. Linden's commitment to academic excellence, innovation, and a social-justice-based education remains unwavering.

In the spirit of "leaping" into the future, we are excited to share an update to our Strategic Plan.

Our commitment to forging new foundations is at the core of this updated plan, ensuring our school's dynamic and sustainable future. Join us as we leverage cutting-edge research to elevate academic excellence and illuminate our path forward through strategic marketing initiatives, solidifying Linden's role as a beacon for changemakers. These endeavours demonstrate our dedication to providing an outstanding educational experience for every member of the Linden community.

Your involvement, support, and insights are crucial as we embark on this transformative journey together. Here's to the upcoming decades of empowering confident and resourceful graduates who will shape a bold and bright future.

Warm Regards,

A handwritten signature in black ink that reads 'Zahra Valani'.

Zahra Valani (she/her) – Principal
zahra@lindenschool.ca | 416-966-4406



Linden's Board of Trustees, working with the school's leadership, has developed a 2023-2025 Strategic Plan for the school. The key elements of the plan are:



Create New Foundations

Sell our property at 10 Rosehill to create a reserve fund, and relocate to a new facility that is better suited to Linden's needs.



Mobilize Cutting-Edge Research

Renew and expand professional development opportunities and partnerships to identify, evaluate and synthesize recent, credible, and cutting-edge academic research on topics relevant to Linden's mission.



Light a Beacon for Changemakers

Invest in research to better reach prospective Linden families and invest in a major marketing campaign to raise awareness and fill our classrooms.



Create New Foundations

The Linden School's Strategic Plan centers on creating new foundations to ensure a vibrant and sustainable future. One significant step in this direction involves selling our current property at 10 Rosehill to establish a robust reserve fund. The sale process is progressing as expected, and we maintain confidence that the value realized from the transaction will provide substantial support for Linden's long-term growth and development, enabling us to upgrade our facilities significantly.

To facilitate this transition, we have engaged the expertise of a prominent design architect firm, Gow Hastings Architects, to assist us in identifying a new facility that aligns seamlessly with Linden's evolving needs. This strategic move aims to enhance our educational environment and create a space that fosters innovation, collaboration, and student success. We appreciate the engagement of our community throughout this process and are pleased to announce the completion of the Community Consultation phase. The valuable input received from all participants has been instrumental in shaping the vision for Linden's future, ensuring that it reflects the collective aspirations of our school community.

In our dynamic pursuit of ideal new premises, we are delighted to share that we have made substantial progress. Exploring various locations, we have carefully considered options to ensure that our new home aligns seamlessly with Linden's evolving needs. We look forward to sharing full details once we have finalized binding agreements to sell 10 Rosehill and secure our new location.

"We are confident that the value realized from the sale will enable us to upgrade our facilities significantly."





Mobilize Cutting-Edge Research

In line with the Linden School's commitment to academic excellence and innovation, the Strategic Plan includes a proactive approach to mobilizing cutting-edge research. To achieve this, we have initiated the renewal and expansion of professional development opportunities and partnerships. A dedicated committee, composed of faculty, board members, and family representatives with a keen interest and expertise in research, has been assembled. Together, we generated a comprehensive list of pertinent questions, paving the way for an in-depth exploration of topics relevant to Linden's mission.

The committee has meticulously determined a methodology and focus for our research questions, deciding to embark on a literature review that delves into the intersections of gender, social justice education, and student engagement. This strategic choice aims to align our research efforts with Linden's core values, ensuring that the outcomes are directly applicable and meaningful in our educational context.

To ensure the thoroughness and rigour of the literature review, the Linden School has enlisted the services of Dr. Mona Ghali, a distinguished academic with over 30 years of experience in the field. Holding a Ph.D. in Education and a master's degree in International Relations from Johns Hopkins University, Dr. Ghali brings knowledge and expertise to guide our research.

Recognizing the importance of including diverse perspectives, Linden parents, Tessa Ringer and Anne Dibben, play a crucial role in hosting Linden family conversations. These discussions aim to explore the questions that resonate with the interests and concerns of our families, fostering a collaborative and inclusive approach to our research initiatives.

Anticipating completion by mid-spring, Dr. Ghali's scoping review conclusions will be shared transparently with the wider Linden community. This commitment to openness ensures that the entire school community can engage in the insights gained, fostering a collective understanding and application of the research findings.

“We are committed to pioneering tomorrow's best practices, extending the impact of our research beyond our immediate community.”

Additionally, our collaborative efforts extend beyond the school as we continue to work with researchers from the Ontario Institute for Studies in Education (OISE) and McGill University on ongoing projects. This commitment to collaboration with external research partners reinforces Linden’s position as an active contributor to the broader educational research community, contributing to and benefiting from a wealth of collective knowledge.

Beyond advancing academic excellence and innovation, we are steadfast in our commitment to pioneering tomorrow’s best practices, extending the impact of our research beyond our immediate community. Embracing a forward-thinking approach, we aim not only to elevate educational standards within Linden but also to contribute valuable insights and create new best practices.

The Linden School’s Strategic Plan for mobilizing cutting-edge research is a multifaceted initiative encompassing internal collaboration, parental engagement, expert consultation, and external partnerships. This comprehensive approach ensures that our research efforts remain relevant, credible, and at the forefront of educational innovation, ultimately enhancing the educational experience for all members of the Linden community.





Light a Beacon for Changemakers

As part of the Linden School's Strategic Plan to be a beacon for changemakers, a key focus is enhancing our outreach and visibility within the community. To achieve this, we have undertaken a significant initiative to invest in research to inform a targeted approach to reach prospective Linden families. Recognizing the need for specialized expertise in the independent school sector, we have engaged Sparkplug Marketing & Communications, a consultancy renowned for its rich experience in this field. With a dedicated focus on understanding the unique dynamics of independent schools, Sparkplug will play a pivotal role in shaping our marketing strategy.

The initial stages of information gathering and research are already well underway. We actively engaged with various stakeholders through a multifaceted approach, including interviews, focus groups, surveys and consultations. This inclusive process involves input from family members, students, staff, and representatives from the broader education sector. By leveraging the insights from these diverse perspectives, we aim to tailor our marketing campaign to resonate with the values and expectations of our community, ensuring that our message is compelling and relevant.

The investment in a major marketing campaign is a bold, proactive step towards raising Linden's awareness, value and esteem, and filling our classrooms with students who align with the mission and ethos of the Linden School. This strategic move positions Linden as a beacon for changemakers and highlights our commitment to providing a transformative educational experience. As we progress, the collaborative efforts with Sparkplug Marketing & Communications and the ongoing engagement with our community will be instrumental in crafting a compelling narrative that attracts prospective families and solidifies Linden's reputation as a dynamic and innovative institution.

“Investment in a major marketing campaign is a bold, proactive step towards raising Linden's awareness, value and esteem, and filling or classrooms with mission-aligned students.”



Our Mission

The Linden School is a socially-progressive community where innovative best practices in girls' education promote and strengthen student voice, well-being, academic excellence, and global engagement.

Our Values

Inclusivity

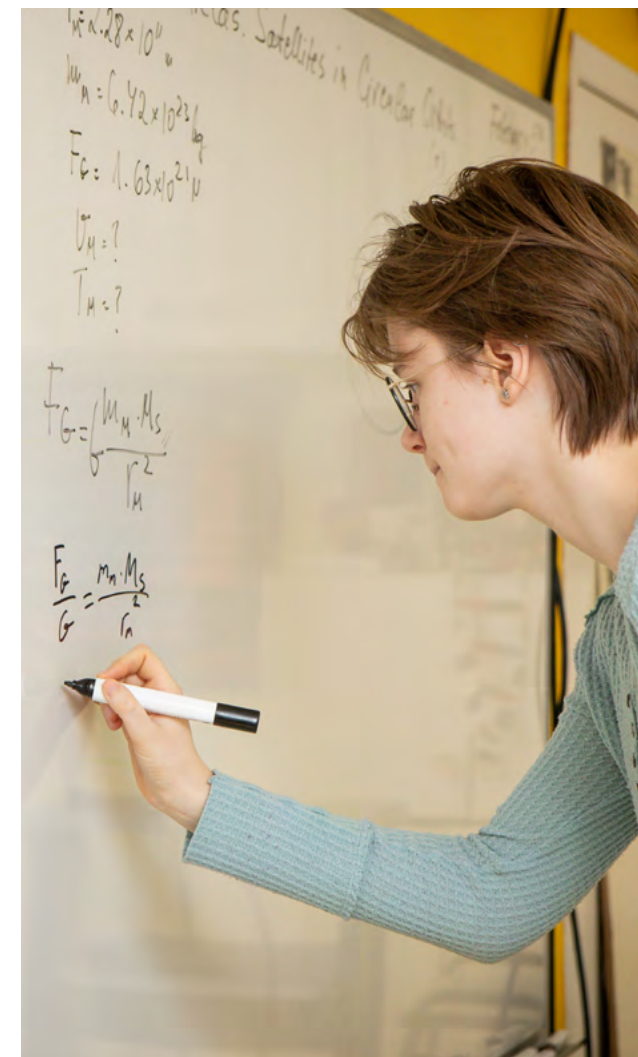
We support a genuinely student-driven culture; students are empowered to actively seize leadership opportunities and confidently contribute to the making of our academic and social community.

Diversity

We work within an anti-oppression framework by approaching the curriculum from multiple perspectives; our academic inquiry includes equity and social justice issues from feminist and anti-racist viewpoints.

Intellectual Risk

We support respectful dissent and encourage an enthusiasm for inquiry and interdisciplinary exploration; we challenge ourselves and others through independent thinking, well-informed opinions, and critical debate.





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