



May 15, 2015

Mr. Kevin Graham
President
Lookout Management Inc.
23 Chestnut Hill
London, ON N6K 4J5

Dear Kevin,

Southridge School has recently benefitted from its work with you on multiple surveys. The Senior Management Team is very appreciative of your research within our school and grateful for the unique perspectives you offer. Specifically, the contextual orientation you provide based on years of research and data analysis taking into consideration hundreds of surveys from other independent schools is both informative and insightful.

At Southridge, we have implemented a series of four surveys. On a cyclical, three-year basis our school examines survey responses from employees, current parents, current students and young alumni. Survey results are used in multiple ways – from big picture strategic initiatives, to Senior Management Team annual goals, to overall philosophical positioning within our school culture.

Southridge is focussed on constant and continuous whole school improvement. With this aim in mind, Lookout Management plays an important role because survey results provide our Senior Management Team with the data required to make informed and knowledgeable decisions. Your thoughtful guidance through the often complex data analysis process is of great assistance in positioning our ongoing commitment to create a thriving and enduring school community.

Thank you for your continued support of Southridge. Your responsiveness and willingness to meet with various stakeholder groups has led to broader understanding of the overall condition of our school community.

Please offer Southridge as a reference to potential clients. I would be pleased to describe our school's many positive experiences with Lookout Management.

Sincerely,

Drew Stephens
Head of School



ONE

idea can influence the world
voice can connect a community
spirit can inspire others to soar
act can change lives