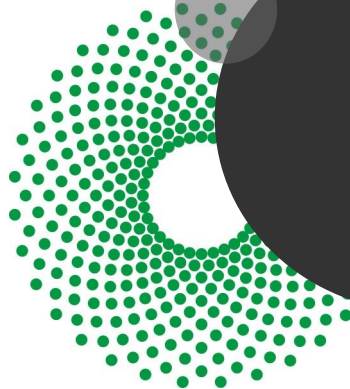


2018—2023



# HSV STRATEGIC PLAN



STICHTING HAAGSCHE SCHOOLVEREENIGING

# INTRODUCTION

## HSV Core Values

We are a diverse organisation whose members endeavour to work together, respecting the culture and values that we each bring to all situations.

RESPECT

CONNECTIVITY

Feeling united in our own schools and feeling connected with the other HSV schools through our shared values.

Feeling ownership in your role; being proactive and solving problems.

RESPONSIBILITY

SAFETY

Creating an environment where everyone feels safe.

At the HSV we stand for an important mission statement:

*Global Citizenship, Lifelong Learning.* We

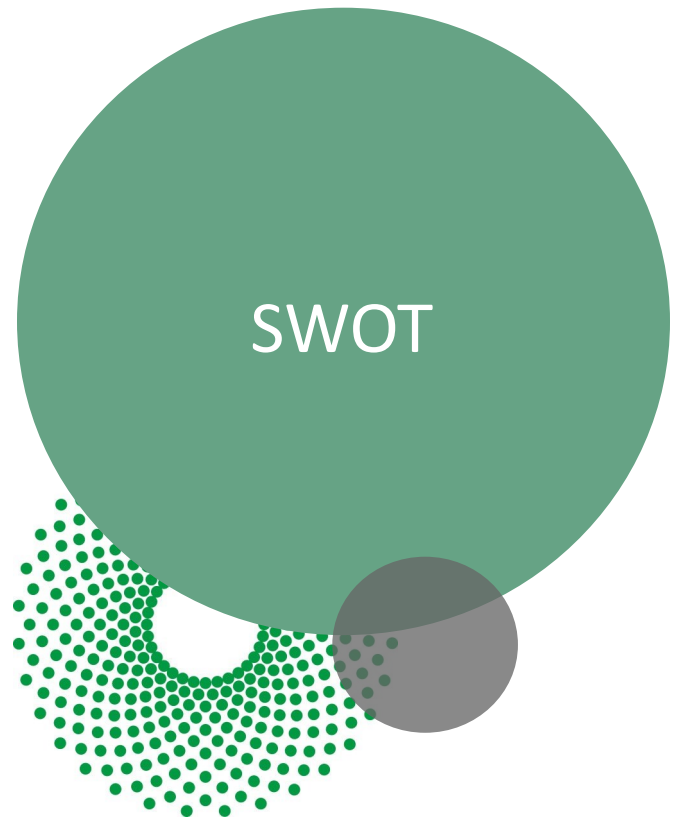
believe that we have to do the best we can to promote global citizenship and to develop in our students the skills that they will need for lifelong learning. Our mission statement therefore is: global citizenship, lifelong learning!

The HSV has three schools and three departments that offer differentiated types of education: regular primary education, special primary education, bilingual primary education, international primary education including international special education and primary education for children with dyslexia or dyscalculia.

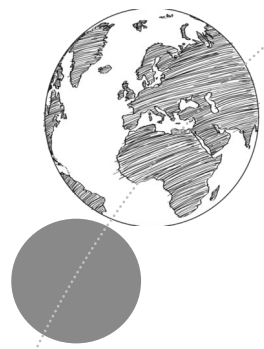
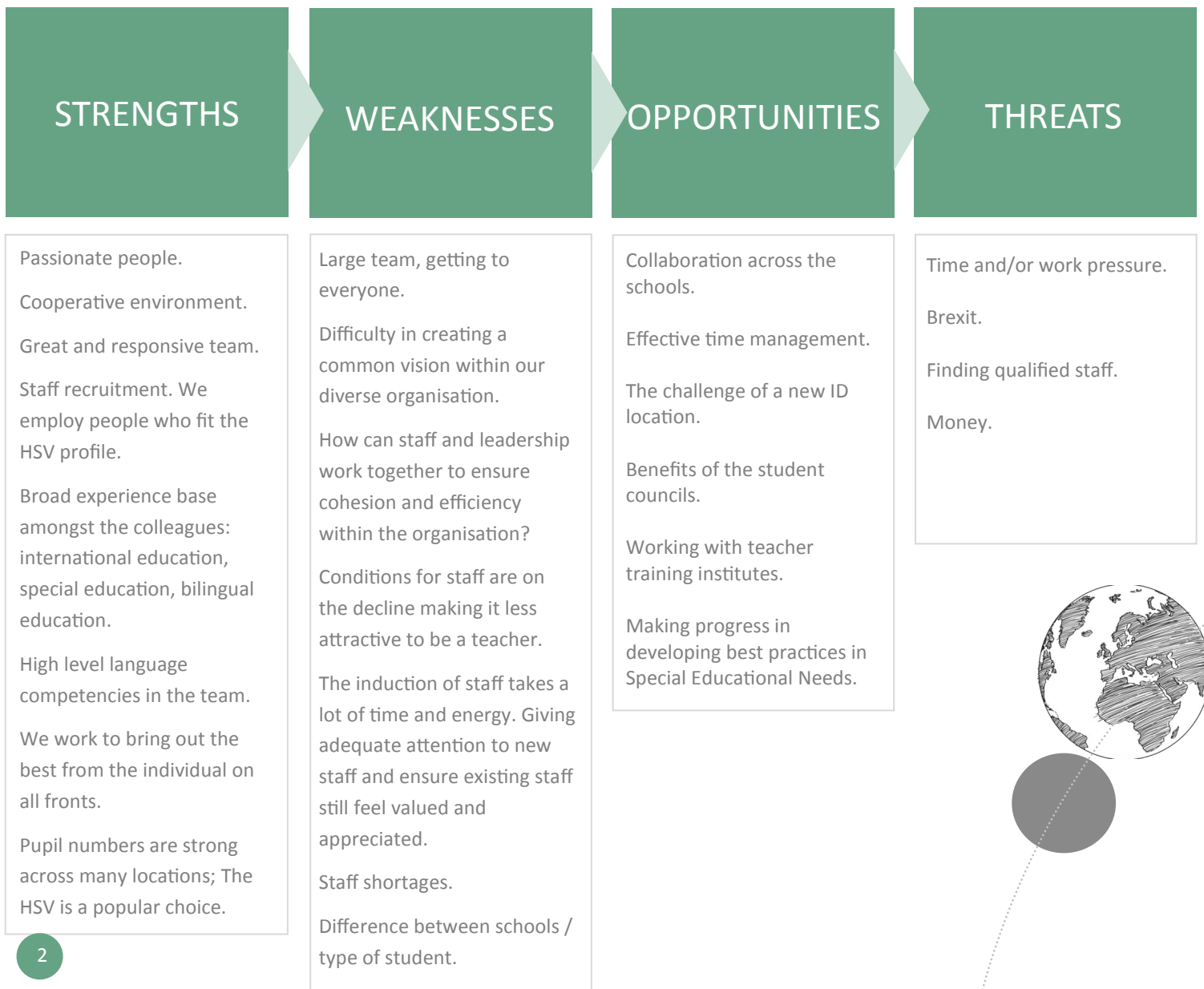
Discussions about a new strategic policy plan started half way through 2017. All different parts of the organisation were involved and we are proud to present our new ambitions now.

## Towards a New Strategic Policy

Our first point of call was to reflect upon our mission statement; we decided that it was still relevant to who we are and fitted to what we are trying to achieve in our schools and departments. We believe that it is important that we demonstrate a shared HSV identity both internally and externally. This is why we established the following core values:



As part of the process, a SWOT analysis of our current situation took place and is summarised below:



# STRATEGIC HIGHLIGHTS



Our primary education intends to give students a firm base and growth of competencies that allows them to develop the skills that they will need throughout their lives. Our goal is that our children become independent thinkers and problem solvers in line with their capacities so that they are able to participate and contribute in society. We create a safe environment where students are able to learn and flourish.

We have good reports from the Dutch inspectorate for primary education, the HSV is financially stable, and we happy about our committed and involved staff.

The HSV is proud of its diversity in many ways. Our relatively small organisation offers a variety of different types of education in small-scaled locations. There are many nationalities within our schools. Our students get to know each other and learn together with all their different cultures and languages. We support students who need extra care. We strive for a culture of continuous improvements whilst maintaining our rich diversity within our small-scale settings.

The most important factor to maintain and improve the quality of our schools is our staff. Educational goals can only be reached through the commitment, expertise, professionalism and perseverance of our team. This means that the ambitions in our strategic policy plan and in our school plans must be about them and must be established through them. They form our human working capital and only together we will be able to realise the best possible education for our students.

Our schools create a special community in which the children learn and feel safe. Within the International Primary Curriculum, they experience the outside world through a programme of educational visits and cultural outings. We value working together with the children, parents and staff and want them to have a meaningful, enjoyable and stimulating experience in our schools.

We think technology is of importance for the future of our society. We are working to prepare our students through learning by investigating and designing. We will also use technical opportunities to meet the children's educational needs and offer more personalised learning. We equip the staff to facilitate learning in this area.

We are committed to becoming a more sustainable organisation and teach the children more about this. We are exploring the use of solar panels and energy-saving measures.

We are committed in investing in our new location at the van Heutszstraat for Lighthouse Special Education, Three Little Ships, Het Open Venster and the International Department. Our plan is that IVIO is re-housed in the coming years. We are looking at the possibilities of expanding and internationalising the provision at IVIO, as well as the possibilities of expanding bilingual education. These developments, as well as expanding the HSV, will enrich the offering of special education, international education and bilingual education in the city of The Hague.



## EDUCATION QUALITY

**Our education is contemporary and challenging. All schools and departments have high ambitions and are in the opinion of the education inspectorate at least sufficient or good.**

- ⇒ We are committed to children's social, academic and emotional development. The International Primary Curriculum plays a key part in reaching these goals along with the maths and literacy curriculum. Our goal is that children achieve the best academic outcome that they can.
- ⇒ Staff and students have insight into their personal development, for example, conversations with the children and staff about their learning. We are working to create an environment where everyone has a Growth Mindset approach and is willing to develop and take on the challenge of learning new things.
- ⇒ We encourage active involvement of students and parents in school development.

We will explore the possibilities to widen the educational aims of the HSV by striving towards:

- ⇒ Two international groups added to IVIO, using the expertise of our International Department and Lighthouse. This means we look for solutions in the fields of finance, housing, curriculum, cultural differences, language and support;
- ⇒ Admission of HSV students to HOV, including the International Department;

- ⇒ Make use of the special needs expertise of HOV, Lighthouse and IVIO in all the HSV schools;
- ⇒ Improvements for Special Educational Needs;
- ⇒ Opportunities to integrate students of Lighthouse in the International Department at the VHS location.
- ⇒ Ways to make students feel secure and see themselves as part of a global society;
- ⇒ Students to become proficient in 21st century skills (see appendix 1—Kennisset);
- ⇒ Ways we are using technology in the curriculum to ensure we are abreast of new developments, for example, virtual reality and coding;
- ⇒ How we develop knowledge and respect about different faiths and beliefs as part of our curriculum;
- ⇒ Extending bilingual education;
- ⇒ Offering an extensive programme of cultural education.

Our school plans and year reports will summarise our educational results, educational processes, school climate and safety, quality care and how we realise ambitions. They will show how we realise a culture of continuous improvement. The results are the feedback for our future quality.

# STAFF

- ⇒ We will explore the possibilities to limit the effect of the regional and international teacher shortage and to promote jobs at the HSV. A goal is to ensure that the HSV is seen as a great place to work both internally as well as externally
- ⇒ We will explore what we can do more to support starting teachers and teachers who are new to the Netherlands.
- ⇒ We will explore how we can create and stimulate a culture of sharing expertise, talents, strengths and responsibilities.
- ⇒ We will involve staff in the making of priorities and involve them to find solutions.
- ⇒ We will work to develop a common understanding about learning support. What does the basic package involve? What do we offer? What do individual arrangements look like for those who need extra care and for the gifted students?
- ⇒ Our professional development programme focuses on opportunities for both individual and team learning, based upon the needs and input of staff. We will continue to invest in our teachers to ensure that the requirements for professional development are met.
- ⇒ We are committed to the idea of reducing the workload for teachers. All additional governmental grants for salaries to limit workload will be used to meet these goals. Measures concerning limiting workload will be

taken after consultation with the staff. This also involves measures that do not have a financial impact.





- ⇒ The schools are financially healthy. They have sufficient financial resistance if risks arise. Budgets will be transparent.
- ⇒ We will develop criteria on how much money to keep as a buffer. Investment programs will be planned for at least two years ahead.
- ⇒ We will explore the possibilities for other funding/resources.
- ⇒ Within our financial parameters, we will improve and maintain our buildings.
- ⇒ Update the ICT systems across all of the schools in accordance with the recent legislation with regards to privacy.
- ⇒ In accordance with the most recent General Data Protection Regulation (GDPR), we will invest in a new system that will allow us to track student progress digitally in all areas of the HSV.

## FINANCE



## COMMUNICATION



- ⇒ Internal communication will become more efficient; documents clear and accessible. And available in both Dutch and English were necessary.
- ⇒ External communication will be optimised. We will explore how to use an app for parents for invoices, class webpages, school calendar, notification alerts, latest newsletters etc.
- ⇒ We will explore the HSV marketing possibilities. We will work on creating a strong presence that reflect the HSV core values.

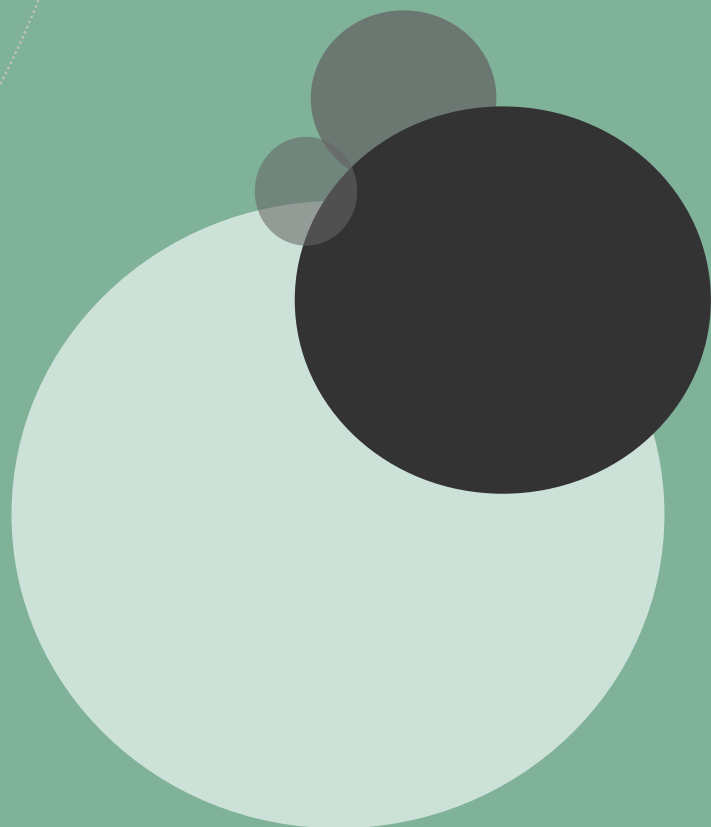


# APPENDIX 1

## 21st Century Skills







STICHTING HAAGSCHE SCHOOLVEREENIGING