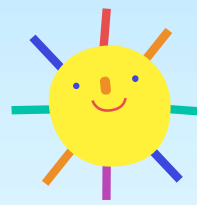




# Annual report at a glance 2019



In 2019, the HSV worked with the following core values:

1. **Respect:** we are a diverse organisation in which efforts are made to work together, with respect for the culture and values we bring together.
2. **Connectivity:** feeling united in our own schools and feeling connected to the other HSV schools through our shared values.
3. **Responsibility:** feeling ownership in your role; being proactive and solving problems.
4. **Safety:** creating an environment in which everyone feels safe.

Lifelong learning is part of our mission. This happens in a culture of continuous improvement.

An approach with small groups, subject teachers and extra support that cannot be paid from the government allowance is in line with the social mission of the HSV.

The introduction of the Parnassys student tracking system leads to efficiency and a lower workload for teachers.

**Sustainability:** buildings are equipped with solar panels where possible. Teams and students investigate together which steps can be taken to become an eco-school.

In 2019 the inspectorate found that:

- teams are very good at cooperating with each other
- our mission statement "global citizenship and lifelong learning" is clearly visible
- The current management culture offers a broad base for education quality and improvement of that quality and lives up to the abovementioned mission statement.

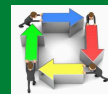
The employees give the organization an average score of 7.78. This is higher than the national average.



We only work with qualified classroom teachers. The teachers are supported by class assistants. This is to stimulate the quality of education.



Mobility within the organization is reflected in: 1. Vacancies are also posted internally. 2. Employees are encouraged to work at another HSV location every few years. This is to stimulate continued learning and to keep motivation as optimal as possible.



The HSV believes that its staff's vitality is important. Therefore we offer:

- a bicycle plan
- As of next school year cost reimbursement for sports subscription
- 10 extra days off for full-time employees



Result 2019 amount x € 1.000,-

158 FTE  
(212 staff members)

## Foundation Total



## AVG / GDPR

The AVG / GDPR working group has, among other things, the task of safeguarding the personal data of pupils, parents and staff in accordance with the European privacy legislation AVG / GDPR. The working group regularly gives AVG tips to teachers on how to handle students' personal data in a newsletter.



## GMR

The GMR at the HSV consists of active parents and staff who meet four times a year and are involved in extracurricular matters such as the staffing plan and budget. Once a year, meetings are held with the Supervisory Board. This year's meeting focused on the new school plans and the changes that have taken place at Lighthouse and Three Little Ships.