



# #01 Belief Statements

## BOARD POLICY

**Board Approval:** June 25, 2019  
**Effective Date:** July 1, 2019  
**Amendment Date:** June 30, 2021  
**Review Date:** June 30, 2024

## PURPOSE

This policy articulates the values of the Headwater Learning Group. The Board expects that these values shall live in all decision-making of the organizations.

## DEFINITIONS

**Board** – The Boards of Governors/Directors of HLG.

**Employee** - an individual who is working under an employment relationship with HLG

**HLG** – Headwater Learning Group, the term for three independent charitable organizations: Calgary Academy Society, Headwater Learning Foundation, and Headwater Learning Solutions Foundation.

**Representatives** – directors and contractors of HLG

**Student** – student enrolled in Calgary Academy

## PREAMBLE

Across the three independent entities values are shared and lived by all. Headwater Learning Foundation provides the backbone physical and systems infrastructure to enable the other two organizations. As a catalyst for learning and innovation, Headwater Learning Solutions brings bright minds together to drive lasting change in schools, communities and education systems. Calgary Academy is our core entity that has positively impacted thousands of families and young lives.

### **CALGARY ACADEMY**

Since our earliest days as pioneers in inclusive education, Calgary Academy has lived by and breathed a simple yet profound ethos: we place the individual needs of each student at the heart of everything we do. Rooted in this commitment, the spirit of Calgary Academy is embodied by a unique and authentic energy. Our growth-oriented, nurturing and inclusive culture promises that each student will be empowered to exceed their own expectations and to believe in the boundless opportunities the future holds. Hope, belonging, and a palpable sense of optimism fill our school and our hearts. Calgary Academy's four pillars and guiding principles are woven throughout innovative programming proven to be incredibly successful since our inception; however, the true essence of Calgary Academy can only be captured by a feeling that is difficult to portray with words but undeniable in spirit. It is a feeling that fosters safety and life-long loyalty, and it is why Calgary Academy is a place so many families, students, staff, and alumni are so proud to call home. This is the **CA Way**.

**Vision** – To be a beacon of possibility for richly personalized, engaging learning experiences that empower learners to pursue lives of passion and purpose.

**Mission** – We design engaging, dynamic student-centered experiences that nurture a caring, inclusive culture and instill a love of learning.

## *HEADWATER LEARNING SOLUTIONS*

*Vision* – We are a catalyst for learning and innovation.

*Mission* – We empower learner achievement by delivering customized educational models through partnerships and our network of interdisciplinary specialists.

## *HEADWATER LEARNING FOUNDATION*

*Vision* – To foster and support the advancement of education.

*Mission* – We nurture philanthropy to provide financial support to initiatives that advance innovation and equity in education

## **BELIEF STATEMENTS**

*At HLG we believe:*

1. We are all learners first, continuously redefining what is possible;
2. Students are at the heart of everything we do;
3. REACH (respect, enthusiasm, altruism, commitment, honesty) is a way of life and guides the way our Students, Employees and Representatives interact with each other and the world;
4. Students are at the center of decision-making;
5. In creating pathways as unique and varied as our learners;
6. Social-emotional well-being empowers learners to thrive;
7. Foundational literacies are critical to deeper learning;
8. In engaging richly with our families and our community;
9. Transparency and clarity of communication are critical for a healthy culture; and
10. Collaborative and distributed leadership across all areas of HLG will best serve the needs of our community.