

#15 Leadership

BOARD POLICY

Board Approval:	June 23, 2020
Effective Date:	Sept 1, 2020
Amendment Date:	November 29, 2025
Review Date:	November 29, 2028

PURPOSE

HLG expects that exemplary leadership flourishes at all levels of the organization.

DEFINITIONS

Board – The Boards of Directors of Calgary Academy (CA), Headwater Learning Foundation (HLF) and Headwater Learning Solutions (HLS), otherwise known as the Headwater Learning Group (HLG).

Characteristics of Leadership – The noticeable characteristics and capabilities belonging to Leaders, making them recognizable as such.

Competency – An interrelated set of knowledge, skills, and attitudes developed over time that is drawn upon and applied to a particular context.

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.

Leadership – Empowering others to surpass their potential and creating future Leaders.

Stakeholders – Employees, Board Members, Students, Parents, community members, and individuals who have a direct or indirect interest in the school's mission, success, and operations.

Student – A Student enrolled in Calgary Academy

GUIDELINES

1. HLG strives to provide formal and informal Leadership opportunities and initiatives for all members of the organization.
2. HLG recognizes Leadership is a set of competencies developed continuously throughout one's life.
3. HLG supports Employees in developing Leadership Competencies that are flexible and adaptable to emergent situations and opportunities.
4. Characteristics of Leadership are to be supported and nurtured throughout all facets of HLG.
5. Leadership at HLG supports the personal and professional growth of Employees.
6. Leaders at HLG are committed to building relationships, trust, and collaboration between Stakeholders, with an aim to enhance and promote all aspects of teaching and learning.
7. Reflective Leadership recognizes the shared responsibility of all Stakeholders, and action from reflection is critical for positive Student learning outcomes.

8. HLG supports Student Leadership programs, which offer opportunities for development the of Leadership Competencies. Student Leadership fosters responsibility and promotes an inclusive and respectful learning environment for all Stakeholders.

REFERENCES

Teacher Quality Standard, Alberta Education

Leadership Quality Standard, Alberta Education

Superintendent Leadership Quality Standard, Alberta Education

CROSS-REFERENCES

Board Policy – Belief Statements

Board Policy – Respectful Learning and Working Environments

Support Staff Quality Standards (SSQS)

Support Staff Leadership Quality Standards (SSLQS)