



# Havergal 2020+: Future-Proofing the Next Generation

## Phase 1 Update

*June 2021*

[Havergal 2020 : Future-Proofing the Next Generation](#) undertakes a phased approach and is an evolving vision. Below is our Phase 1 update of progress made during the 2020-21 academic year on key strategic projects outlined in [Our Momentum](#).

### HC-X

Built with intention, HC-X was designed to support students and Faculty through new contemporary programs and innovative learning experiences. As a lead-learning organization, we believe in providing the tools to adapt and thrive no matter what the future brings. We are pleased to share our progress on three strategic projects under the HC-X umbrella:

#### *Havergal College Blended Learning Model:*

- Curated for students in JK to Grade 12, this approach works in tandem with the Wellbeing Program by focusing on developing student agency. Furthering the work of our Faculty, the Blended Learning Model builds developmentally appropriate opportunities for students to thrive both academically and beyond.
- Blended learning practices are currently in action throughout the College and a new team of Blended Learning Leads has been created to provide guidance and support for Faculty to build courses in the new Learning Management System in the 2021-22 academic year.

#### *Learning Management System (LMS):*

- Havergal's first LMS is currently being custom built to meet our unique needs and we are exploring co-curricular modules to offer in the upcoming academic year, as well as piloting the modules with students.
- We are developing an LMS training program, to be launched to all employees in September 2021.

#### *Digital Wisdom:*

- The Digital Wisdom course - the first project under HC-X - was successfully implemented for Grades 5 to 8 during the past 2020-21 academic year, to provide students with the knowledge, skills and mindsets needed to thrive in the digital era.
- In its inaugural year, students participating in the course learned to understand the forces shaping their digital identity, explore case studies and make decisions through experiential learning that required critical thinking.

- Feedback was collected from students to help refine the course for next year and inform new curriculum design elements that will be hosted on the LMS, such as blended learning and wellbeing outcomes.

### **JK to Grade 12 Wellbeing Program**

This academic year marked Havergal's first comprehensive Wellbeing Program for JK to Grade 12 students. The curriculum was designed to equip students with the understanding, skills and strategies to be resilient and able to thrive throughout the various developmental stages of their lives.

- Dedicated time was created in the school schedule for wellbeing and teachers worked with students daily to discuss wellbeing issues responsive to their needs, based on age and stage. Additional wellbeing time will be introduced for university counselling for Grades 11 and 12 students, as well as additional programming within the Boarding School to strengthen connections and community-building between students.
- A Wellbeing Team was created with newly hired roles for positions such as Director of Wellbeing; Manager, Diversity, Equity & Inclusion; and a Wellbeing Coordinator.
- Building upon the Wellbeing Framework developed last spring, we will be refining the wellbeing philosophy and language across the College.

### **Reimagined People and Performance Program**

Founded on a continuous listening strategy, we are working closely with the Senior Leadership Team and Human Resources (HR) department to advance our high-performing teams strategy and the focus on professional growth plans, aligned with the priorities of our strategic direction. We will be launching a Human Resources Information System (HRIS) this summer, supporting improved employee relations management and procedural requirements within the College.

### **Redesigned Website**

We are in the final stages of the design process for the creation of our new website, to serve as a next generation platform for Havergal's global footprint. The redesign will include an accessibility assessment to ensure Accessibility for Ontarians with Disabilities Act (AODA) compliance. The new website will feature a refreshed brand, with the goal of a launch this fall.

### **Enhanced Culture of Philanthropy**

The philanthropy of our community supports students to develop the confidence, independence and resilience needed to take on new challenges, pursue their passions and make an impact in their communities. To ensure that fundraising priorities are aligned with the College's priorities, an Advancement Plan has been developed to engage stakeholders through diversified philanthropic streams. Heading into 2021-22, a strategic process has been initiated to support broader understanding and contribution to the Annual Fund, a key fundraising activity for the College.

### **Activated Mentoring Networks of the Havergal Old Girls Association**

With a network of over 9,500 alumnae around the globe, the Havergal Old Girls Association (HOGA) encourages members to stay connected through volunteering, mentorship, events, philanthropy and more. To aid students in their transition from Grade 12 to Old Girl, we are working strategically to maximize alumnae engagement and also extend our Careers Program. HOGA developed a four-year Strategic Plan, with the goal of becoming the best in class in alumnae engagement among Canadian independent schools. This plan guides HOGA in the continuous improvement of creating, sustaining and enhancing the lifelong association between our Old Girl community and the school.

With the establishment of online platform Connections, we are able to provide alumnae with a dedicated space for digital interaction to network, reminisce, connect, share knowledge, mentor and grow their Havergal contacts. This past academic year, the Old Girls Office worked closely with the HOGA Directorate to create additional community-building events, host virtual gatherings and provide students with mentorship and resources for academic success.

### **Renewed Master Plan**

Havergal's Master Plan came to fruition this past fall with the completion of construction on our much-anticipated new builds at the Junior and Upper Schools, increasing the footprint by 51,000 square feet. These two amazing building projects opened to students and Faculty, providing exceptional new spaces for teaching and learning that will benefit our community for decades to come. As we look ahead down the path of tomorrow, we will review and explore potential upgrades and developments that can continue to serve the College to best maintain our position as a leader of excellence in girls' education well into the future.