HEAD-ROYCE SCHOOL
ALUMNI

Head-Royce School Alumni Council: Strategic Plan
September 2025 – September 2028
(Adopted 2 June 2025)

Letter from the Alumni Council

June 2025

Starting with a strategic retreat in late 2024, the Alumni Council sought to update the 2021 Plan and to plot a course forward for the next three years. The Council reflected on and refreshed our what, how, and why. We agreed that the Vision, Mission, and Values articulated in 2021 largely hold as well today as they did in 2021. However, we have learned over this time and are keen to evolve how we operate and define success.

We recognize the continued importance of fostering a community grounded in belonging, with space and support for many different voices. We also acknowledge that we enrich the community and feel a sense of accomplishment by setting goals and "getting things done." This work cannot and should not occur without input and leadership from all voices.

The Alumni Council has accordingly undertaken a significant refresh of our governance structure and bylaws. Moving forward, the Council Members will seek to be more active individually and will also pursue a more transparent and distributed model of engagement with the alumni community. The revised bylaws articulate new roles and relationships for connecting with Affinity Groups and Class Agents. A new governance structure seeks to ensure continuous stewardship of our values.

Despite these updates, the opportunity to reflect and improve is ever-present. We will continue to listen, to learn, and to evolve our Strategic Plan and service to the Head-Royce Alumni Community.

Sincerely,

Heather Erickson '95
Alumni Council President

Jonathan Barnes '99

Daisy Brambila '14

Harris Brody '98

Ariane Chee '08

Ryan Diew '13

Sarah Herringer '04

Alejandro Lara '14

Amy Lin '17

Camden Louie-Grabill '08

Carolyn McNiven '82

Michelle Tajirian Shoffner '96

Laura Terry-Green '06

About this Strategic Plan

The Head-Royce School Alumni Council last approved a strategic plan in September 2021. The following proposed update builds from the 2021 plan and incorporates insights gleaned from the past 3 years. In this update, we seek to articulate our continued path forward with input and agreements voiced during the 2024 Council retreat.

The 2021–2024 strategic plan made five important changes from prior plans:

No clearly-stated values	⇨	Explicit values that guide our work
Neutral strategies	⇨	Strategies to intentionally address the needs of underrepresented groups
Strategies created with limited input from alumni	⇨	Strategies created with significant alumni input
Programming fostering alum-to-alum connections	⇨	Programming fostering belonging through alum-to-alum AND alum-to-student connections
Myriad programs with unaligned goals	⇨	Focused programming with aligned goals

For this 2025-2028 update, we will continue this path and have refreshed our governance structure to further support this shift. At its March 2025 meeting, the Council unanimously approved revised bylaws to simplify the Council leadership structure, clarify roles and responsibilities, increase communication and class agent engagement, and improve overall accountability. Moving forward, the Council will seek to regularly review and adjust its bylaws to best meet the aims laid out in this plan.

Vision

We envision an alumni experience that fills each of HRS's 5,000+ alumni with belonging, connection for impact, and a joy for life-long learning. We envision an HRS community where alumni actively support one another and current students. We aspire to be an alumni community where we know and listen to each other across differences.

Mission

The Council's mission is to foster a sense of belonging for all Head-Royce alumni and to invite all members of the community to help shape connections, programs, and resources that enhance our individual and collective experiences. We actively listen to all alumni to ensure that they feel personally valued, informing alumni of significant developments at HRS, providing meaningful opportunities for alumni–alumni and alumni–student engagement,

supporting targeted programs for alumni, and providing a platform for lifelong connections to each other and to the School. Consistent with our vision and values, the Council will always keep central the needs of underrepresented alumni and students.

Values

Values guide how we act. We commit to constantly assessing our actions relative to these values, and to improving:

Belonging. Fostering a sense of belonging—that everyone is welcomed as their authentic selves—among all alumni, especially among underrepresented groups.

Equity[1]. Focusing our efforts primarily on supporting marginalized, underrepresented groups, acknowledging that to provide equity in a historically inequitable system, we recognize that each person has different circumstances and may need different resources and opportunities to reach an equal outcome.

Humility. Understanding what alumni and students need, making no assumptions, and co-creating solutions.

Significance. Creating durable and significant change, and not pursuing symbolic or one-off actions.

Accountability. Sharing our goals and results so we are accountable to alumni, ourselves, and the entire Head-Royce School community.

Areas of Work: 2025–2028

From September 2025 through September 2028, the Alumni Council will increase alumni belonging by:

1. **Articulating clear goals, communicating regularly, and providing meaningful points of engagement that hold the Council and its Members accountable to each other and the broader alumni community**. We will do this by aligning on and publishing SMART goals for each committee and regularly reporting back on progress against these goals. We will have honest and respectful conversations about where we can improve and will support each other to achieve our highest potential.

[1] "Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome."
Milken Institute School of Public Health, George Washington University
https://onlinepublichealth.gwu.edu/resources/equity-vs-equality/

2. **Increasing the quality and impact of authentic, intentional, and inclusive alumni engagement**. This will be done through increasing engagement with and leadership from alumni across the community. The Class Agents Committee will help to inform the what and how of successful engagement across three specific categories: Alumni, Students, and Head-Royce School as an Institution. In addition, the engagement will be done with an equity lens, committed transparency, and keeping our values and accountability at the forefront

3. **Supporting tailored, equitable programming and events that are centered on belonging**. We will do this by taking into account a diverse range of experiences and viewpoints and actively serving underrepresented alumni and students. We will continue to seek constructive and authentic feedback to continuously improve these efforts.

4. **Ensuring diversity of representation on the Alumni Council.** The Alumni Council recognizes and honors the great diversity within the alumni community and will make it a priority to reflect that within the council and committee membership, with an emphasis on inviting and engaging alumni from historically underrepresented groups.

   ** To support the Areas of Work, the Alumni Council is committed to gathering additional baseline data over the next year and setting goals accordingly. We will use quantitative and qualitative data to continuously learn and improve.*

Appendix:

About the Alumni Council

The Alumni Council is a volunteer group composed of Head-Royce alumni. The Council works in close cooperation with the Office of Alumni Relations, and the Council President also serves as an ex officio member on the Head-Royce School Board of Trustees. Alumni may be nominated for Council membership by fellow alumni and/or other members of the Head-Royce community and are elected by the Council at the Annual Meeting each June.

About the Council Structure and Meetings

The Council has three officers (President, Vice President, and Membership) and two standing committees (Governance and Class Agents). Additional special committees may be created as needed. Both Council Members and other alumni (Associate Members) may serve on any committee, except for the Governance Committee. The Alumni Council meets five times a year (bi-monthly), with committees meeting in the alternating months.