



Minutes for the Campus & ESCPH Board Meeting

Date: Wednesday 21 September 2022
Time: 16:30 – 19:30 (food served 19:00-19:30)
Venue: Staff Lounge, 2nd Floor, European School Copenhagen
Members : Jonas Christoffersen Christoffersen (Chair ESCPH Board, Deputy Chair Campus Board), Emil Moselund (Copenhagen City Council, External Member, Campus Board), Marianne Zibrandtsen (External Member, SAG Board), Andreas Manville (Deputy for Hans Bruyninckx, ESCPH Board), Mette Brøndum (SAG Parent), Karsten Vestergaard (SAG Parent), Christen Bagger (ESCPH Parent), Margo Rachat Nielsen (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Alfred Hovby Gotved (SAG Student), Thune Schmidt Kessy (SAG Student), Maya Chang Hansen (ESCPH Student), Sebastian Leiholt (ESCPH Student), Rasmus Hornecker (ESCPH Staff), Johan Lindell (ESCPH Staff), Edward Pedersen (SAG Staff), Allan Severin (SAG Staff), Anette Holst (Principal ESCPH & SAG), Julie Rørdam Thom (Deputy Principal ESCPH)
Guests: Helle Bjerre Degn (Head of Primary ESCPH), Hella Helvig Jensen (Head of Administration ESCPH & SAG), Madelaine Kirk (Deputy Head of Secondary ESCPH), Mogens Halten (Leder af Sangskolen SAG), Martin Christiansen (Vicerector Gymnasiet, SAG), Malene Wegener Knudsen (Leder af Folkeskolen SAG), Hans Bolvinkel (Bac Coordinator – Upper Secondary), Helena Madsen (Head of After School Care)
Apologies: Jens Kramer Mikkelsen (Chair Campus & SAG Boards), Hans Bruyninckx (Exec. Director EEA & Deputy Chair ESCPH Board)
Minutes: Alma Linnea Del Campo

Joint meeting of the Campus and ESCPH Boards

Agenda:

1. Approval of the agenda (decision) – 1 min.

1.1 Annex – Agenda Campus_ESCPH Board Meeting 21092022

Jonas Christoffersen started the meeting by explaining that later in the ESCPH board meeting a board election will be held, and therefore the previously elected members of the board will temporarily continue to fulfill their role, until this election can be held.

Jonas Christoffersen excused Jens Kramer's absence.

Annex 1.1. Agenda Campus_ESCPH Board meeting 21092022

1



Jonas Christoffersen invited all members of the Campus and ESCPH board to introduce themselves.

Decision:

- The agenda was approved by the Board.

2. Approval of the minutes of the Campus & SAG board meeting 5 April 2022 (decision) – 1 min.

2.1 Annex - Referat Campus og SAG Afdbest 05apr22

Decision:

- The Board approved the minutes from the meeting on the 5th of April 2022

3. Announcements and updates – 10 mins.

3.1 Results of the board elections: Introduction of the new board members and formal establishment of the new boards

Introductions were covered in above point, and thus all members new and repeating have been introduced.

3.2 Admissions/enrolment status - SAG and ESCPH

SAG:

Anette Holst informed the board that SAG had a good school start. There was a challenge with the limited number of boys applying. This has meant a bigger focus on outreach especially to boys to garner interest and applicants.

Anne-Terese Sales has been hired as the new chief conductor for the Sank Annæ Girls Choir. Anette Holst invited the board to see their first performance if they wished to.

ESCPH:

Julie Thom informed the Board that there have been challenges delaying admissions. This means that the ESCPH is still in the process of admitting a couple of students.

This is especially prevalent in Lower, where it is in consideration to begin admitting from rolling admission applicants.

Half of the students in S4 continued into S5. Overall Upper Secondary had eighty students with the room for eighty-four students. This is a positive improvement from earlier years.



4. Proposed school holiday plans 2023-24 (decision) - 5 mins.

4.1 Annex - SAG Ferieplan 2023- 2024

Anette Holst explains the SAG ferieplan.

No Comments

Decision:

- The Board approved the SAG Ferieplan for 2022_twenty-three

4.2 Annex - ESCPH School & ASC Holiday Plan 2022-23_draft

Purpose: To approve the school holiday plans for the 2023-24 school year

Julie Thom presents the ESCPH and ASC holiday to the board.

There was a request to have the pedagogical day on a Friday instead of in the middle of the week, to better accommodate working parents. Julie Thom explains that the current date was chosen due to the Upper Secondary having Operationdagsværks-dag (a day where all Gymnasium students work and donate the money earned to a cause chosen each year).

It was brought up to consider whether the pedagogical day should be one single day collectively across all sections or separate days to better accommodate parents and students.

Decision:

- The board agreed to try this placement of the pedagogical day, year and then revisit the considerations brought up for next academic year.
- The Board agreed that the ESCPH holiday plans are subject to a subsequent approval following the approval of the ESCPH Board.

5. Update on the SAG/ESCPH separation and new draft bylaws (information) - 5 mins.

5.1 Annex - SAG Draft Bylaws

5.2 Annex - ESCPH Draft Bylaws

Anette Holst informed the Board that the separation of SAG and the ESCPH has been delayed due to the pending decision of the government. It was expected to be in June, but it is still pending. Anette Holst commented that the decision may be postponed further due to upcoming election

The history of the process is presented for new members of the Board.

To separate the two schools there needs to be a law change, then the municipality can approve the decision and then the separation can commence.



Johan Lindell asked when it is expected to happen. Anette Holst answered that it could happen in January or February, but the latest is expected to be the first of August 2023.

ESCPH Board Meeting

Agenda:

6. Board elections

(See Annex 6.1 - Rules of Procedure of the school board at the European School Copenhagen)

- Formal school board election of the chairperson and deputy chairperson
- Appointment of the Executive Committee

Anette Holst suggested Jonas Christoffersen as chairperson

Decision:

- The Board elected Jonas Christoffersen as Chairperson

Jonas Christoffersen Suggests Caroline de la Porteas deputy chairperson

Decision:

- The Board elected Caroline de la Porteas Deputy Chairperson

Executive committee:

Following the Rules of Procedure of the ESCPH Board, the Executive Committee consists of the Chairperson, Deputy Chairperson, and a Parent Representative.

The Parent Representatives suggested Margo Rachat as the Parent Representative Member of the Executive Committee.

Decision:

- The Board elected Margo Rachat as the Parent Representative member of the Executive Committee.

7. Approval of the agenda (decision) - 1 min.

(See Annex 1.1 - Agenda Campus_ESCPH Board Meeting 23092021)

Jonas Christoffersen noted that meetings are purposely shorter to keep them efficient and to the point.

Decision:

- The agenda was approved by the ESCPH board.



8. Approval of the minutes of the ESCPH Board meeting on 7 April 2022 (decision) - 1 min.

8.1 Annex - Draft Minutes European School Board meeting 07042022

Decision:

- The board approved the minutes of the ESCPH board meeting on the 7th of April 2022.

8.2 Meeting dates in 2022/23 (decision) - 3 mins.

8.3 Annex - Draft ESCPH Meeting Plan 2022-23

Purpose: To approve the proposed meeting dates for 2022-23.

Jonas Christoffersen noted that due to number of members of the board, it is important to be mindful that it is very hard to find dates that suit everybody's schedule.

Furthermore, the multiple boards system of SAG and ESCPH poses unique challenges regarding scheduling.

Jonas Christoffersen brought up considerations as to what the role of the ESCPH Board is. After a brief discussion it was deemed an important topic for a future board meeting.

Decision:

- The board approved the proposed meeting dates of the ESCPH board 2022-23.

9. Annual board planning cycle (decision) - 3 mins.

9.1 Annex - Draft Annual Board Planning Cycle 2022-23

Purpose: To agree the annual planning cycle for the board meetings in 2022-23.

Decision:

- The annual board planning cycle was approved by the Board.

10. Planning of the annual school meeting (decision) - 10 mins.

Purpose: To give board members an opportunity to discuss and approve the program for the annual whole school meeting on 3rd November.

Julie Thom explained based on feedback, the program for the annual meeting. Parents association join in has been positive.

- A general presentation more narrowed in on strategy, focus points, actions point etc.
- Suggested Caroline de la Portea and parents' representatives are able to be met.
- suggested repeating workshops from previous years
 - o European hours
 - o European languages
 - o Work on the MUN (key speakers)



Julie Thom opened for comment of which there were the following:

- Suggestion of focusing on why this is a European school, and what that means.
- Suggestion of more networking opportunities especially post covid.
- Suggestion of having student speak at the meeting, as this was highly successful.
- Suggestion of more focus on the European baccalaureate, especially for the older students.
- An overall focus on promoting the meeting and the importance of the meeting to garner more attention and more attendees.

11. Various updates and information - 5 mins.

11.1 Information from the staff

Rasmus Hornecker informed the board that primary and lower secondary have had a very quiet start. Very quiet school start that is running smoothly.

Johan Lindell informed the board that upper secondary had a good start. There has been hired five new employees that have a lot of experience and are adapting to the ESCPH school system well. Furthermore, Johan Lindell mentioned that the annual workday was successful and enabled better team building and team spirit. Julie Thom thanked Johan Lindell's wife for her help with the team building exercises. Johan Lindell explained to the board that currently upper secondary is focused on preparations for the exams.

11.2 Information from the students

Lower secondary student council informs that they have multiple events coming up: Christmas café, Gala, Movie night, culture days, and wear a skirt to school day. Furthermore, they are working towards putting sanitary products in all bathrooms.

The Upper secondary council informs the board that they for the first time have three full grades, and while it is crowded, they are very happy. This also leads to planning exciting traditions such as "studenterkørsel." The student council itself has six new members and are planning various workshops. The two student council representatives are travelling to Strasburg for a meeting through the ESEA union. Furthermore, they are in collaboration with Julie Thom, designing the graduation cap for S7. They agreed to show the finish cap to the board.

12. Evaluation of the strategic focus points from 2021-22 (information) - 15 mins.

12.1 Annex - Strategic Focus Points 2021-22 Evaluation

Purpose: Management will present the evaluation of the strategic focus points from 2021-22.



Julie Thom presented the strategic focus points for 21-22 and explained that it has been very effective for staff and management. Both students and staff have been involved in the evaluations, that have been fruitful.

Julie Thom noted a few of the points that have received positive feedback.

- The harmonized didactic approach was successful. Importantly there will be a continued strong focus on unified communication, due to how new this is.
- Good S6 audit. High marks, especially in the European dimension.

Julie Thom presented the biggest points for improvement highlighted by the evaluation:

- In combination with the APV a big point of evaluation was the workload. A process to address this has begun and a follow up will be given to the board.
- There was a wish to have a stronger focus on class teacher. Resource student cases especially.
- The APV showed that secondary teacher did not feel as involved as they wished to be. Rasmus Hornecker commented that staff seem very happy with the amount of input and are in good spirits. Johan Lindell seconded that for upper teachers. Jonas Christoffersen commented that this sometimes could stem from confusing about lines of communication

The board agreed to discuss APV results in more depth at a future board meeting.

13. New overall objectives 2022-2025 and strategic focus points 2022-2023 (discussion and decision) - 75 mins.

13.1 Annex - Draft Overall Objectives 2022-2025_02062022

13.2 Annex - Draft Strategic Focus Points 2022-2023

Purpose: Proposed new overall objectives and strategic focus points will be presented to the board for discussion and approval. Workshop format.

Julie Thom presented the overall objectives and strategic focus points.

[Link to presentation](#)

She explained that that there has been process with the goal of making them focus not more ambitious and visionary.

Margo Rachat mentioned a concern about the wording of "sustainable growth" and whether this could be perceived greenwashing rather than the intended focus of ambitious but achievable growth and progress.

Consensus from the board was that the full sentence elaborates the title and should clear up any confusion

The third overall objective was commented on by multiple parent's representatives as being especially important post pandemic.



After the presentation Julie Thom arranged rotating discussion group as to hear the boards feedback. Various department heads took note of the feedback and Julie Thom will draft an updated version of the strategic focus points implementing the feedback of the board.

Decision:

- The board agreed that once the boards feedback has been implemented, the Executive Committee will approve the strategic focus points on behalf of the board.

14. Information from management - 10 mins.

14.1 School start 2022/23

Julie Thom informed the board that management has had a good school start, despite being a member down.

14.2 APV survey and sexual harassment survey

(Arbejdspladsvurdering) will be presented at the next board meeting. Julie Thom shortly informs that there were no red sections but the KKFO and Lower Secondary where both yellow. There are follow up meetings biweekly with TRIO, AMR, and TR.

Julie presents the results of the sexual harassment survey. The results were received in May. She reports that out of thirty-three respondents there were eleven that reported having their boundaries crossed. The trend seemed to be unwanted language or sexual connotations. The decision was to create a code of conduct and make clearer chains of reporting. Furthermore, an all-staff meeting was held, and a follow up will be done on November 2nd.

The board commented on the diverse cultural backgrounds, can mean that norms may vary leading to boundaries being unintentionally crossed. The board agreed that teambuilding and creating a culture of verbalizing your boundaries is important to proactively combat this. If more cases do occur, it is important to make it clear who to report it to and the anonymity of the victim.
Add as point next meeting.

14.3 Preparations for the Baccalaureate

Julie Thom noted that next meeting will be focused on promoting the European baccalaurate.

15. AOB - 5 mins.

Julie Thom informed the members that after the meeting there will be served drinks and tapas to round off the evening.



Christen asked for an update on the promotion of German at the ESCPH. Julie Thom explained that the ESCPH has been approved to apply. Julie Thom comments that the process is moving forward positively.