



Minutes ESCPH Board Meeting

Date: Monday 18 December 2023
Time: 16:30-18:00
Venue: Staff Lounge, 2nd Floor, European School Copenhagen
Members: Kira Peter-Hansen (MEP and External Member), Tinne Hoff Kjeldsen (External Member), Andreas Manville (EEA), Laura Rosenvinge (Copenhagen City Council), Margo Rachat Nielsen (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Blanka Erös (ESCPH Student), Dakshayini Manogghna Potluri (ESCPH Student), Julie Rørdam Thom (Director ESCPH)
Guests: Hella Helvig Jensen (Head of Administration), Helle Bjerre Degn (Head of Primary), Caroline Warner (ESCPH Parent)
Apologies: Christen Bagger (ESCPH Parent), Rasmus Hornecker (ESCPH Staff), Johan Lindell (ESCPH Staff)
Minutes: Helene Kristensen

ESCPH Board Meeting

Agenda:

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

Annex 1.1 - Agenda ESCPH Board Meeting 20231218

Kira Peter-Hansen opened with a welcome to Laura Rosenvinge at her first board meeting followed by a round of presentations of members of the board.

Decision:

The agenda was approved by the board.

2. Approval of the minutes of the ESCPH board meeting 21 September 2023 (decision) – 1 min.

Annex 2.1 - Draft ESCPH Board Meeting Minutes 20230921

Decision:

The minutes were approved by the board.

3. 2024 budget for Upper Secondary (decision) – 15 mins.

Annex 3.1 – 2024 budget for Upper Secondary



Purpose: The board needs to review and approve the 2024 budget for Upper Secondary (Hella Helvig Jensen presents).

Hella Helvig Jensen presented the 2024 budget for the Upper Secondary.

Key points:

- The Finance Act for 2024 has been passed, which means this is accounted for in the 2024 budget.
- The 2024 budget for the Upper Secondary is tight but realistic.
- The 2023 budget was optimistic regarding the total number of full-time students. This year, it has been adjusted to an expected number of 70 students in the new S5 classes in August 2024.
- There are collective bargaining negotiations in 2024 for the public sector which we do not know the outcome of yet. This has been accounted for with a buffer in the budget for salaries.
- The Upper Secondary is not covered by the municipality's rules on limited transfer access of the operating result between the financial years. Therefore, the Upper Secondary can build up equity in the same way as the self-governing institutions.
- The 2024 budget includes an estimated budget for 2025 which is based on an estimated number of 200 full-time students. However, because of an annual special grant of DKK 21 million for upper secondary schools from the Finance Act 2020, the rates are written down with 2%.
- All in all, the budget will result in a surplus of DKK 2.476.

Laura Rosenvinge inquired about the budgeting for SPS that is set to be less than in 2023. Julie Rørdam Thom responded that this is because there is a good procedure around SPS, and that it is therefore not an indication of cost-cutting measures.

Decision:

The board approved the 2024 budget for the Upper Secondary.

4. Revision of holiday plan 2024/2025 (decision) - 5 mins.

Annex 4.1 - Revised ESCPH Holiday Plan 2024-2025

Purpose: The board needs to approve the revised holiday plan for the school year 2024/2025.

Julie Rørdam Thom presented the revised version of the holiday plan for the school year 2024/2025. The Christmas holiday in 2024 is not generous, which is why management want to suggest a working day on a Saturday, in order to extend the Christmas holiday period to 3 January 2025.



Decision:

The revised holiday plan for 2024/2025 was approved, and it was decided that management will discuss the working day on a Saturday with TR's and staff and communicate back to the board at the next meeting.

5. Strategic Focus Points 2023/2024 – Focus point 1: ESCPH aims for continuous progression for all students' learning (discussion) – 30 mins.

Annex 5.1 – Strategic Focus Points 2023-2024

Purpose: To discuss strategic focus point 1: ESCPH aims for continuous progression in all students' learning.

Helle Bjerre Degn presented the school's progress and work with strategic focus point 1, "*ESCPH aims for continuous progression in all students' learning*". One of the aims is a strong collaboration between teachers and pedagogues, which we do through continuous focus on collaboration and knowledge-sharing as well as co-teaching for teachers and pedagogues, among other things.

Helle Bjerre Degn explained that knowledge-sharing and planning can be challenging due to working hours and scheduling, but this year, four common meetings are planned, which works very well. We also have a full pedagogical working day in November. The meetings consist of planning, pedagogical discussions, and team building.

Helle Bjerre Degn presented the school's work with co-teaching for teachers and pedagogues and the different co-teaching models, as this is a strong focus for collaboration between teachers and pedagogues.

Laura Rosenvinge added that co-teaching is a main topic of conversation in the municipality, and asked about whether there is any data or results to show yet. Helle Bjerre Degn informed that there is not necessarily any documentation yet, but it will be interesting to look at in the time to come.

Helle Bjerre Degn informed the board that we have also worked with the aim of lowering students' absence and lateness. Class teachers follow up on absence every month and management and a social worker go through absence four times a year. The school must notify the municipality when a student has 15% or more unauthorized absence.

It was discussed that absence is often seen in connection with holidays. It is difficult to regulate as we already have 14 days extra holiday compared to other schools.



6. L2 (discussion) – 20 mins.

Annex 6.1 – L2

Purpose: The development in choice of L2 following the possibility of L2 Danish.

Helle Bjerre Degn presented the discussion regarding development in choice of L2 following the possibility of choosing L2 Danish. We can see that the number of students choosing French and German has decreased significantly, and it is concerning because it threatens the existence of French and German L2. Furthermore, it also takes away from our European School identity, as the school will become Danish/English if this pattern continues; and even more so in Lower Secondary where the students will have multiple subjects taught in L2 Danish.

Helle Bjerre Degn presented three suggestions to balance the students' L2 choices: Offering specific Danish activities in the After School Care, making it more visible that L3 Danish grants access to Danish universities, and making it possible to change your L2 in Lower Secondary (S1) to Danish. This would be possible for many fluent speakers of Danish.

Tinne Hoff Kjeldsen asked about the reason for introducing L2 Danish. Helle Bjerre Degn informed that it has been requested by parents since the school was established.

Stéphanie Horion and Laure Conte highlighted the importance of L2 Danish for families with one or no Danish parents.

It was agreed that suggestions to balance the students' L2 choices will be discussed further at a future board meeting.

7. Various updates and information

• Information from students

Lower Secondary:

Parents Association and the Lower Secondary are currently working on organising a winter flea market for fundraising. This also highlights the school's focus on sustainability.

Upper Secondary:

The Upper Secondary are currently working with Parents Association on establishing baby-sitting services and tutoring services for students who are interested in a job. The S5's have been introduced to B-tests, the S6's are having B-tests in January, and the S7's are slightly overwhelmed by upcoming pre-bacs.

• Information from staff

There were no staff representatives present at the meeting.



- **Information from management**

- Follow-up on survey on working culture in terms of sexist culture and behaviour (Annex 7.1 - Resultatrapport_2023_-_European_School_Copenhagen_-_2023_(22-11-23))

Julie Rørdam Thom informed the board about the follow-up on the municipality's survey on working culture in terms of sexist culture and behaviour. We have a high number of respondents in the survey, and there is nothing critical to be found. It is, of course, problematic that incidents are happening at all, and it is concerning that our TR's and AMR's have not heard of these problems. We have previously addressed how staff can communicate to TR's and AMR's, but we will discuss this further in January.

Helle Bjerre Degn informed the board that initiatives are being implemented in order to attract more students for the new nursery class in the French section. There will be an open house on 16 January 2024 and flyers have been made to hand out at relevant places. Stéphanie Horion added that she will bring flyers to the Belgian Embassy, who will also post about it online.

8. AOB - 5 mins.

Stéphanie Horion gave the board an update on the efforts to complain to the municipality regarding traffic safety around the school. There has been an open dialogue, and communication is constructive yet complicated. Since the complaint, there has been an increased police presence in the mornings which has hopefully made a change.