



Agenda 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: Jens Kramer Mikkelsen (Chair Campus & SAG Boards), Jonas 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 Halken (Leder af Sangskolen SAG), Martin Christiansen (Vicerektor Gymnasiet, SAG), Malene Wegener Knudsen (Leder af Folkeskolen SAG), Hans Bolvinkel (Bac Coordinator – Upper Secondary), Helena Madsen (Head of After School Care)
Apologies: Hans Bruyninckx (Exec. Director EEA & Deputy Chair ESCPH Board)
Minutes:

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
- 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
- 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
 - 3.2 Admissions/enrolment status - SAG and ESCPH
- 4. Proposed school holiday plans 2023-24 (decision) – 5 mins.**
 - 4.1 Annex – SAG Ferieplan 2023- 2024

Annex 1.1. Agenda Campus_ESCPH Board meeting 21092022

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4.2 Annex – ESCPH School & ASC Holiday Plan 2022-23_draft
Purpose: To approve the school holiday plans for the 2023-24 school year

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

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

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

(See Annex 1.1 - Agenda Campus_ESCPH Board Meeting 23092021)

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

9. Meeting dates in 2022/23 (decision) – 3 mins.

- 9.0 Annex – Draft ESCPH Meeting Plan 2022-23

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

10. Annual board planning cycle (decision) – 3 mins.

- 10.1 Annex – Draft Annual Board Planning Cycle 2022-23

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

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

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

12. Various updates and information – 5 mins.

- 12.1 Information from the staff
- 12.2 Information from the students

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

- 13.1 Annex – Strategic Focus Points 2021-22 Evaluation

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



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

14.1 Annex – Draft Overall Objectives 2022-2025_ 02062022

14.2 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.

15. Information from management - 10 mins.

15.1 School start 2022/23

15.2 APV survey (Arbejdspladsvurdering) and KK sexual harassment survey

15.3 Preparations for the Baccalaureate

15.4 Staff news/recruitment

16. AOB – 5 mins.

After the meeting there will be served drinks and tapas to round off the evening.



Referat Campus- og SAG Afd.bestyrelsesmøde

Bilag 2.1

Dato:	05. april 2022
Tid:	16.30 – 18.30
Sted:	Lærerværelset på SAG
Mødedeltagere:	Jens Kramer Mikkelsen, Jonas Christoffersen, Hanne Løngreen, Peter Langdal, Karsten Vestergaard, Rasmus Hornecker, Edward Pedersen, Allan Severin, Marianne Zibrandtsen, Nynne Dalå, Arne Holm, Julie Rørdam Thom, Anette Holst.
Afbud:	Christen Bagger, Emil Moselund, Anne Boukris, Rikke Karlsson, Alfred Hovby Gotved, Alma Linnea Del Campo, Muskan Asim, Sebastian Leiholt
Gæster:	Malene Wegener Knudsen, Hella Helvig Jensen, Martin Kristiansen, Mogens Halken
Referent:	Özgül Iljazovski

Campus- og SAG Afdelingsbestyrelser

Campusbestyrelsen

Dagsorden:

1. Godkendelse af dagsorden

1.1. Bilag – Dagsorden

Jens Kramer Mikkelsen bød velkommen og orienterede om afbud.

Dagsordenen blev godkendt.

2. Godkendelse af referat

2.1. Bilag – Referat fra Campus bestyrelsesmøde den 6/12-22



Referatet blev godkendt

3. Meddelelser og orientering

Anette Holst oplyste om advokatundersøgelsen, og refererede til hovedpointerne. Resultat blev offentliggjort i går den 4/4-22. Undersøgelsen gav 39 henvendelser fra tidligere elever. Ingen nuværende ansatte er omtalt i de nuværende indberetninger. Af de 39 indberetninger er der 9 1.håndsberetninger, og ellers er det 2. og 3.håndsberetninger. Der er ikke udpeget nogen specifikke personer. Og heldigvis ingen nye hændelser efter 2001. Vi er i dag, i gymnasiet, i gang med at skabe en kultur hvor eleverne skal vide hvor de kan henvende sig, hvis de skulle have behov for en at snakke med.

Stor ros til Anette Holst fra Jens Kramer over håndteringen af hele sagen, og pressen.

Generelt ros og stor tilfredshed fra alle, til ledelsen for at have lavet undersøgelsen, og fået skolens holdning frem i lyset, samt håndteringen af hele sagen.

Julie Rørdam Thom orienterede om mødet på Europaskolen, med Uddannelses og forskningsministeriet. Et overordnet fint møde, hvor man drøftede karakteromregningen. Emnet vil blive taget op på torsdag til ESCPH Board Meeting.

Julie Rørdam Thom oplyste, at vi har fået mange flere ansøgere end vi plejer, hvilket er meget positivt.

Anette Holst informerede om adskillelsesprocessen af SAG og ESCPH. Vi har endnu ikke hørt tilbage fra kommunen og ministeriet, så vi er nødt til at rykke for svar.

4. Årsrapport 2021 – ESCPH - Upper Secondary - til godkendelse i Campus og ESCPH Afd. bestyr.

4.1. Bilag - Årsrapport 2021 - ESCPH - Upper Secondary – Eftersendes

Hella Helvig Jensen påpegede, at der ikke er nogen bemærkninger fra revisoren. Så vi har gjort, som vi skal.

Resultatet for 2021 viser et overskud på 874.259 kr.

Grundet Corona og at ESCPH er en nyopstartet organisation har det været vanskeligt at styre økonomien både på udgifts- og indtægtssiden i 2021. Der har været aktiviteter, og dermed udgifter,



der ikke kunne afholdes. Vi har samtidig modtaget ekstra tilskud til fagligt løft, trivselsfremmende aktiviteter og rengøring med kort varsel. Færre projekter er blevet afholdt, men samtidig har vi brugt mere på understøttende undervisning.

Vi har fået tilskud til pædagogikumkandidater, som der i første omgang ikke var budgetteret med, da vi først sent fik rammesat muligheden for afholde pædagogikum.

ESCPH har en lille egenkapital på 1,97 mio kr, hvilket er ret godt af en ny skole.

Årsrapporten blev godkendt, under forudsætning af godkendelse til ESCPH Board Meeting på torsdag.

5. Årsrapport 2021 - SAG – Gymnasiet/MGK - til godkendelse i Campus og SAG Afd. bestyr.

5.1. Bilag - Årsrapport 2021 - SAG - Gymnasiet/MGK – Eftersendes

Årsrapporten blev gennemgået af HHJ.

HHJ oplyste, at revisoren heller ikke havde nogen bemærkninger her.

Resultatet for 2021 inklusiv MGK er et overskud på 4.7 mio. kr. Bla grundet Corona har det været vanskeligt at styre økonomien både på udgifts- og indtægtssiden. Det har gjort, at der har været aktiviteter og dermed udgifter, der ikke har kunnet afholdes, og vi har samtidig modtaget ekstra tilskud til fagligt løft, trivselsfremmende aktiviteter og rengøring med kort varsel

Den afsatte pulje til merarbejde til lærerne er ikke blevet brugt, da de ekstra tilskud dækkede nogle af de ekstra indsatser vi satte i værk. Der var væsentlig færre eksamensbegivenheder og censur, samt et mindre frafald.

Anette Holst kommenterede overskuddet og egenkapitalen. Forsinkelse af musikhuset og Corona gjorde, at man ikke kunne overholde forskellige aktiviteter og har betydet at egenkapitalen er blevet booztet. Om dette får konsekvenser for optagelse af lån til musikhuset, må vi tage stilling til i juni eller september.

Sidste år i juni besluttede vi at hæve lånet fra 6mio kr til 7,2mio kr. Måske bliver det ikke nødvendigt.

Årsrapporten blev godkendt.

6. Regnskab 2021/Budget 2022 for SAG - Folkeskole og Sangskole - til godkendelse i Campus, er godkendt i SAG Afd. bestyr.

6.1. Bilag - Regnskab 2021 - SAG - FO-SA

6.2. Bilag – Budget 2022 - SAG - FO- SA



Regnskab og budget blev godkendt i Campus-bestyrelsen.

7. Regnskab 2021/Budget 2022 for ESCPH (Primary and Lower Secondary) - til godkendelse i Campus-bestyrelsen, er godkendt i ESCPH Afd. bestyrelse

7.1. Bilag - Regnskab 2021 - ESCPH - (Primary and Lower Secondary)

7.2. Bilag - Budget 2022 - ESCPH - (Primary and Lower Secondary)

Regnskab og budget blev godkendt i Campus-bestyrelsen.

8. Ferieplan ESCPH 2022-2023 - til godkendelse i Campusbestyrelsen.

8.1. Bilag - Holiday Plan 2022-2023

Julie gjorde opmærksom på fridagen onsdag den 2.november.22, hvor eleverne er til operations dagsværk.

Ferieplanen blev godkendt i Campus-bestyrelsen.

SAG Afdelingsbestyrelse

1. Godkendelse af referat

1.1. Bilag - Referat fra SAG afd. bestyrelsesmøde den 23/2-22

Referatet blev godkendt

2. Meddelelser og orientering

Ingen yderligere meddelelser

3. Skolebestyrelsesvalg

3.1 Bilag Tidsplan for valg til skolebestyrelsen

Martin Kristiansen og Malene Wegener Knudsen har været i dialog med Karsten Vestergaard, Arne Holm og Anne Boukris, og har nu lavet denne tidsplan. Den 27.apr er der et virtuelt møde. Bestyrelsen har godkendt tidsplanen. Nynne Dalå kan desværre ikke stille op igen.



Mogens Halken kommenterede, at der i tidsplanen burde stå, at det er valg af forældrerepræsentanter.

Tidsplanen blev godkendt.

4. Valg af bestyrelsesrepræsentant til ansættelsesudvalget i forbindelse med ansættelse af dirigent til pigekoret

Mogens Halken oplyste at Annemarie Granau fratræder, og det er vi kede af. Hun vil fremover være freelance dirigent. Vi har et stillingsopslag klar, men mangler et ansættelsesudvalg. Vi ønsker et bestyrelsesmedlem, og gerne en forældrerepræsentant, i ansættelsesudvalget, da det er et fag på skoleskemaet. Karsten Vestergaard meldte sig og blev valgt. Der vil være 2 runder, en prøvedirektion og en samtale. Målet er at finde den rigtige på denne side af sommerferien.

5. Information om, og opfølgning på advokatundersøgelsen

5 Orientering om arbejdet med forebyggelse af krænkelser på SAG

Anette Holst informerede om, at der var stor mediedækning hele dagen i går, bla. P1, P4, DR, TV2 Lorry. Medierne har behandlet det meget sobert og pænt.

Det har været rart, at få det kapitel afsluttet, og vi skal rette blikket mod at arbejde for, at lignende ikke sker igen. Vi skal ruste vores elever til ikke at gå rundt med sådan noget. Og at man skal kunne tale om det. Man skal være bevidst om, hvordan man kan sætte grænsen
Især i GYM er der blevet arbejdet med elevhandleplanen og den er vedtaget af hele elevrådet.

Den 21.april.22 har vi et stort arrangement for 1.g og 2. g'erne, hvor der kommer en sexolog og vil tale om grænser, sex og samtykke. Eleverne er meget optagede af de dilemmaer, der kan opstå til fester og på hverdage. Der vil være workshops og forskellige øvelser.

Trivselsgruppen skal på en mini mentoruddannelse, hvor de skal lære at tale med elever, der kan have brug for hjælp eller har det svært, og hjælpe dem videre. Det er vores håb at holde denne type arrangementer jævnlige.

Igen ros fra Jens Kramer – Godt at engagere eleverne på denne måde.

Også ros fra Nynne Dalå over håndteringen af det hele.



5.1 Bilag - Udkast til politik og handleplan

Handleplanerne blev gennemgået.

Man skal se handleplanen som et papir, der er lavet fra elevperspektivet, og hvordan man kommer i dialog. Det skal ses i den ånd at eleverne skal kunne tale om det og vide hvor de skal gå hen, hvis det bliver nødvendigt. GYM har arbejdet på den, og den er så sidenhen også tilpasset FO.

Der har været en god og nuanceret drøftelse, og der arbejdes videre med dette.

6. Nyt fra elevrådene

Malene Wegener Knudsen oplyste, at der har været afholdt mellemtrins- og udskolingsfest, som var en stor succes. Temaerne var henholdsvis galla- og gangsterfest.

Der havde været ros fra skolebetjentene for god oprydning.

7. Drøftelse af elevpræsentation om ideer vedr. udnyttelse af parkeringspladsen.

Jens Kramer nævnte, at det var en rigtig formidabel præsentation til sidste møde

Anette Holst oplyste, at eleverne har henvendt sig til kommunen, uden at få et andet svar end at de bare skal vente. 10. maj har de dog fået et møde med Valby Lokaludvalg.

Jens Kramer syntes, at det er en god ide, og at det er godt at de får lov til at gå videre i lokaludvalget.

Tilbage meldingen til eleverne er at bestyrelsen er positive, dog skal de nok lige gentænke, at det ikke er hele parkeringspladsen, der skal nedlægges.

Bestyrelsen ser frem til at høre hvilken tilbage melding de får fra lokaludvalget.

Mogens Halken informerede om, at vi har modtaget brev vedr en dispensationsansøgning vedr parkeringspladser grundet byggeriet af det nye musikhus. Vi har svaret, at det er der ikke behov for, da vi har rigeligt med



parkeringspladser på skolens matrikel, og opførelsen af det nye musikhus ikke medfører en stigning i antallet af personer, der har deres daglige gang på matriklen.

8. Gennemgang af projektforslaget for musikhusbyggeriet ved Simon Skjødt Jensen.

Simon Skjødt Jensen meldte afbud grundet sygdom.

Punktet udgår, og kommer på til næste møde.

9. Folkeskolen / Sangafdelingen – til orientering

9.1. Status på optagelse til FO 3. klasser

Mogens Halken oplyste, at det til start har været mangelfuldt med drenge, og 2.runde af optagelsesprøverne var i går. Desværre med en del afbud. Der har været 35 drenge i denne omgang. Vi får de antal drenge vi har brug for.

Det blev nævnt at optagelsesprøverne allerede er i oktober, og at det evt kan være for tidligt, da start først er til august.

10. Gymnasiet - til orientering

10.1. Status på optagelse til GY

Martin Kristiansen oplyste at det er gået super godt. Vi har fået 315 ansøgere hvoraf 93 er til MGK. Størstedelen er kvalificerede og har rigtig højt niveau. Sidste år havde vi færre ansøgere, som kan skyldes Corona.

Evt.

Ingen evt

Næste møde er til Strategiseminaret den 9. juni 2022.



Bilag 4.1

Elevernes ferieplan 2023/2024

FOLKESKOLE og GYMNASIUM

Sommerferie	lørdag 24. juni 2023 – tirsdag 8. august 2023
Efterårsferie	lørdag 14. oktober 2023 – søndag 22. oktober 2023
Juleferie	fredag 22. december 2023 – søndag 7. januar 2024
Vinterferie	lørdag 10. februar 2024 – søndag 18. februar 2024
Påskeferie	lørdag 23. marts 2024 – mandag 01. april 2024
Store Bededag	fredag 26. april 2024
Fridag	onsdag 1. maj 2024
Kristi Himmelfart	torsdag 09. maj 2024
Fridag	fredag 10. maj 2024
Pinseferie	lørdag 18. maj 2024 – mandag 20. maj 2024
Grundlovsdag	onsdag 5. juni 2024
Sommerferie	lørdag 29. juni 2024 – søndag 11. august 2024

De nævnte dage inkl.

Januar 2023		Februar 2023		Marts 2023		April 2023		Maj 2023		Juni 2023			
S 1	Nytårsdag	O 1		O 1		L 1		M 1	Første maj	18	T 1		
M 2	1	T 2		T 2		S 2		T 2			F 2		
T 3		F 3		F 3		M 3	14	O 3			L 3		
O 4		L 4		L 4		T 4		T 4			S 4		
T 5		S 5		S 5		O 5		F 5	Store bededag		M 5	Grundlovsdag	23
F 6		M 6	6	M 6	10	T 6	Skærtorsdag	L 6			T 6		
L 7		T 7		T 7		F 7	Langfredag	S 7			O 7		
S 8		O 8		O 8		L 8		M 8		19	T 8		
M 9	2	T 9		T 9		S 9	Påskedag	T 9			F 9		
T 10		F 10		F 10		M 10	2. påskedag	O 10		15	L 10		
O 11		L 11		L 11		T 11		T 11			S 11		
T 12		S 12		S 12		O 12		F 12			M 12		24
F 13		M 13	7	M 13	11	T 13		L 13			T 13		
L 14		T 14		T 14		F 14		S 14			O 14		
S 15		O 15		O 15		L 15		M 15		20	T 15		
M 16	3	T 16		T 16		S 16		T 16			F 16		
T 17		F 17		F 17		M 17	16	O 17			L 17		
O 18		L 18		L 18		T 18		T 18	Kristi himmelfartsdag		S 18		
T 19		S 19		S 19		O 19		F 19			M 19		25
F 20		M 20	8	M 20	12	T 20		L 20			T 20		
L 21		T 21		T 21		F 21		S 21			O 21		
S 22		O 22		O 22		L 22		M 22		21	T 22		
M 23	4	T 23		T 23		S 23		T 23			F 23		
T 24		F 24		F 24		M 24	17	O 24			L 24	1	SAG
O 25		L 25		L 25		T 25		T 25			S 25		
T 26		S 26		S 26		O 26		F 26			M 26		
F 27		M 27	9	M 27	13	T 27		L 27			T 27		
L 28		T 28		T 28		F 28		S 28	Pinsedag		O 28		
S 29		O 29		O 29		L 29		M 29	2. pinsedag	22	T 29		
M 30	5	T 30		T 30		S 30		T 30			F 30		
T 31		F 31		F 31				O 31					

1 = forvaltningens forslag
2 = SAG ferieplan

Juli 2023		August 2023		September 2023		Oktober 2023		November 2023		December 2023	
L 1		T 1		F 1	18	S 1		O 1	56	F 1	78
S 2		O 2		L 2		M 2	39	T 2	57	L 2	
M 3		T 3		S 3		T 3	40	F 3	58	S 3	
T 4		F 4		M 4	19	O 4	41	L 4		M 4	79
O 5		L 5		T 5	20	T 5	42	S 5		T 5	80
T 6		S 6		O 6	21	F 6	43	M 6	59	O 6	81
F 7		M 7		T 7	22	L 7		T 7	60	T 7	82
L 8		T 8		F 8	23	S 8		O 8	61	F 8	83
S 9		O 9	1	L 9		M 9	44	T 9	62	L 9	
M 10		T 10	2	S 10		T 10	45	F 10	63	S 10	
T 11		F 11	3	M 11	24	O 11	46	L 11		M 11	84
O 12		L 12		T 12	25	T 12	47	S 12		T 12	85
T 13		S 13		O 13	26	F 13	48	M 13	64	O 13	86
F 14		M 14	4	T 14	27	L 14		T 14	65	T 14	87
L 15		T 15	5	F 15	28	S 15		O 15	66	F 15	88
S 16		O 16	6	L 16		M 16		T 16	67	L 16	
M 17		T 17	7	S 17		T 17		F 17	68	S 17	
T 18		F 18	8	M 18	29	O 18		L 18		M 18	89
O 19		L 19		T 19	30	T 19		S 19		T 19	90
T 20		S 20		O 20	31	F 20		M 20	69	O 20	91
F 21		M 21	9	T 21	32	L 21		T 21	70	T 21	92
L 22		T 22	10	F 22	33	S 22		O 22	71	F 22	
S 23		O 23	11	L 23		M 23	49	T 23	72	L 23	
M 24		T 24	12	S 24		T 24	50	F 24	73	S 24	
T 25		F 25	13	M 25	34	O 25	51	L 25		M 25	
O 26		L 26		T 26	35	T 26	52	S 26		T 26	
T 27		S 27		O 27	36	F 27	53	M 27	74	O 27	
F 28		M 28	14	T 28	37	L 28		T 28	75	T 28	
L 29		T 29	15	F 29	38	S 29		O 29	76	F 29	
S 30		O 30	16	L 30		M 30	54	T 30	77	L 30	
M 31		T 31	17			T 31	55			S 31	

Januar 2024		Februar 2024		Marts 2024		April 2024		Maj 2024		Juni 2024						
M 1	Nytårsdag	1	T 1	11	F 1	27	M 1	2. påskedag	14	O 1	Første maj	L 1				
T 2			F 2	12	L 2		T 2	43		T 2	63	S 2				
O 3			L 3		S 3		O 3	44		F 3	64	M 3	82	23		
T 4			S 4		M 4	28	10	T 4	45		L 4		T 4	83		
F 5			M 5	13	6	T 5	29	F 5	46		S 5		O 5	Grundlovsdag		
L 6			T 6	14		O 6	30	L 6		M 6	65	19	T 6	84		
S 7			O 7	15		T 7	31	S 7		T 7	66		F 7	85		
M 8	93	2	T 8	16		F 8	32	M 8	47	15	O 8	67	L 8			
T 9	94		F 9	17		L 9		T 9	48		T 9	Kristi himmelfartsdag	S 9			
O 10	95		L 10			S 10		O 10	49		F 10		M 10	86	24	
T 11	96		S 11			M 11	33	11	T 11	50		L 11		T 11	87	
F 12	97		M 12			T 12	34		F 12	51		S 12		O 12	88	
L 13			T 13			O 13	35		L 13		M 13	68	20	T 13	89	
S 14			O 14			T 14	36		S 14		T 14	69		F 14	90	
M 15	98	3	T 15			F 15	37		M 15	52	16	O 15	70	L 15		
T 16	99		F 16			L 16			T 16	53		T 16	71	S 16		
O 17	100		L 17			S 17			O 17	54		F 17	72	M 17	91	25
T 18	1		S 18			M 18	38	12	T 18	55		L 18		T 18	92	
F 19	2		M 19	18	8	T 19	39		F 19	56		S 19		O 19	93	
L 20			T 20	19		O 20	40		L 20		M 20			T 20	94	
S 21			O 21	20		T 21	41		S 21		T 21	73		F 21	95	
M 22	3	4	T 22	21		F 22	42		M 22	57	17	O 22	74	L 22		
T 23	4		F 23	22		L 23			T 23	58		T 23	75	S 23		
O 24	5		L 24			S 24			O 24	59		F 24	76	M 24	96	26
T 25	6		S 25			M 25			T 25	60		L 25		T 25	97	
F 26	7		M 26	23	9	T 26			F 26	Store bededag		S 26		O 26	98	
L 27			T 27	24		O 27			L 27		M 27	77	22	T 27	99	
S 28			O 28	25		T 28			S 28		T 28	78		F 28	100	
M 29	8	5	T 29	26		F 29			M 29	61	18	O 29	79	L 29		
T 30	9					L 30			T 30	62		T 30	80	S 30		
O 31	10					S 31					F 31	81				

Juli 2024		August 2024		September 2024		Oktober 2024		November 2024		December 2024	
M 1	27	T 1		S 1		T 1		F 1		S 1	
T 2		F 2		M 2	36	O 2		L 2		M 2	49
O 3		L 3		T 3		T 3		S 3		T 3	
T 4		S 4		O 4		F 4		M 4	45	O 4	
F 5		M 5		T 5		L 5		T 5		T 5	
L 6		T 6		F 6		S 6		O 6		F 6	
S 7		O 7		L 7		M 7	41	T 7		L 7	
M 8	28	T 8		S 8		T 8		F 8		S 8	
T 9		F 9		M 9	37	O 9		L 9		M 9	50
O 10		L 10		T 10		T 10		S 10		T 10	
T 11		S 11		O 11		F 11		M 11	46	O 11	
F 12		M 12	33	T 12		L 12		T 12		T 12	
L 13		T 13		F 13		S 13		O 13		F 13	
S 14		O 14		L 14		M 14	42	T 14		L 14	
M 15	29	T 15		S 15		T 15		F 15		S 15	
T 16		F 16	38	M 16		O 16		L 16		M 16	51
O 17		L 17		T 17		T 17		S 17		T 17	
T 18		S 18		O 18		F 18		M 18	47	O 18	
F 19		M 19	34	T 19		L 19		T 19		T 19	
L 20		T 20		F 20		S 20		O 20		F 20	
S 21		O 21		L 21		M 21	43	T 21		L 21	
M 22	30	T 22		S 22		T 22		F 22		S 22	
T 23		F 23	39	M 23		O 23		L 23		M 23	52
O 24		L 24		T 24		T 24		S 24		T 24	Juleaften
T 25		S 25		O 25		F 25		M 25	48	O 25	Juledag
F 26		M 26	35	T 26		L 26		T 26		T 26	2. juledag
L 27		T 27		F 27		S 27		O 27		F 27	
S 28		O 28		L 28		M 28	44	T 28		L 28	
M 29	31	T 29		S 29		T 29		F 29		S 29	
T 30		F 30		M 30	40	O 30		L 30		M 30	1
O 31		L 31				T 31				T 31	Nytårsaften

European School Copenhagen

School Holidays 2023/24

Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	July 2024
L 1	T 1 ○	F 1	S 1	O 1	F 1	M 1 <small>Nytårsdag 1</small>	T 1	F 1	M 1 <small>2. påskedag 14</small>	O 1 ○	L 1	M 1 <small>27</small>
S 2	O 2	L 2	M 2 <small>40</small>	T 2	L 2	T 2	F 2	L 2	T 2	T 2	S 2	T 2
M 3 ○ <small>27</small>	T 3	S 3	T 3	F 3	S 3	O 3	L 3	S 3	O 3	F 3	M 3 <small>23</small>	O 3 ○
T 4	F 4	M 4 <small>36</small>	O 4	L 4	M 4 <small>49</small>	T 4	S 4	M 4 <small>10</small>	T 4	L 4	T 4	T 4
O 5	L 5	T 5	T 5	S 5	T 5	F 5	M 5 <small>6</small>	T 5	F 5	S 5	O 5 <small>Grundlovsdag</small>	F 5
T 6	S 6	O 6	F 6	M 6 <small>45</small>	O 6	L 6	T 6	O 6	L 6	M 6 <small>19</small>	T 6	L 6
F 7	M 7 <small>32</small>	T 7	L 7	T 7	T 7	S 7	O 7	T 7	S 7	T 7	F 7	S 7
L 8	T 8	F 8	S 8	O 8	F 8	M 8 <small>2</small>	T 8	F 8	M 8 <small>15</small>	O 8	L 8	M 8 <small>28</small>
S 9	O 9 - Sag tilbage	L 9	M 9 <small>41</small>	T 9	L 9	T 9	F 9	L 9	T 9	T 9 <small>Kr. himmelfartsdag</small>	S 9	T 9
M 10 ○ <small>28</small>	T 10	S 10	T 10	F 10	S 10	O 10	L 10	S 10	O 10	F 10	M 10 <small>24</small>	O 10 ○
T 11	F 11	M 11 <small>37</small>	O 11	L 11	M 11 <small>50</small>	T 11	S 11	M 11 <small>11</small>	T 11	L 11	T 11	T 11
O 12	L 12	T 12	T 12	S 12	T 12	F 12	M 12 <small>7</small>	T 12	F 12	S 12	O 12	F 12
T 13	S 13	O 13	F 13	M 13 <small>46</small>	O 13	L 13	T 13	O 13	L 13	M 13 <small>20</small>	T 13	L 13
F 14	M 14 <small>33</small>	T 14	L 14	T 14	T 14	S 14	O 14	T 14	S 14	T 14	F 14	S 14
L 15	T 15	F 15	S 15	O 15	F 15	M 15 <small>3</small>	T 15	F 15	M 15 <small>16</small>	O 15	L 15	M 15 <small>29</small>
S 16	O 16	L 16	M 16 <small>42</small>	T 16	L 16	T 16	F 16	L 16	T 16	T 16	S 16	T 16
M 17 ● <small>29</small>	T 17	S 17	T 17	F 17	S 17	O 17	L 17	S 17	O 17	F 17	M 17 <small>25</small>	O 17 ●
T 18	F 18	M 18 <small>38</small>	O 18	L 18	M 18 <small>51</small>	T 18	S 18	M 18 <small>12</small>	T 18	L 18	T 18	T 18
O 19	L 19	T 19	T 19	S 19	T 19	F 19	M 19 <small>8</small>	T 19	F 19	S 19 <small>Pinsedag</small>	O 19	F 19
T 20	S 20	O 20	F 20	M 20 <small>47</small>	O 20	L 20	T 20	O 20	L 20	M 20 <small>2. pinsedag 21</small>	T 20	L 20
F 21	M 21 <small>34</small>	T 21	L 21	T 21	T 21	S 21	O 21	T 21	S 21	T 21	F 21	S 21
L 22	T 22	F 22	S 22	O 22	F 22 - SAG ferie	M 22 <small>4</small>	T 22	F 22	M 22 <small>17</small>	O 22	L 22	M 22 <small>30</small>
S 23	O 23	L 23	M 23 <small>43</small>	T 23	L 23	T 23	F 23	L 23	T 23	T 23	S 23	T 23
M 24 <small>30</small>	T 24 ○	S 24	T 24	F 24	S 24	O 24	L 24	S 24 <small>Palme søndag</small>	O 24	F 24	M 24 <small>26</small>	O 24
T 25	F 25	M 25 <small>39</small>	O 25	L 25	M 25 <small>Juledag 52</small>	T 25	S 25	M 25 <small>13</small>	T 25	L 25	T 25	T 25
O 26 ●	L 26	T 26	T 26	S 26	T 26 <small>2. Juledag</small>	F 26	M 26 <small>9</small>	T 26	F 26 <small>Bededag</small>	S 26	O 26	F 26 ●
T 27	S 27	O 27	F 27	M 27 <small>48</small>	O 27	L 27	T 27	O 27	L 27	M 27 <small>22</small>	T 27	L 27
F 28	M 28 <small>35</small>	T 28	L 28	T 28	T 28	S 28	O 28	T 28 <small>Skærtorsdag</small>	S 28	T 28	F 28	S 28
L 29	T 29	F 29	S 29	O 29	F 29	M 29 <small>5</small>	T 29	F 29 <small>Langfredag</small>	M 29 <small>18</small>	O 29	L 29	M 29 <small>31</small>
S 30	O 30	L 30	M 30 <small>44</small>	T 30	L 30	T 30		L 30	T 30	T 30	S 30	T 30
M 31 <small>31</small>	T 31 ○		T 31		S 31	O 31		S 31 <small>Påskedag</small>		F 31		O 31
0	14	21	17	21	13	18	16	16	16	19	19	0



23. februar 2022

Sagsnummer
2022-0065142

Dokumentnummer
2022-0065142-3

Vedtægt for Sankt Annæ Gymnasium (SAG)

Kapitel 1: Navn, hjemsted og formål

§1. Sankt Annæ Gymnasium er Københavns Kommunes sangskole. Sankt Annæ Gymnasium er en skole indenfor den offentlige forvaltning med hjemsted i Københavns Kommune

§2. Sankt Annæ Gymnasium varetager sine opgaver i henhold til folkeskoleloven, gymnasieloven og lov om institutioner for almengymnasiale uddannelser og almen voksenuddannelse mv. samt inden for rammer fastsat af Undervisningsministeriet og Borgerrepræsentationen og den kommunale styrelsesvedtægt.

§3. Institutionens formål er at udbyde henholdsvis gymnasie- og grundskole uddannelse i kombination med obligatorisk sang- og musikundervisning.

Kapitel 2: Bestyrelsens sammensætning

§4. Ved Sankt Annæ Gymnasium nedsættes der en bestyrelse med 12 medlemmer med stemmeret. Medlemmer med stemmeret skal være myndige, dog med undtagelse af elevrepræsentanter.

Stk.2. Flertallet af medlemmer med stemmeret skal være forældre og andre eksterne medlemmer med de kompetencer, der fremgår af stk. 3. Bestyrelsen består af

- 3 eksterne medlemmer udpeget af Københavns Kommune efter principperne i stk. 3.
- 4 forældrevalgte medlemmer
- 3 medarbejdervalgte medlemmer
- 2 elevvalgte medlemmer

Stk. 3. De eksterne udpegede bestyrelsesmedlemmer skal tilsammen have kompetencer, der bidrager til at fremme Sankt Annæ Gymnasiums aktuelle og fremadrettede virke med en dynamisk udadvendt profil. Bestyrelsens medlemmer forudsættes desuden tilsammen at

Kommenterede [KLT1]: SAG ønsker, at der udpeges et medlem af Borgerrepræsentationen. Det har tidligere været praksis. Også i Campusbestyrelsen

Kommenterede [KLT2]: Skal lige afklares.

Administrativt Ressourcecenter
Administrativt Sekretariat, Jura
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Gyldenløvesgade 15
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have professionserfaring fra den videregående uddannelsessektor, erhvervslivet og det professionelle sang- og musikmiljø.

Stk. 4. Bestyrelsen vælger en formand blandt de eksterne, ikke forældrevalgte medlemmer.

Stk. 5. Der kan ydes vederlag til formand og næstformand efter regler, der fastsættes af Undervisningsministeriet.

Stk. 6. Rektor er bestyrelsens sekretær og deltager i bestyrelsens møder uden stemmeret. Endvidere kan øvrige ledere på Sankt Annæ Gymnasium deltage efter behov i bestyrelsens møder uden stemmeret. Bestyrelsen kan tillade, at andre relevante personer deltager i møderne uden stemmeret.

§5. Bestyrelsens funktionsperiode er på 4 år og følger valgperioden for kommuner.

Stk. 2. Genudpegning kan finde sted flere gange.

Stk. 3. Hvis en medarbejder eller en elev ved institutionen ikke længere opfylder betingelserne for at blive udpeget som medlem af bestyrelsen, ophører medlemskabet øjeblikkeligt. Den udpegningsberettigede skal hurtigst muligt udpege et nyt medlem for den resterende del af funktionsperioden.

§6. Valg af forældrerepræsentanter til bestyrelsen følger retningslinjerne for valg af forældre til folkeskolernes bestyrelser og tilpasses skolens særlige karakter.

Stk. 2. Skolens rektor fastsætter retningslinjer for valg af elevrepræsentanter i bestyrelsen efter dialog med eleverne.

Stk. 3. Skolens rektor fastsætter retningslinjer for valg af medarbejderrepræsentanter i bestyrelsen efter dialog med medarbejderne. Medarbejderne på skolen vælger 3 repræsentanter til bestyrelsen.

§7. Repræsentanterne for eleverne må ikke overvære behandling af sager vedrørende enkeltpersoner og har ikke stemmeret i disse sager.

Kapitel 3: Bestyrelsens opgaver og ansvar

§8. Bestyrelsen udøver sin virksomhed inden for de mål og rammer, som fremgår i medfør af kapitel 1.

Stk. 2. Bestyrelsen har det overordnede ansvar for, at skolen fungerer i henhold til det lovmæssige grundlag mv.

Stk. 3. Bestyrelsen fastlægger Sankt Annæ Gymnasiums målsætning og strategi for uddannelserne på skolen og kan fastsætte overordnede principper for skolens faglige, administrative og pædagogiske virksomhed, herunder skolens rektors virksomhed.

Stk. 4. Bestyrelsen indstiller budget og regnskab til godkendelse efter indstilling fra rektor.

Stk. 5. Bestyrelsen fastlægger skolens ferieplan.

Stk. 6. Ved ansættelse og afskedigelse af skolens rektor, vicerektor, sanginspektøren og lederen af folkeskoleafdelingen følger Sankt Annæ Gymnasium Københavns Kommunes generelle retningslinjer herom.

Stk. 7. Bestyrelsen kan afgive udtalelse og stille forslag til Børne- og Ungdomsudvalget om alle spørgsmål, der vedrører Sankt Annæ Gymnasium. Bestyrelsen skal afgive udtalelse om alle spørgsmål, som Borgerrepræsentationen, Børne- og Ungdomsudvalget eller borgmesteren forelægger den.

Kapitel 4: Bestyrelsens arbejde

§9. Formanden (og i dennes fravær næstformanden) indkalder til og leder bestyrelsens møder.

Stk. 2. Der holdes møde så ofte som formanden eller 1/3 af medlemmerne finder det nødvendigt. Almindeligvis 6 møder årligt.

Stk. 3. Formanden leder møderne og drager omsorg for, at beslutningerne indføres i et referat. Et mindretal kan forlange at få sin afvigende mening indført i referatet og medsendt bestyrelsen udtalelser. Referatet godkendes på det næstkommende bestyrelsesmøde.

Stk. 4. Bestyrelsen er beslutningsdygtig, når mindst halvdelen af de stemmeberettigede medlemmer til stede.

Stk. 5. Beslutningerne træffes ved almindeligt stemmeflertal. Ved stemmelighed er formandens stemme udslag.

Stk. 6. Bestyrelsen nedsætter et forretningsudvalg. Rammerne for dets nedsættelse, sammensætning og funktion skal fastlægges i forretningsordenen. Forretningsudvalget kan ikke tillægges beslutningskompetence i spørgsmål, der henhører under bestyrelsens kompetence.

Stk. 7. Bestyrelsen fastsætter selv sin forretningsorden.

Kapitel 5: Institutionens daglige ledelse

§10. Skolens rektor er overordnet ansvarlig for ledelsen af Sankt Annæ Gymnasium og varetager den administrative og pædagogiske ledelse af Sankt Annæ Gymnasium med ansvar over for skolens bestyrelse og Borgerrepræsentation.

Stk. 2. På det ledelsesmæssige plan fastlægger skolens rektor den interne kompetencefordeling på skolen.

Kapitel 6. Ikrafttræden

§11. Vedtægten træder i kraft ved underskrift. Vedtægten revideres med udgangen af X

Stk. 2. Denne vedtægt ophæver tidligere vedtægter for bestyrelsen ved Sankt Annæ Gymnasium.



11. maj 2022

Sagsnummer
2022-0065147

Dokumentnummer
2022-0065147-3

Vedtægt for European School Copenhagen (ESCPH)

Kapitel 1: Navn, hjemsted og formål

§ 1. European School Copenhagen er en international kommunal skole med hjemsted i Københavns Kommune.

§ 2. European School Copenhagen er en akkrediteret Europaskole. European School Copenhagen varetager sine opgaver inden for rammer fastsat af Europaskolernes Øverste Råd, Accredited European Schools (AES), Undervisningsministeriet, Københavns Kommunes Styrelsesvedtægt samt dele af folkeskoleloven og lov om institutioner for almen- og gymnasiale uddannelser og almen voksenud- dannelselse.

§ 3. Institutionens formål er at udbyde henholdsvis gymnasie- og grundskole uddannelser inden for Europaområdet.

Kapitel 2: Bestyrelsens sammensætning

§ 4. Ved European School Copenhagen nedsættes en bestyrelse på 12 medlemmer med stemmeret. Medlemmer med stemmeret skal være myndige, dog med undtagelse af elevrepræsentanter.

Stk. 2. Flertallet af medlemmer med stemmeret skal være forældre og andre eksterne medlemmer med dekompetencer, der fremgår af stk. 3. Bestyrelsen består af

- 3 eksterne medlemmer udpeget af Københavns Kommune efter principperne i stk. 3.
- 4 forældrevalgte medlemmer.
- 3 medarbejdervalgte medlemmer.
- 2 elevvalgte medlemmer.

Stk. 3. Københavns Kommune skal ved udpegnen af medlemmer af bestyrelsen tilstræbe, at de, af kommunen, udpegede medlemmer tilsammen har kompetencer, der bidrager til at fremme European School Copenhagen's aktuelle og fremadrettede virke med en

Kommenterede [KLT1]: Skal lige afklares.

Administrativt Sekretariat, Jura
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5798009386229

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dynamisk og udadvendt profil, ligesom de tilsammen bør have professionserfaring fra den videregående uddannelsessektor, erhvervslivet og det internationale miljø i København. Det Europæiske Miljøagentur indstiller ét medlem til udpegning til bestyrelsen.

Kommenterede [KLT2]: Hvordan passer det medlem ind i det samlede antal bestyrelsesmedlemmer?

Stk. 4. Bestyrelsen vælger en formand og en næstformand blandt de eksterne, ikke forældrevalgte medlemmer.

Stk. 5. Der kan ydes vederlag til formand og næstformand efter regler, der fastsættes af Undervisningsministeriet.

Stk. 6. Skolens Director er bestyrelsens sekretær og deltager i bestyrelsens møder uden stemmeret. Endvidere kan øvrige ledere på European School Copenhagen deltage, når det er relevant, i bestyrelsesmøder uden stemmeret. Bestyrelsen kan tillade, at andre relevante personer deltager i møderne uden stemmeret.

§ 5. Bestyrelsens funktionsperiode er på 4 år og følger valgperioden for kommuner.

Stk. 2. Genudpegning kan finde sted flere gange.

Stk. 3. Hvis en medarbejder eller en elev ved institutionen ikke længere opfylder betingelserne for at blive udpeget som medlem af bestyrelsen, ophører medlemskabet øjeblikkeligt. Den udpegningsberettigede skal hurtigst muligt udpege et nyt medlem for den resterende del af funktionsperioden.

§ 6. Valg af forældrerepræsentanter til bestyrelsen følger retningslinjerne for valg af forældre til folkeskolernes bestyrelser og tilpasses skolens særlige karakter.

Stk. 2. Skolens Director fastsætter retningslinjer for valg af elevrepræsentanter i bestyrelsen efter dialog med eleverne.

Stk. 3. Skolens Director fastsætter retningslinjer for valg af medarbejderrepræsentanter i bestyrelsen efter dialog med medarbejderne. Medarbejderne på skolen vælger 3 repræsentanter til bestyrelsen.

§ 7. Repræsentanterne for eleverne må ikke overvære behandling af sager vedrørende enkeltpersoner og har ikke stemmeret i disse sager.

Kapitel 3: Bestyrelsens opgaver og ansvar

§ 8. Bestyrelsen har det overordnede ansvar for, at European School Copenhagen udøver sin virksomhed inden for de mål og rammer, der fremgår af kapitel 1 samt det lovmæssige grundlag mv.

Stk. 2. Bestyrelsen fastlægger European School Copenhagen's målsætning og strategi og kan fastsætte overordnede principper for skolens faglige, administrative og pædagogiske virksomhed, herunder for skolens Director's virksomhed.

Stk. 3. Efter indstilling fra Director afgiver bestyrelsen indstilling til Børne- og Ungdomsudvalget om budget og regnskab.

Stk. 4. Bestyrelsen fastlægger skolens ferieplan.

Stk. 5. Bestyrelsen deltager i ansættelsen af skolens Director og øvrige ledere efter Københavns Kommunes generelle retningslinjer herom. Bestyrelsen orienterer Københavns Kommune om forhold, der har væsentlig betydning for Directors varetagelse af stillingen.

Stk. 6. Bestyrelsen kan afgive udtalelse og stille forslag til Børne- og Ungdomsudvalget om alle spørgsmål, der vedrører European School Copenhagen. Bestyrelsen skal afgive udtalelse om alle spørgsmål, som Borgerrepræsentationen, Børne- og Ungdomsudvalget eller borgmesteren forelægger.

Stk. 7. Bestyrelsen fastsætter selv sin forretningsorden.

Kapitel 4: Bestyrelsens arbejde

§ 9. Formanden og i dennes fravær næstformanden indkalder til bestyrelsens møder.

Stk. 2. Der holdes møde, så ofte som formanden eller 1/3 af medlemmerne finder det nødvendigt. Der afholdes almindeligvis 6 møder årligt. Møder kan afholdes skriftligt.

Stk. 3. Formanden leder møderne og drager omsorg for, at beslutningerne indføres i et referat. Et mindretal kan forlange at få sin afvigende mening indført i referatet og medsendt bestyrelsens udtalelser.

Stk. 4. Bestyrelsen er beslutningsdygtig, når mindst halvdelen af de stemmeberettigede medlemmer er tilstede.

Kommenterede [KLT3]: Hvornår godkendes referater?. SAG vedtægt godkendes referater på næstkommende bestyrelsesmøde

Stk. 5. Beslutningerne træffes ved almindeligt stemmeflertal. Ved stemmelighed er formandens stemmeudslagsgivende.

Stk. 6. Bestyrelsen kan nedsætte et forretningsudvalg. Rammerne for forretningsudvalget nedsættelse, sammensætning og funktion fastlægges i bestyrelsens forretningsorden. Forretningsudvalget kan ikke tillægges beslutningskompetence i spørgsmål, der henhører under bestyrelsens kompetence.

Kapitel 5: Institutionens daglige ledelse

§ 10. Skolens Director ansættes og afskediges af Københavns Kommune og har det daglige ansvar for en ansvarlig for ledelsen af European School Copenhagen. Director varetager den faglige, administrative og pædagogiske ledelse af European School Copenhagen med ansvar over for bestyrelsen og Borgerrepræsentationen.

Stk. 2. På det ledelsesmæssige plan fastlægger skolens Director den interne kompetencefordeling på skolen.

Kapitel 6: Ikrafttræden

§ 11. Vedtægten træder i kraft ved underskrift. Vedtægten revideres senest tre år efter ikrafttræden.

Stk. 2. Denne vedtægt ophæver vedtægt for European School Copenhagen af [dato].

Godkendt af Borgerrepræsentationen d. XX.

Rules of Procedure of the school board at the European School Copenhagen

According to the bylaws of Sankt Annæ Gymnasium with the inclusion of European School Copenhagen § 5, the following rules of procedure for the European School at Sankt Annæ Gymnasium are stipulated.

§ 1

The first meeting of the school board

Subsection 1. The principal will convene a first meeting of the school board for the European School Copenhagen as soon as possible after the new board is elected.

Subsection 2. The school board elects a chairperson and deputy chairperson.

Subsection 3. The members elected on a list of candidates can demand that a substitute candidate is summoned to the meeting if a member is absent from the first meeting,

Subsection 4. The school principal will chair the meeting until the chairperson of the school board has been elected.

Subsection 5. The chairperson and deputy chairperson will be elected from the external members, as members elected by parents are not eligible for these positions. All members of the school board have the right to vote. The candidate with the majority of votes will be elected. A new vote will be conducted if no such majority is reached at the first voting. A binding vote between the two candidates with the most votes at the second voting is made if the second voting does not provide a result. If these two candidates receive the same number of votes, a decision is made by drawing lots for which two candidates should be voted at the binding election. A decision is made by drawing lots if votes for the candidates are again equal at the third election

Section 6. The chairperson and deputy chairperson are voted for a four-year term.

Section 7. If the chairperson is elected according to the above procedure, the deputy chairperson can be elected using this same procedure. The second in line becomes deputy chairperson if the chairperson is not elected until the third voting.

Section 8. The school principal informs the secretariat at the Municipality of Copenhagen for the Administration of Children and Youth (BUF) of the chairperson and deputy chairperson elected.

Section 9. If the chairperson or the deputy chairperson steps down from their posts before the end of the term, the school principal convenes a new meeting as soon as possible.

§ 2

Meetings of the School board

Section. 1. The School board of the European School (hereafter School board) schedule regular meetings for the following school term.

Section 2. The School board has approximately six meetings a year.

Section 3. The meetings are held behind closed doors. The school principal takes minutes at the meetings. The board can invite others to participate in the meetings when questions of particular interest are discussed and/or when the board considers it relevant.

Section 4. Additional meetings can be held by the School board when the chairperson or three members of the board make this request. Items for the agenda must be submitted no later than two weeks prior to the meeting

Section 5. The chairperson sees to it that the meeting is summoned to the School board two weeks in advance of the meetings, which are held at the school premises.

Section 6. The agenda for regular meetings of the School board with enclosures are distributed no later than one week prior to the meeting. When a member submits an item for inclusion in the agenda, the information should be given to the chairperson and school principal no later than ten days prior to the meetings.

Section 7. The chairperson can summon a meeting with shorter notice in special circumstances. The chairperson shall inform the members of the agenda of the meeting when the meeting is summoned.

Section 8. The School board appoints an Executive Committee consisting of the chairperson, the deputy chairperson, and a member elected by the parents. In special circumstances, the executive committee can make decisions and make statements on behalf of the School board. The executive committee must inform the entire School board of decisions and statements to be included on the agenda of a subsequent meeting without undue delay.

Section 9. The School board can appoint sub-committees with separate members and staff at the school. The sub-committee should have terms of reference of its work set by the school board.

Section 10. The school board can make decisions on a written basis including e-mails if it is considered necessary.

§ 3

The School board sphere of competence

The School board's sphere of competence is a reflection of the overall structure of SAG and the Municipality of Copenhagen.

Section 1. For approval by the School board

1. The setting of principles¹, values and a mission statement for the school with due regard to the European profile of the school.
2. Approve the strategic focus points for the school.
3. School rules.
4. School holiday plan.
5. Advice the principal on the budget. The director is responsible towards Københavns kommune.
6. Submit candidates for management positions at the European School to the City of Copenhagen (BUF) on recommendation by the school principal.
7. Assessment of the teaching environment every 3rd year.
8. Advice on assessment of well-being at the school.
9. Issues dealing with school buildings and construction.
10. The Executive Committee of the European School can take decisions on issues which, cannot be postponed until the following meeting of the Board.
11. The School Board is obliged to put issues from the Campus Board on the agenda if so requested.

Decisions on the following Points must be forwarded to the Campus Board: 4,5,6,10

Section 2. The School Board will be informed about the following issues:

- New appointments
- Dismissals/Personnel
- Recruitment and admission of pupils
- Scheduling meetings with parents
- School-home relations

ⁱ By principle is meant a line of thought that gives a sense of direction for the school. The principle should be expressed as clearly as possible so there can be no doubt of the intension. A good principle is short and to the point. A principle should not be written as an Order. Too many vague expressions make it difficult to work out plans of action. The school principal should have the choice of several actual options when the principle is to be put into practice.

§4 4

Taking decisions and voting

Section 1. The School board forms a quorum when at least half of the members are present. In the case when a member cannot attend, the chairperson should call in a substitute upon request from the member in question. However, this should take place no later than three days prior to the meeting.

Section 2. The members can only take part in the voting procedures of the School board when they are present in person.

Section 3. Where no other procedure has been set, decisions are made using simple majority vote. In the case of parity of votes, the vote of the chairperson is final.

§ 5

Minutes from the meetings

Section 1. The meetings are chaired by the chairman who also sees to it that the decisions taken are recorded in the minutes.

Section 2. The minutes should include names of the persons attending. Minority opinions should be added to the minutes and expressed in statements made, if so requested by the minority.

Section 3. The school principal sees to it that the decisions taken are implemented.

§ 6

Stepping down from the School board

Section 1. If a member steps down from the school board, the member is replaced by the elected substitute. The Municipality of Copenhagen Administration for Children and Youth receives an update.

Section 2. If at the time a member steps down no substitute representing the list in question is available, the mandate is transferred to the list of candidates or the like which at the time of the election was closest to getting an extra seat.

Section 3. The executive committee shall see to it that a by-election will be held as soon as possible if no substitutes are available.

§9
Coming into force of the rules of procedure

The rules of procedure were decided at the meeting of the school board on 06.05.2015, and will come force as of this date.

The rules of procedure can be amended by simple majority.



Minutes of the European School Copenhagen School Board Meeting

Date:	Thursday 7 April 2022
Time:	16:30 – 18:30
Meeting room:	Staff lounge, 2 nd floor
Members:	Jonas Christoffersen (Chair), Søren Nielsen (EEA), Rikke Karlsson (Parent Rep), Caroline Warner (Parent Rep), Eskil Berg Kappel (Parent Rep), Rasmus Hornecker (Staff Rep), Johan Lindell (Staff Rep), Stine Hvitved Leather (Staff Rep), Muskan Asim (Student Rep), Sebastian Leiholt (Student Rep), Anette Holst (Director), Julie Rørdam Thom (Deputy Director)
Guests:	Helle Bjerre Degn (Head of Primary), Hella Helvig Jensen (Head of Administration), Octave Marozeau (Student Rep - Deputy), Susanne Thielscher (L2 German teacher)
Excuses:	Hans Bruyninckx (Deputy Chair), Christen Bagger (Parent Rep)
Minutes:	Stine Hvitved Leather

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

- 1.1 Annex – Agenda European School Board meeting 07042022

Julie Thom explained that the board had not received the updated version of the proposed objectives/strategy document (annex 5.1.). Therefore, meeting point 5 will be postponed for the board meeting in June.

Decision:

- Meeting point 5 was postponed for the next board meeting. With that change, the board approved the agenda.

2. Approval of the minutes from the last meeting (decision) – 1 min.

- 2.1. Annex - Minutes European School Board meeting 24022022

Decision:

- The Board approved the minutes of the meeting on 24 February 2022.

3. German language as a focus in the European School Copenhagen (information) – 15 mins.

At the last board meeting, there were concerns that fewer students would choose German as L2 if the Host Country Language (Danish) was introduced as L2. It was therefore decided to do more to promote German in the school.

L2 teacher Susanne Thielscher gave a presentation on the efforts to get the school approved as a DSD (Deutsches Sprachdiplom) school. DSD is an official German language diploma certifying the level of German proficiency in schools around the world.

Annex 8.1. Draft Minutes European School Board meeting 07042022



As a DSD school, ESCPH students would be able to take a DSD test to certify their language competencies at the B1 level (DSD 1 exam) or B2/C1 level (DSD 2 exam) of the Common European Framework of Reference for Languages. The DSD 2 diploma along with a national school leaving certificate allow foreign students to apply for university in Germany. The DSD programme would also give ESCPH access to a big network of teachers and students and resources.

Currently, there are only seven DSD schools in Denmark. We will know in June if we can apply, and the approval might take a year or longer.

Rikke Karlsson was concerned that the DSD network would replace the L2 European School network and that there would be additional tests in primary. It was explained that being a DSD school is an additional quality stamp and it is not a case of one network over the other. The tests will be voluntary and can be done in a relaxed way. The teachers already conduct tests to see where the students are.

Søren Nielsen said that EEA would endorse the DSD programme based on the additional resources provided and if it can help attract German speaking applicants as German is an important language in the EU.

Decision

- The Board thanked Susanne for the update, which was considered a good way to help promote German in the school.

4. Strategic focus points 2021/22 – Administration (information and discussion) – 20 mins.

- 4.1. Annex – Strategic Focus Points 2021-22 Approved 09062021

The administrative community at ESCPH and SAG will continue after the two schools are separated. Hella Helvig Jensen, Head of the Administration for Sankt Annæ Gymnasium and European School Copenhagen, gave a brief update on the initiatives to enhance harmonisation, collaboration, and quality in the administration. This includes the implementation of employee absence/sickness conversations, which has had a renewed focus after Corona. Absenteeism is average.

Rikke Karlsson suggested that information and photos of the administrative staff be shared with parents, so they know who to contact.

5. New overall objectives/strategy document 2022-2025 (decision) – 5 mins.

- 5.1. Annex – Strategy and Overall Objectives 2022-2025

Decision:

- This agenda item was postponed for the June meeting.



6. Election of parent representatives to the Board (decision) – 15 mins.

6.1. Annex - Timeline action plan board election March 2022

It is time to elect four parent representatives to the board. Julie Thom presented the proposed election plan, which follows the general plan and timeframe for school board elections in the City of Copenhagen.

Parent representatives are normally elected for a four-year term, but if SAG and ESCPH separate earlier, it may be necessary to hold a new election.

Decision:

- The Board approved the plan for election of parent representatives to the board.
- The student election will be presented at the board meeting on 9 June.

7. 2021 accounts for Upper Secondary (decision) – 10 mins.

7.1. Annex - Årsrapport 2021_ESCPH Upper Secondary

Hella Helvig Jensen presented the 2021 accounts for upper secondary. The accounts have already been approved by the Campus Board subject to approval by the board of the European School Copenhagen.

Key points:

- The auditors had no comments.
- ESCPH posted a profit of 874,259 kroner.
- It was difficult to manage expenses and income in 2021, both due to Corona and because the upper secondary is a new department.
- The school has equity of 1,97 million kroner, which is quite good for a new school.

Decision:

- The management report and accounts were approved by the board.

8. Conversion of the EB marking scale (information) – 20 mins.

The Board discussed the recent information meeting with the Ministry of Higher Education and Science (UFM) on the conversion of the EB marking scale.

The parent representatives and student representatives still have concerns about the conversion. The board believes it is important that the conversion is as fair as possible. It is also important that discussions regarding the conversion does not dominate the narrative about the school, as this does not help the students.

Decision:



- The parent representatives will continue discussions regarding the conversion with parents in other European Schools and will keep the board updated.
- Julie Thom will inform Kate Obeid (Områdechef VVK in the Children & Youth Administration) of the recent discussions and concerns.
- Julie Thom will approach UVM to see if they will meet with management and parent representatives regarding comparison of the quality of the STX and EB education.

9. Various updates and information – 20 mins.

Information from management

- Admissions update – New nursery classes: Screenings have been completed for nursery and admission letters were sent out Tuesday morning. The screening process now involves both an academic and a social/pedagogical evaluation to get a holistic picture of the child. As in previous years there are siblings who have not been admitted because they were in a lower admission category or they did not meet the language, academic or school readiness criteria.
- Admissions update – New S1 class: We have tried to create a French S1 class but have not had enough qualified applicants and will therefore create a DK/FR combination class again this year.
- Admissions update – New S5 classes: We have had 65 applications to date (30 internal and 35 external), which is more than the previous year.
- Study trips/exchange programme: The ES exchange programme is back up and running. We plan to participate next year with possibilities for exchange in S4 (3-4 weeks) and S5 (1 semester). We have a contact in one of the Brussels schools. They will send a Danish S4 class next year and we will send our S4 classes to Brussels.
- CCTV: We are installing surveillance cameras in the school due to problems with graffiti in the staircases.
- Fastelavn costumes: In advance of future Fastelavn events, we plan to send out a reminder to dress appropriately.
- Bac preparations: We recently met with the Bac office to understand the exam plans.
- New staff/recruitment: Madelaine Kirk has been appointed new Deputy Head of Secondary. Hans Bolvinkel is now officially Deputy Head of Upper Secondary/Bac Coordinator. Søren Nielsen enquired about staff turnover. Some classes have been affected but it is not a general problem. However, the school is aware of it and will try to avoid in the future.
- Børnesundhedsprofil: Health survey conducted among S1-S4 students in the Danish section showed high levels of stress. It has been an opportunity to speak about B tests and we have received a lot of valuable feedback. It was raised that many students in the other language sections speak Danish and could have responded to the survey as well.

Information from the staff

- Staff are happy that Madelaine Kirk has been appointed as new deputy head of secondary.
- The recent S6 study trip to Athens was a great success.
- We are hiring a lot of new staff in the upper secondary for the new classes next school year.



- There have also been staff changes in the administration and renovation of the reception is underway.

Information from the students

- An anti-bullying policy has been developed for lower secondary.
- The lower secondary students have decided to have a party and will organise a bake sale to finance the event.
- S6 had an incredible study trip to Athens.
- After Easter there will be an election for upper secondary student council president and vice president.
- The upper secondary student council is trying to get the students to take more ownership and organise the social initiatives and activities
- There is a strategic seminar planned in upper secondary on 6 May to look more closely at the school values.
- The upper secondary department now has its own Instagram account like other upper secondary schools/gymnasier. Another IG account will be created for the whole school.

10. AOB – 3 mins.

Investigation of sexual harassment at Sankt Annæ Gymnasium

Anette Holst gave an update on the legal investigation into reports of sexual harassment at Sankt Annæ Gymnasium (SAG) made by former students. The report has now been published and there has been a lot of interest from the media.

39 former students approached the lawyers and told of experiences they had at SAG. Nine of the students experienced sexual harassment first-hand. The rest were witnesses, who experienced a sexualized environment and language. The accounts do not mention any current employees and all the reports of inappropriate conduct date back 20-40 years ago.

SAG is committed to ensuring this never happens again. During the last year, the school has been working with the student council, parents and staff to ensure everyone knows where to go if they have any concerns.

DRAFT ESCPH Meeting Plan 2022-2023

Meetings	Usual Mtg. Room	SEP/OCT	NOV/DEC	JAN/FEB	MAR/APR	MAY/JUN
Campus Board	-	Wed 21/9-22	Thu 8/12-22	-	Thu 13/4-23	Thu 8/6-23
SAG Board	-	Thu 15/9-22	Thu 8/12-22	Thu 9/2-23	Thu 13/4-23	Thu 8/6-23
ESCPH Board (16:30-18:30)	214 or Staff Lounge	Wed 21/9-22 ¹	Tue 13/12-22	Mon 27/2-23	Thu 20/4-23	Thu 8/6-23 ²
Annual School Meeting (17:00-18:30)	Sports Hall	-	Thu 3/11-22	-	-	-
Primary PC (Tuesdays 15:30-17:00)	P5DK	Tue 20/9-22	-	Tue 24/1-23	-	Tue 2/5-23
Secondary PC (Wednesdays 16:00-18:00)	123	Mon 19/9-22	-	Wed 25/1-23	-	Wed 3/5-23
ESCPH MED (14:30-16:00)	108	Thu 15/9-22	Thu 1/12-22	Thu 9/2-23	Thu 20/4-23	Thu 1/6-23

¹ Joint ESCPH & Campus Mtg, ESCPH Staff Lounge

² Joint strategic seminar, 16:30-20:00, ESCPH Staff Lounge



Annual Plan for the European School Board 2022-23

Meeting date	Planned agenda items
<p>21 September 2022 (Campus & ESCPH)</p>	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Evaluation of the strategic focus points 2021/22 • New strategic focus points 2022/2023 • Annual school meeting programme • Formation of the new board (new members introduction) • Holiday plan 2023/24 • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ Update on the SAG/ESCPH separation – new draft bylaws ○ School start August 2022 ○ Accounts status ○ Admissions status ○ Staff news/recruitment ○ Bac preparations • From the staff • From the students
<p>13 December 2022</p>	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 1 – update and input • Budget for Upper Secondary 2023 (ESCPH Board approval and submission to Campus Board) • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • Information from the school/after school care: <ul style="list-style-type: none"> ○ BAC preparations ○ Planning of admissions in 2023-24 ○ New staff/recruitment ○ Bac preparations ○ SAG/ESCPH separation • From the staff • From the students

Meeting date	Planned agenda items
21 February 2023	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 2 + 3 – update and input • 2023 Budget and 2022 accounts for Primary, Lower Secondary and After School Care • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ Admissions status ○ New staff/recruitment ○ Bac preparations including exams and proclamation ○ SAG/ESCPH separation • From the staff • From the students
20 April 2023	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 4 + 5 – update and input • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care <ul style="list-style-type: none"> ○ SAG/ESCPH separation ○ BAC preparations ○ Admissions status ○ New staff/recruitment • From the staff • From the students

Meeting date	Planned agenda items
8 June 2023 (Strategy seminar with Campus and SAG Boards followed by ESCPH Board meeting)	Decision/discussion points: <ul style="list-style-type: none"> • New strategic focus points 2023/24 • Board meeting dates in 2023/24 • Date and programme for the annual school meeting in 2023/24 Information points: <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ BAC preparations ○ Admissions status ○ New staff/recruitment • From the staff • From the students

Additional ad hoc items for decision/approval include:

- Policies & procedures
- Vision/mission/values/objectives/strategy
- Admission criteria
- Recruitment of senior management

Items for information, which do not occur every year:

- National student well-being survey (Ministry of Education) – ESCPH is currently excluded from this survey
- Employee Satisfaction Survey (Municipality of Copenhagen) – every 2 years (expected spring 2023)
- Audit/Accreditation (European Schools Inspection) – normally every 3 years (expected autumn 2024)
- Quality Report (Municipality of Copenhagen) – no longer mandatory
- Election of members to the Board – every four years (expected spring 2026)

Strategic Focus Points for European School Copenhagen 2021/2022 (Evaluation)

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
All	1. One Whole School (Continued from 2020/21)	Following the lockdown and while the school continues to grow, there is a need to focus on cohesiveness and creating a common identity.	All stakeholders perceive the school as one and there is a strong common European school identity	Uri Harlam	<ol style="list-style-type: none"> 1. Management to assume different interdepartmental areas of responsibility (e.g. Charlotte - Resource Centre) 2. Organise staff activities involving all staff groups 3. Organise activities involving all departments sharing knowledge from each other's departments 4. Organise all-school event/party involving the PC and the PA 5. Organise transition events and establish new traditions 6. Collaborate across departments to address problem areas identified in the employee satisfaction survey 7. See also activities relating to 2. PLRC and 3. Harmonisation 		<p>Staff experience that there is a greater sense of community at the school e.g. at relevant all-school meetings.</p> <p>Students in P1, S1, S4 and S6 express being supported in their transition, both socially and academically e.g. in relation to new subjects and working methods.</p> <ul style="list-style-type: none"> - Primary 5 teachers could visit S1 students within a week in Secondary - Secondary 5 class teachers and students could evaluate the introduction week <p>Well-being surveys among staff</p> <p>APV (workplace survey) made in the Autumn</p> <p>Unicef Rights Survey among students</p> <p>MUS (include questions regarding Whole School)</p>	<p>Management succeeds in being responsible for different areas of the whole school (Charlotte: PLC, Helle: AMR, PLOV, prof dev group, Julie: overall strategic development including strategic narrative and strategic focus points)</p> <p>Parties and All staff meetings for the whole school is being held</p> <p>S5 introduction week has been evaluated with satisfaction – but also a focus on even more social activities – such have been implemented in Aug 2022 with student tutors being responsible for a number of social activities</p> <p>APV was made in Spring 2022, will be followed up in the Upper Sec with three staff meetings over the spring 2022 to continuously evaluate the wellbeing of staff in this department which is still developing.</p> <p>MUS in Primary and the Upper Secondary has included questions on Whole School when it has come up – not systematically</p>
All	2. PLC and RC (Pedagogical Learning Center and Resource Center)	<p>As Secondary doesn't have a PLC, we want to create a common PLC for Primary and Secondary to further develop our inclusive learning environment.</p> <p>We would also like to increase collaboration between Primary and Secondary resource</p>	As a result of a better physical environment and organisation of the PLC, and increased collaboration between resource persons in Primary and Secondary including RC, the students have an inspiring, supportive, and	Charlotte Høirup	<ol style="list-style-type: none"> 1. Plan process for expansion and organisation of the PLC/RC 2. Integrate resources like ICT, reading support counsellor, educational support in the PLC 3. PLC to support teachers and offer a variety of learning activities 4. Inspire and disseminate experience and knowledge to pedagogical staff 5. Establish a Secondary Library/Study Centre 		<p><u>Questionnaire to be developed for pedagogical staff and students - objectives/success criteria achieved:</u></p> <p>Teachers' teamwork and collaboration around classes, with PLC and RC is experienced by teachers and students as supporting the students' learning progression and well-being in the school.</p>	<p>Lower Secondary class teachers' role in RC cases are being dealt with more systematically and with greater focus on teachers handling cases when they can</p> <p>Developing the PLC for the lower secondary is still a focus point with the focus on developing a</p>

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
		persons in both PLC and RC to ensure we utilise the resources in the best possible way.	<p>inclusive study / learning environment where they can achieve their potential.</p> <p>It should also lead to fewer cases ending in the RC from Lower Secondary.</p>		<ol style="list-style-type: none"> 6. Purchase and register books for the School Library 7. Establishment and operation of book storage room/basement 8. Lower Secondary team structure is supported by meeting structure and co-work with Pedagogical Development Consultant Stine Lykke Nielsen 9. More teachers from Lower Secondary are allocated into educational support and study café 		<p>Students are engaged and motivated to learn, and the school meets the different needs by offering a variety of learning activities and specific support. Fewer cases require RC support.</p> <p>Teachers express loan and return of books is working smoothly and the School Library and PLC support the teaching they do in class.</p> <p>Lower Secondary teachers and students express satisfaction with educational support.</p>	<p>systematic approach on educational support</p> <p>The process around books loan and organising the book depot works very well</p>
All	3. Harmonised didactic approach / learning progression	We wish to support best practice sharing and staff development to ensure high academic progression among students and close any potential learning gaps post-lockdown. Among other things by introducing ES 8 key competences, action-oriented learning and co-teaching.	To underpin our values and mission to foster high academic standards, curious and independent thinking students, lifelong learners and responsible global citizens.	Helle Degn / Pedagogical Development Group	<ol style="list-style-type: none"> 1. Common focus and discussion of ES learning objectives / 8 key competences 2. B-tests are identical across language sections 3. Follow up on learning and well-being post-lockdown 4. Organise co-teaching/'balkort' 5. Feedback and data 6. Assessment and grading are the same from teacher to teacher 7. Action-oriented learning 8. Portfolios 9. Transition 10. Deliver the professional development plan 		<p>In Primary, teachers express that the possibility to collaborate about academic progression outside and in the classrooms have increased.</p> <p>Primary teachers express having common tools and language by using the different elements from the action plan.</p> <p>In the S6 Audit, ESCPH scores high on the 'European Dimension' and the implementation on the 8 key competences</p> <p>In the Lower and Upper Secondary departments, teachers and students express satisfaction with identical tests on S4-S6 across language sections.</p> <p>Lower and Upper Secondary students feel that their teachers grade and assess identically.</p> <p>Teachers have identified and closed any gaps in the learning in general.</p> <p>Upper Secondary teachers express that they have a wider variety of feedback and assessment methods to use with students</p>	<p>Primary teachers express that collaboration about academic progression of students has increased</p> <p>The S6 inspectors in the Audit accreditation in November 2022 praised ESCPH European Dimension in teaching and lesson plans especially high</p> <p>Hamonised grading and assessment by lower and upper secondary teachers is in progress and a continuous focus point.</p> <p>Learning gaps after Covid are expressed to be closed</p> <p>Upper Secondary teachers express knowledge sharing on feedback and assessment methods – clarity of academic goals is a continuous focus in the upper secondary teaching</p>

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
							Upper Secondary students express that they understand feedback given by teachers – and their learning progression	
Upper Secondary	4. BAC implementation (Continued from 2020/21)	In August 2021, our students enter the European Baccalaureate cycle and it's important that we comply with all the EB regulations and achieve initial accreditation of S6 and S7.	A successful audit. The creation of a growing and beneficial social and study environment.	Julie Thom / Hans Bolvinkel	<ol style="list-style-type: none"> 1. Plan for successful audit process 2. Implement SMS MySchool 3. Recruit new students for S5 and S6 / retain and ensure good transition of existing S4 students 4. Highlighting the benefits of the EB with regards to the choice of subjects and exams 5. Create a good social and study environment, traditions and student exchange/ international travel 6. Develop ES support and study counselling programme 		<p>Teachers express satisfaction with SMS Myschool with regards to school reports.</p> <p>25-50% more students choose to continue from S4 to S5 compared to 2021.</p> <p>25-50% more external students choose the S5 at ESCPH.</p> <p>Students express satisfaction with study guidance and career planning.</p> <p>S5 and S6 students express satisfaction with new learning- and social areas.</p>	<p>There is great satisfaction with SMS MySchool amongst the teachers with regards to school reports.</p> <p>This would be 10-12 students as it was 8 students in 2021.</p> <p>This would be a total number of 38-45 external applicants as the number last year was 30.</p>
Administration (Group Administration = SAG)	5. SAG og ESCPH – Coherence and quality assurance	The objective of the group administration is to support the schools' core function (kerneopgave) in the best possible way and	Knowledge sharing and involvement across the departments, working in close collaboration with the professional management groups.	Hella Helvig Jensen/ Technical & Administrative Staff, Management	<ol style="list-style-type: none"> 1. Update job descriptions and annual task plans (årshjul) 2. Prepare procedures to support performance of the tasks and create transparency. 		<p>TRIO evaluates that the working environment/ well-being of the group administration is good.</p> <p>At a joint meeting, the administrative staff assess that</p>	Mngt expresses that the collaboration is increasingly improving

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
& ESCPH administration)	in the Group Administration	the focus is therefore on quality assurance and coherence.	Quality output and high professionalism, while maintaining a good working environment. Continuity between the different subject areas.	at ESCPH & SAG	3. Hold meetings with management regarding the tasks, output and quality.		collaboration with the professional/dept. managers has improved, and there is greater clarity about the tasks. Management at SAG and ESCPH find that there has been good administrative support for the core function and a focus on quality assurance.	

Strategy for the European School Copenhagen 2022-2025

This paper contains the vision, mission and narrative of the European School Copenhagen and the school's overall objectives for 2022-2025.

Vision

We educate to instil insight and a global mindset. We create the future voices of the world.

Mission

The European School Copenhagen is a multicultural and multilingual learning environment of high academic standard, committed to developing lifelong learners and responsible global citizens.

Narrative

European School Copenhagen is a unique international school founded on strong values and ambitious goals for students' learning and well-being and a desire to create an inclusive learning environment for students from all backgrounds and cultures.

The European School Copenhagen is an accredited school in the internationally recognised system of European Schools, which were created in the aftermath of WW2 to provide education for the children of the staff of the new European institutions. It was imperative to the founders that the horrific acts of WW2 would never be repeated. Instead, the European Schools would foster unity, respect and tolerance through multi-cultural education and a strong emphasis on the learning of foreign languages. This vision is captured in the words of Marcel Decombis, Head of the European School in Luxembourg between 1953 and 1960: "Educated side by side, untroubled from infancy by divisive prejudices, acquainted with all that is great and good in the different cultures, it will be borne in upon them as they mature that they belong together".

The European School Copenhagen was established in 2014 as part of an ambitious project by the Ministry of Education and the City of Copenhagen to offer a quality education – free of charge - for the growing international work force in Copenhagen and open a European School for the children of employees of the European Environment Agency (EEA).

Now located in a state-of-the-art modern school building in the centre of Copenhagen on the site of the famous Carlsberg brewery, the school first started out in modest barracks in an industrial neighbourhood of Southern Copenhagen. Teachers who have been with the school from the beginning have stories of how they were thrown in the deep end teaching the first students at this ambitious school in empty classrooms. "You need to be ready to give everything you have", as a teacher described how it was when she first started. This pioneering spirit, entrepreneurship, dedication, and ambition is something we wish to continue to foster.

The students in the European School Copenhagen - from nursery class to secondary 7 - are the heart of the school. We wish to embrace their energy and ideas and give them responsibility to grow and shape their own learning environment. Our students lead many activities, from running assemblies inspired by the Student's Rights Council, to setting up classical theatre plays. Our goal is to create one whole school and a strong school community, but also to invite the outside world into the school, create fruitful relationships with parents, local

and international partners, and travel to form friendships and learn from other citizens in Europe and the world.

The school is founded on the values of Respect, Responsibility, Curiosity, Empathy, Commitment and Collaboration. All members of the school community are expected to live the school's values and they inform the way our teachers teach and underpin our mission to develop students who are critical thinkers, responsible global citizens, and life-long learners.

We want our students – the first of whom will graduate in 2023 - to change the world they live in because they have the ideas, the courage and the ideals to lead the way and they know that their education at the European School Copenhagen has provided them with the foundation for making a difference.

This narrative leads to the overall objectives below.

The overall objectives 2022-2025

1. ESCPH is committed to high academic standards for all students

ESCPH cultivates students' personal, social and academic development and prepares them for their next stage of education. All students can develop to the best of their abilities and excel academically and socially as a member of a global community. Student wellbeing is prioritised as the foundation of academic progression ensuring students are 'ready to learn'. Staff collaborate with management across departments of the school to develop an engaging learning community for all students at ESCPH.

2. ESCPH aims for sustainable growth in an organisation with high professional standards

A sustainable organisation is the foundation for optimal learning conditions for all students. This includes both economic, environmental and well-being sustainability for all members of the organisation. The continuous development and growth of the school requires our pioneering spirit, ingenuity and energy but also structures and processes to ensure the growth is sustainable and that high professional standards are maintained. Staff involvement when making sustainable solutions is key in this process.

3. ESCPH is focused on strengthening its European specificity, local anchoring and global responsibility

ESCPH is first and foremost a European School with a strong focus on learning European languages, history, and culture. The European specificity is therefore an ongoing focus of the school. However, our students are not just citizens in Europe, they are also citizens of the world living in Denmark. All these aspects are important in our thinking and identity as a school and are strengthened by building relationships with other European and international schools, ESCPH parents and local partners.



Agenda 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: Jens Kramer Mikkelsen (Chair Campus & SAG Boards), Jonas 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 Halken (Leder af Sangskolen SAG), Martin Christiansen (Vicerektor Gymnasiet, SAG), Malene Wegener Knudsen (Leder af Folkeskolen SAG), Hans Bolvinkel (Bac Coordinator – Upper Secondary), Helena Madsen (Head of After School Care)
Apologies: Hans Bruyninckx (Exec. Director EEA & Deputy Chair ESCPH Board)
Minutes:

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
- 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
- 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
 - 3.2 Admissions/enrolment status - SAG and ESCPH
- 4. Proposed school holiday plans 2023-24 (decision) – 5 mins.**
 - 4.1 Annex – SAG Ferieplan 2023- 2024

Annex 1.1. Agenda Campus_ESCPH Board meeting 21092022

1



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

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

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

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

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

(See Annex 1.1 - Agenda Campus_ESCPH Board Meeting 23092021)

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

9. Meeting dates in 2022/23 (decision) – 3 mins.

9.0 Annex – Draft ESCPH Meeting Plan 2022-23

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

10. Annual board planning cycle (decision) – 3 mins.

10.1 Annex – Draft Annual Board Planning Cycle 2022-23

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

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

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

12. Various updates and information – 5 mins.

12.1 Information from the staff

12.2 Information from the students

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

13.1 Annex – Strategic Focus Points 2021-22 Evaluation

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



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

14.1 Annex – Draft Overall Objectives 2022-2025_ 02062022

14.2 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.

15. Information from management - 10 mins.

15.1 School start 2022/23

15.2 APV survey (Arbejdspladsvurdering) and KK sexual harassment survey

15.3 Preparations for the Baccalaureate

15.4 Staff news/recruitment

16. AOB – 5 mins.

After the meeting there will be served drinks and tapas to round off the evening.



Referat Campus- og SAG Afd.bestyrelsesmøde

Bilag 2.1 Annex 2.1

Dato:	05. april 2022
Tid:	16.30 – 18.30
Sted:	Lærerværelset på SAG
Mødedeltagere:	Jens Kramer Mikkelsen, Jonas Christoffersen, Hanne Løngreen, Peter Langdal, Karsten Vestergaard, Rasmus Hornecker, Edward Pedersen, Allan Severin, Marianne Zibrandtsen, Nynne Dalå, Arne Holm, Julie Rørdam Thom, Anette Holst.
Afbud:	Christen Bagger, Emil Moselund, Anne Boukris, Rikke Karlsson, Alfred Hovby Gotved, Alma Linnea Del Campo, Muskan Asim, Sebastian Leiholt
Gæster:	Malene Wegener Knudsen, Hella Helvig Jensen, Martin Kristiansen, Mogens Halken
Referent:	Özgül Iljazovski

Campus- og SAG Afdelingsbestyrelser

Campusbestyrelsen

Dagsorden:

1. Godkendelse af dagsorden

1.1. Bilag – Dagsorden

Jens Kramer Mikkelsen bød velkommen og orienterede om afbud.

Dagsordenen blev godkendt.

2. Godkendelse af referat

2.1. Bilag – Referat fra Campus bestyrelsesmøde den 6/12-22



Referatet blev godkendt

3. Meddelelser og orientering

Anette Holst oplyste om advokatundersøgelsen, og refererede til hovedpointerne. Resultat blev offentliggjort i går den 4/4-22. Undersøgelsen gav 39 henvendelser fra tidligere elever. Ingen nuværende ansatte er omtalt i de nuværende indberetninger. Af de 39 indberetninger er der 9 1.håndsberetninger, og ellers er det 2. og 3.håndsberetninger. Der er ikke udpeget nogen specifikke personer. Og heldigvis ingen nye hændelser efter 2001. Vi er i dag, i gymnasiet, i gang med at skabe en kultur hvor eleverne skal vide hvor de kan henvende sig, hvis de skulle have behov for en at snakke med.

Stor ros til Anette Holst fra Jens Kramer over håndteringen af hele sagen, og pressen.

Generelt ros og stor tilfredshed fra alle, til ledelsen for at have lavet undersøgelsen, og fået skolens holdning frem i lyset, samt håndteringen af hele sagen.

Julie Rørdam Thom orienterede om mødet på Europaskolen, med Uddannelses og forskningsministeriet. Et overordnet fint møde, hvor man drøftede karakteromregningen. Emnet vil blive taget op på torsdag til ESCPH Board Meeting.

Julie Rørdam Thom oplyste, at vi har fået mange flere ansøgere end vi plejer, hvilket er meget positivt.

Anette Holst informerede om adskillelsesprocessen af SAG og ESCPH. Vi har endnu ikke hørt tilbage fra kommunen og ministeriet, så vi er nødt til at rykke for svar.

4. Årsrapport 2021 – ESCPH - Upper Secondary - til godkendelse i Campus og ESCPH Afd. bestyr.

4.1. Bilag - Årsrapport 2021 - ESCPH - Upper Secondary – Eftersendes

Hella Helvig Jensen påpegede, at der ikke er nogen bemærkninger fra revisoren. Så vi har gjort, som vi skal.

Resultatet for 2021 viser et overskud på 874.259 kr.

Grundet Corona og at ESCPH er en nyopstartet organisation har det været vanskeligt at styre økonomien både på udgifts- og indtægtssiden i 2021. Der har været aktiviteter, og dermed udgifter,



der ikke kunne afholdes. Vi har samtidig modtaget ekstra tilskud til fagligt løft, trivselsfremmende aktiviteter og rengøring med kort varsel. Færre projekter er blevet afholdt, men samtidig har vi brugt mere på understøttende undervisning.

Vi har fået tilskud til pædagogikumkandidater, som der i første omgang ikke var budgetteret med, da vi først sent fik rammesat muligheden for afholde pædagogikum.

ESCPH har en lille egenkapital på 1,97 mio kr, hvilket er ret godt af en ny skole.

Årsrapporten blev godkendt, under forudsætning af godkendelse til ESCPH Board Meeting på torsdag.

5. Årsrapport 2021 - SAG – Gymnasiet/MGK - til godkendelse i Campus og SAG Afd. bestyr.

5.1. Bilag - Årsrapport 2021 - SAG - Gymnasiet/MGK – Eftersendes

Årsrapporten blev gennemgået af HHJ.

HHJ oplyste, at revisoren heller ikke havde nogen bemærkninger her.

Resultatet for 2021 inklusiv MGK er et overskud på 4.7 mio. kr. Bla grundet Corona har det været vanskeligt at styre økonomien både på udgifts- og indtægtssiden. Det har gjort, at der har været aktiviteter og dermed udgifter, der ikke har kunnet afholdes, og vi har samtidig modtaget ekstra tilskud til fagligt løft, trivselsfremmende aktiviteter og rengøring med kort varsel

Den afsatte pulje til merarbejde til lærerne er ikke blevet brugt, da de ekstra tilskud dækkede nogle af de ekstra indsatser vi satte i værk. Der var væsentlig færre eksamensbegivenheder og censur, samt et mindre frafald.

Anette Holst kommenterede overskuddet og egenkapitalen. Forsinkelse af musikhuset og Corona gjorde, at man ikke kunne overholde forskellige aktiviteter og har betydet at egenkapitalen er blevet booztet. Om dette får konsekvenser for optagelse af lån til musikhuset, må vi tage stilling til i juni eller september.

Sidste år i juni besluttede vi at hæve lånet fra 6mio kr til 7,2mio kr. Måske bliver det ikke nødvendigt.

Årsrapporten blev godkendt.

6. Regnskab 2021/Budget 2022 for SAG - Folkeskole og Sangskole - til godkendelse i Campus, er godkendt i SAG Afd. bestyr.

6.1. Bilag - Regnskab 2021 - SAG - FO-SA

6.2. Bilag – Budget 2022 - SAG - FO- SA



Regnskab og budget blev godkendt i Campus-bestyrelsen.

7. **Regnskab 2021/Budget 2022 for ESCPH (Primary and Lower Secondary) - til godkendelse i Campus-bestyrelsen, er godkendt i ESCPH Afd. bestyrelse**
 - 7.1. Bilag - Regnskab 2021 - ESCPH - (Primary and Lower Secondary)
 - 7.2. Bilag - Budget 2022 - ESCPH - (Primary and Lower Secondary)

Regnskab og budget blev godkendt i Campus-bestyrelsen.

8. **Ferieplan ESCPH 2022-2023 - til godkendelse i Campusbestyrelsen.**
 - 8.1. Bilag - Holiday Plan 2022-2023

Julie gjorde opmærksom på fridagen onsdag den 2. november.22, hvor eleverne er til operations dagsværk.

Ferieplanen blev godkendt i Campus-bestyrelsen.

SAG Afdelingsbestyrelse

1. Godkendelse af referat

- 1.1. Bilag - Referat fra SAG afd. bestyrelsesmøde den 23/2-22

Referatet blev godkendt

2. Meddelelser og orientering

Ingen yderligere meddelelser

3. Skolebestyrelsesvalg

- 3.1 Bilag Tidsplan for valg til skolebestyrelsen

Martin Kristiansen og Malene Wegener Knudsen har været i dialog med Karsten Vestergaard, Arne Holm og Anne Boukris, og har nu lavet denne tidsplan. Den 27. apr er der et virtuelt møde. Bestyrelsen har godkendt tidsplanen. Nynne Dalå kan desværre ikke stille op igen.



Mogens Halken kommenterede, at der i tidsplanen burde stå, at det er valg af forældrerepræsentanter.

Tidsplanen blev godkendt.

4. Valg af bestyrelsesrepræsentant til ansættelsesudvalget i forbindelse med ansættelse af dirigent til pigekoret

Mogens Halken oplyste at Annemarie Granau fratræder, og det er vi kede af. Hun vil fremover være freelance dirigent. Vi har et stillingsopslag klar, men mangler et ansættelsesudvalg. Vi ønsker et bestyrelsesmedlem, og gerne en forældrerepræsentant, i ansættelsesudvalget, da det er et fag på skoleskemaet. Karsten Vestergaard meldte sig og blev valgt. Der vil være 2 runder, en prøvedirektion og en samtale. Målet er at finde den rigtige på denne side af sommerferien.

5. Information om, og opfølgning på advokatundersøgelsen

5 Orientering om arbejdet med forebyggelse af krænkelser på SAG

Anette Holst informerede om, at der var stor mediedækning hele dagen i går, bla. P1, P4, DR, TV2 Lorry. Medierne har behandlet det meget sobert og pænt.

Det har været rart, at få det kapitel afsluttet, og vi skal rette blikket mod at arbejde for, at lignende ikke sker igen. Vi skal ruste vores elever til ikke at gå rundt med sådan noget. Og at man skal kunne tale om det. Man skal være bevidst om, hvordan man kan sætte grænsen
Især i GYM er der blevet arbejdet med elevhandleplanen og den er vedtaget af hele elevrådet.

Den 21.april.22 har vi et stort arrangement for 1.g og 2. g'erne, hvor der kommer en sexolog og vil tale om grænser, sex og samtykke. Eleverne er meget optagede af de dilemmaer, der kan opstå til fester og på hverdage. Der vil være workshops og forskellige øvelser.

Trivselsgruppen skal på en mini mentoruddannelse, hvor de skal lære at tale med elever, der kan have brug for hjælp eller har det svært, og hjælpe dem videre. Det er vores håb at holde denne type arrangementer jævnlige.

Igen ros fra Jens Kramer – Godt at engagere eleverne på denne måde.

Også ros fra Nynne Dalå over håndteringen af det hele.



Annex 5.1 5.1 Bilag - Udkast til politik og handleplan

Handleplanerne blev gennemgået.

Man skal se handleplanen som et papir, der er lavet fra elevperspektivet, og hvordan man kommer i dialog. Det skal ses i den ånd at eleverne skal kunne tale om det og vide hvor de skal gå hen, hvis det bliver nødvendigt. GYM har arbejdet på den, og den er så sidenhen også tilpasset FO.

Der har været en god og nuanceret drøftelse, og der arbejdes videre med dette.

6. Nyt fra elevrådene

Malene Wegener Knudsen oplyste, at der har været afholdt mellemtrins- og udskolingsfest, som var en stor succes. Temaerne var henholdsvis galla- og gangsterfest.

Der havde været ros fra skolebetjentene for god oprydning.

7. Drøftelse af elevpræsentation om ideer vedr. udnyttelse af parkeringspladsen.

Jens Kramer nævnte, at det var en rigtig formidabel præsentation til sidste møde

Anette Holst oplyste, at eleverne har henvendt sig til kommunen, uden at få et andet svar end at de bare skal vente. 10. maj har de dog fået et møde med Valby Lokaludvalg.

Jens Kramer syntes, at det er en god ide, og at det er godt at de får lov til at gå videre i lokaludvalget.

Tilbage meldingen til eleverne er at bestyrelsen er positive, dog skal de nok lige gentænke, at det ikke er hele parkeringspladsen, der skal nedlægges.

Bestyrelsen ser frem til at høre hvilken tilbage melding de får fra lokaludvalget.

Mogens Halken informerede om, at vi har modtaget brev vedr en dispensationsansøgning vedr parkeringspladser grundet byggeriet af det nye musikhus. Vi har svaret, at det er der ikke behov for, da vi har rigeligt med



parkeringspladser på skolens matrikel, og opførelsen af det nye musikhus ikke medfører en stigning i antallet af personer, der har deres daglige gang på matriklen.

8. Gennemgang af projektforslaget for musikhusbyggeriet ved Simon Skjødt Jensen.

Simon Skjødt Jensen meldte afbud grundet sygdom.

Punktet udgår, og kommer på til næste møde.

9. Folkeskolen / Sangafdelingen – til orientering

9.1. Status på optagelse til FO 3. klasser

Mogens Halken oplyste, at det til start har været mangelfuldt med drenge, og 2.runde af optagelsesprøverne var i går. Desværre med en del afbud. Der har været 35 drenge i denne omgang. Vi får de antal drenge vi har brug for.

Det blev nævnt at optagelsesprøverne allerede er i oktober, og at det evt kan være for tidligt, da start først er til august.

10. Gymnasiet - til orientering

10.1. Status på optagelse til GY

Martin Kristiansen oplyste at det er gået super godt. Vi har fået 315 ansøgere hvoraf 93 er til MGK. Størstedelen er kvalificerede og har rigtig højt niveau. Sidste år havde vi færre ansøgere, som kan skyldes Corona.

Evt.

Ingen evt

Næste møde er til Strategiseminaret den 9. juni 2022.



Bilag 4.1 Annex 4.1

Elevernes ferieplan 2023/2024

FOLKESKOLE og GYMNASIUM

Sommerferie	lørdag 24. juni 2023 – tirsdag 8. august 2023
Efterårsferie	lørdag 14. oktober 2023 – søndag 22. oktober 2023
Juleferie	fredag 22. december 2023 – søndag 7. januar 2024
Vinterferie	lørdag 10. februar 2024 – søndag 18. februar 2024
Påskeferie	lørdag 23. marts 2024 – mandag 01. april 2024
Store Bededag	fredag 26. april 2024
Fridag	onsdag 1. maj 2024
Kristi Himmelfart	torsdag 09. maj 2024
Fridag	fredag 10. maj 2024
Pinseferie	lørdag 18. maj 2024 – mandag 20. maj 2024
Grundlovsdag	onsdag 5. juni 2024
Sommerferie	lørdag 29. juni 2024 – søndag 11. august 2024

De nævnte dage inkl.

Januar 2023		Februar 2023		Marts 2023		April 2023		Maj 2023		Juni 2023	
S 1	Nytårsdag	O 1		O 1		L 1	M 1	M 1	T 1		
M 2		T 2		T 2		S 2	T 2	T 2	F 2		
T 3		F 3		F 3		M 3	O 3	O 3	L 3		
O 4		L 4		L 4		T 4	T 4	T 4	S 4		
T 5		S 5		S 5		O 5	F 5	F 5	M 5	Grundlovsdag	23
F 6		M 6		M 6	6	T 6	L 6	L 6	T 6		
L 7		T 7		T 7		F 7	S 7	S 7	O 7		
S 8		O 8		O 8		L 8	M 8	M 8	T 8		
M 9	2	T 9		T 9		S 9	T 9	T 9	F 9		
T 10		F 10		F 10		M 10	O 10	O 10	L 10		
O 11		L 11		L 11		T 11	T 11	T 11	S 11		
T 12		S 12		S 12		O 12	F 12	F 12	M 12		24
F 13		M 13		M 13	7	T 13	L 13	L 13	T 13		
L 14		T 14		T 14		F 14	S 14	S 14	O 14		
S 15		O 15		O 15		L 15	M 15	M 15	T 15		
M 16	3	T 16		T 16		S 16	T 16	T 16	F 16		
T 17		F 17		F 17		M 17	O 17	O 17	L 17		
O 18		L 18		L 18		T 18	T 18	T 18	S 18		
T 19		S 19		S 19		O 19	F 19	F 19	M 19		25
F 20		M 20		M 20	8	T 20	L 20	L 20	T 20		
L 21		T 21		T 21		F 21	S 21	S 21	O 21		
S 22		O 22		O 22		L 22	M 22	M 22	T 22		
M 23	4	T 23		T 23		S 23	T 23	T 23	F 23		
T 24		F 24		F 24		M 24	O 24	O 24	L 24	1	SAG
O 25		L 25		L 25		T 25	T 25	T 25	S 25		
T 26		S 26		S 26		O 26	F 26	F 26	M 26		
F 27		M 27		M 27	9	T 27	L 27	L 27	T 27		
L 28		T 28		T 28		F 28	S 28	S 28	O 28		
S 29				O 29		L 29	M 29	M 29	T 29		
M 30	5			T 30		S 30	T 30	T 30	F 30		
T 31				F 31			O 31	O 31			

1 = forvaltningens forslag
2 = SAG ferieplan

Juli 2023		August 2023					September 2023					Oktober 2023					November 2023					December 2023		
L 1		T 1		F 1	18	S 1	39	O 1	56	F 1	78													
S 2		O 2		L 2	19	M 2	40	T 2	57	L 2														
M 3		T 3		S 3	20	T 3	41	F 3	58	S 3														
T 4		F 4		M 4	21	O 4	42	L 4	79	M 4														
O 5		L 5		T 5	22	T 5	43	S 5	80	T 5														
T 6		S 6		O 6	23	F 6	44	M 6	81	O 6														
F 7		M 7		T 7	24	L 7	45	T 7	82	T 7														
L 8		T 8		F 8	25	S 8	46	O 8	83	F 8														
S 9		O 9	1	L 9	26	M 9	47	T 9	84	L 9														
M 10		T 10	2	S 10	27	T 10	48	F 10	85	S 10														
T 11		F 11	3	M 11	28	O 11	49	L 11	86	M 11														
O 12		L 12		T 12	29	T 12	50	S 12	87	T 12														
T 13		S 13		O 13	30	F 13	51	M 13	88	O 13														
F 14		M 14	4	T 14	31	L 14	52	T 14	89	T 14														
L 15		T 15	5	F 15	32	S 15	53	O 15	90	F 15														
S 16		O 16	6	L 16	33	M 16	54	T 16	91	L 16														
M 17		T 17	7	S 17	34	T 17	55	F 17	92	S 17														
T 18		F 18	8	M 18	35	O 18		L 18		M 18														
O 19		L 19		T 19	36	T 19		S 19		T 19														
T 20		S 20		O 20	37	F 20		M 20		O 20														
F 21		M 21	9	T 21	38	L 21		T 21		T 21														
L 22		T 22	10	F 22	39	S 22		O 22		F 22														
S 23		O 23	11	L 23	40	M 23	43	T 23		L 23														
M 24		T 24	12	S 24	41	T 24	50	F 24		S 24														
T 25		F 25	13	M 25	42	O 25	51	L 25		M 25														
O 26		L 26		T 26	43	T 26	52	S 26		T 26														
T 27		S 27		F 27	44	F 27	53	M 27	48	O 27														
F 28		M 28	14	T 28	45	L 28		T 28		T 28														
L 29		T 29	15	F 29	46	S 29		O 29		F 29														
S 30		O 30	16	L 30	47	M 30	54	T 30		L 30														
M 31		T 31	17		48	T 31	55			S 31														

Januar 2024			Februar 2024			Marts 2024			April 2024			Maj 2024			Juni 2024		
M 1	Nyårsdag	1	T 1	11	F 1	27	M 1	1	O 1	14	O 1	14	O 1	14	L 1	1	
T 2			F 2	12	L 2		T 2		T 2		T 2		T 2		S 2		
O 3			L 3		S 3		O 3		F 3		F 3		F 3		M 3	82	
T 4			S 4		M 4	28	T 4	10	L 4		L 4		L 4		T 4	83	
F 5			M 5	13	T 5	29	F 5		S 5		S 5		S 5		O 5		
L 6			T 6	14	O 6	30	L 6		M 6		M 6		M 6		T 6	84	
S 7			O 7	15	T 7	31	S 7		F 7		F 7		F 7		F 7	85	
M 8	93	2	T 8	16	F 8	32	M 8		O 8		O 8		O 8		L 8		
T 9	94		F 9	17	L 9		T 9		T 9		T 9		T 9		S 9		
O 10	95		L 10		S 10		O 10		F 10		F 10		F 10		M 10	86	
T 11	96		S 11		M 11	33	T 11	11	L 11		L 11		L 11		T 11	87	
F 12	97		M 12		T 12	34	F 12		S 12		S 12		S 12		O 12	88	
L 13			T 13		O 13	35	L 13		M 13		M 13		M 13		T 13	89	
S 14			O 14		T 14	36	S 14		F 14		F 14		F 14		F 14	90	
M 15	98	3	T 15		F 15	37	M 15		O 15		O 15		O 15		L 15		
T 16	99		F 16		L 16		T 16		T 16		T 16		T 16		S 16		
O 17	100		L 17		S 17		O 17		F 17		F 17		F 17		M 17	91	
T 18	1		S 18		M 18	38	T 18	12	L 18		L 18		L 18		T 18	92	
F 19	2		M 19	18	T 19	39	F 19		S 19		S 19		S 19		O 19	93	
L 20			T 20	19	O 20	40	L 20		M 20		M 20		M 20		T 20	94	
S 21			O 21	20	T 21	41	S 21		F 21		F 21		F 21		F 21	95	
M 22	3	4	T 22	21	F 22	42	M 22		M 22	17	O 22		O 22		L 22		
T 23	4		F 23	22	L 23		T 23		T 23		T 23		T 23		S 23		
O 24	5		L 24		S 24		O 24		F 24		F 24		F 24		M 24	96	
T 25	6		S 25		M 25		T 25		L 25		L 25		L 25		T 25	97	
F 26	7		M 26	23	T 26	9	F 26		S 26		S 26		S 26		O 26	98	
L 27			T 27	24	O 27		L 27		M 27		M 27		M 27		T 27	99	
S 28			O 28	25	T 28		S 28		F 28		F 28		F 28		F 28	100	
M 29	8	5	T 29	26	F 29		M 29		M 29	18	O 29		O 29		L 29		
T 30	9				L 30		T 30		T 30		T 30		T 30		S 30		
O 31	10				S 31		O 31		F 31		F 31		F 31		S 31		

Juli 2024			August 2024			September 2024			Oktober 2024			November 2024			December 2024		
M 1						S 1	T 1	F 1	S 1	F 1	S 1	S 1					
T 2						M 2	O 2	L 2	M 2	L 2	M 2	M 2					
O 3						T 3	T 3	S 3	T 3	T 3	T 3	T 3					
T 4						O 4	F 4	M 4	O 4	M 4	O 4	O 4					
F 5						T 5	L 5	T 5	T 5	T 5	T 5	T 5					
L 6						F 6	S 6	O 6	F 6	O 6	F 6	F 6					
S 7						L 7	M 7	T 7	L 7	T 7	L 7	L 7					
M 8						S 8	T 8	F 8	S 8	F 8	S 8	S 8					
T 9						M 9	O 9	L 9	M 9	L 9	M 9	M 9					
O 10						T 10	T 10	S 10	T 10	S 10	T 10	T 10			50		
T 11						O 11	F 11	M 11	O 11	M 11	O 11	O 11					
F 12						T 12	L 12	T 12	T 12	T 12	T 12	T 12					
L 13						F 13	S 13	O 13	F 13	O 13	F 13	F 13					
S 14						L 14	M 14	T 14	L 14	T 14	L 14	L 14					
M 15						S 15	T 15	F 15	S 15	F 15	S 15	S 15					
T 16						M 16	O 16	L 16	M 16	L 16	M 16	M 16			51		
O 17						T 17	T 17	S 17	T 17	S 17	T 17	T 17					
T 18						O 18	F 18	M 18	O 18	M 18	O 18	O 18					
F 19						T 19	L 19	T 19	T 19	T 19	T 19	T 19					
L 20						F 20	S 20	O 20	F 20	O 20	F 20	F 20					
S 21						L 21	M 21	T 21	L 21	T 21	L 21	L 21					
M 22						S 22	T 22	F 22	S 22	F 22	S 22	S 22					
T 23						M 23	O 23	L 23	M 23	L 23	M 23	M 23			52		
O 24						T 24	T 24	S 24	T 24	S 24	T 24	T 24			Juleaften		
T 25						O 25	F 25	M 25	O 25	M 25	O 25	O 25			Juledag		
F 26						T 26	L 26	T 26	T 26	T 26	T 26	T 26			2. juledag		
L 27						F 27	S 27	O 27	F 27	O 27	F 27	F 27					
S 28						L 28	M 28	T 28	L 28	T 28	L 28	L 28					
M 29						S 29	T 29	F 29	S 29	F 29	S 29	S 29					
T 30						M 30	O 30	L 30	M 30	L 30	M 30	M 30			1		
O 31						T 31	T 31		T 31		T 31	T 31			Nyårsaften		

European School Copenhagen

School Holidays 2023/24

Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	July 2024
L 1	T 1 ○	F 1	S 1	O 1	F 1	M 1 ^{Nytårsdag 1}	T 1	F 1	M 1 ^{2. påske} ¹⁴	O 1 ○	L 1	M 1 27
S 2	O 2	L 2	M 2 ⁴⁰	T 2	L 2	T 2	F 2	L 2	T 2	T 2	S 2	T 2
M 3 ○ ²⁷	T 3	S 3	T 3	F 3	S 3	O 3	L 3	S 3	O 3	F 3	M 3 ²³	O 3 ○
T 4	F 4	M 4 ³⁶	O 4	L 4	M 4 ⁴⁹	T 4	S 4	M 4 ¹⁰	T 4	L 4	T 4	T 4
O 5	L 5	T 5	T 5	S 5	T 5	F 5	M 5 ⁶	T 5	F 5	S 5	O 5 ^{Grundlovsdag}	F 5
T 6	S 6	O 6	F 6	M 6 ⁴⁵	O 6	L 6	T 6	O 6	L 6	M 6 ¹⁹	T 6	L 6
F 7	M 7 ³²	T 7	L 7	T 7	T 7	S 7	O 7	T 7	S 7	T 7	F 7	S 7
L 8	T 8	F 8	S 8	O 8	F 8	M 8 ²	T 8	F 8	M 8 ¹⁵	O 8	L 8	M 8 28
S 9	O 9 - Sag tilbage	L 9	M 9 ⁴¹	T 9	L 9	T 9	F 9	L 9	T 9	T 9 ^{Kr. himmelfartsdag}	S 9	T 9
M 10 ○ ²⁸	T 10	S 10	T 10	F 10	S 10	O 10	L 10	S 10	O 10	F 10	M 10 ²⁴	O 10 ○
T 11	F 11	M 11 ³⁷	O 11	L 11	M 11 ⁵⁰	T 11	S 11	M 11 ¹¹	T 11	L 11	T 11	T 11
O 12	L 12	T 12	T 12	S 12	T 12	F 12	M 12 ⁷	T 12	F 12	S 12	O 12	F 12
T 13	S 13	O 13	F 13	M 13 ⁴⁶	O 13	L 13	T 13	O 13	L 13	M 13 ²⁰	T 13	L 13
F 14	M 14 ³³	T 14	L 14	T 14	T 14	S 14	O 14	T 14	S 14	T 14	F 14	S 14
L 15	T 15	F 15	S 15	O 15	F 15	M 15 ³	T 15	F 15	M 15 ¹⁶	O 15	L 15	M 15 29
S 16	O 16	L 16	M 16 ⁴²	T 16	L 16	T 16	F 16	L 16	T 16	T 16	S 16	T 16
M 17 ● ²⁹	T 17	S 17	T 17	F 17	S 17	O 17	L 17	S 17	O 17	F 17	M 17 ²⁵	O 17 ●
T 18	F 18	M 18 ³⁸	O 18	L 18	M 18 ⁵¹	T 18	S 18	M 18 ¹²	T 18	L 18	T 18	T 18
O 19	L 19	T 19	T 19	S 19	T 19	F 19	M 19	T 19	F 19	S 19 ^{Pinsedag}	O 19	F 19
T 20	S 20	O 20	F 20	M 20 ⁴⁷	O 20	L 20	T 20	O 20	L 20	M 20 ^{2. pinsedag 21}	T 20	L 20
F 21	M 21 ³⁴	T 21	L 21	T 21	T 21	S 21	O 21	T 21	S 21	T 21	F 21	S 21
L 22	T 22	F 22	S 22	O 22	F 22 - SAG ferie	M 22 ⁴	T 22	F 22	M 22 ¹⁷	O 22	L 22	M 22 30
S 23	O 23	L 23	M 23 ⁴³	T 23	L 23	T 23	F 23	L 23	T 23	T 23	S 23	T 23
M 24 ³⁰	T 24 ●	S 24	T 24	F 24	S 24	O 24	L 24	S 24 ^{Palmesøndag}	O 24	F 24	M 24 ²⁶	O 24
T 25	F 25	M 25 ³⁹	O 25	L 25	M 25 ^{Juledag 52}	T 25	S 25	M 25 ¹³	T 25	L 25	T 25	T 25
O 26 ●	L 26	T 26	T 26	S 26	T 26 ^{2. juledag}	F 26	M 26	T 26	F 26 ^{Bededag}	S 26	O 26	F 26 ●
T 27	S 27	O 27	F 27	M 27 ⁴⁸	O 27	L 27	T 27	O 27	L 27	M 27 ²²	T 27	L 27
F 28	M 28 ³⁵	T 28	L 28	T 28	T 28	S 28	O 28	T 28 ^{Skaertorsdag}	S 28	T 28	F 28	S 28
L 29	T 29	F 29	S 29	O 29	F 29	M 29 ⁵	T 29	F 29 ^{Langfredag}	M 29 ¹⁸	O 29	L 29	M 29 31
S 30	O 30	L 30	M 30 ⁴⁴	T 30	L 30	T 30	T 30	L 30	T 30	T 30	S 30	T 30
M 31 ³¹	T 31 ○	T 31	T 31	T 31	S 31	O 31	O 31	S 31 ^{Påskedag}	16	F 31		O 31
0	14	21	17	21	13	18	16	16	16	19	19	0
												190



23. februar 2022

Sagsnummer
2022-0065142

Dokumentnummer
2022-0065142-3

Vedtægt for Sankt Annæ Gymnasium (SAG)

Kapitel 1: Navn, hjemsted og formål

§1. Sankt Annæ Gymnasium er Københavns Kommunes sangskole. Sankt Annæ Gymnasium er en skole indenfor den offentlige forvaltning med hjemsted i Københavns Kommune

§2. Sankt Annæ Gymnasium varetager sine opgaver i henhold til folkeskoleloven, gymnasieloven og lov om institutioner for almengymnasiale uddannelser og almen voksenuddannelse mv. samt inden for rammer fastsat af Undervisningsministeriet og Borgerrepræsentationen og den kommunale styrelsesvedtægt.

§3. Institutionens formål er at udbyde henholdsvis gymnasie- og grundskole uddannelse i kombination med obligatorisk sang- og musikundervisning.

Kapitel 2: Bestyrelsens sammensætning

§4. Ved Sankt Annæ Gymnasium nedsættes der en bestyrelse med 12 medlemmer med stemmeret. Medlemmer med stemmeret skal være myndige, dog med undtagelse af elevrepræsentanter.

Stk.2. Flertallet af medlemmer med stemmeret skal være forældre og andre eksterne medlemmer med de kompetencer, der fremgår af stk. 3. Bestyrelsen består af

- 3 eksterne medlemmer udpeget af Københavns Kommune efter principperne i stk. 3.
- 4 forældrevalgte medlemmer
- 3 medarbejdervalgte medlemmer
- 2 elevvalgte medlemmer

Stk. 3. De eksterne udpegede bestyrelsesmedlemmer skal tilsammen have kompetencer, der bidrager til at fremme Sankt Annæ Gymnasiums aktuelle og fremadrettede virke med en dynamisk udadvendt profil. Bestyrelsens medlemmer forudsættes desuden tilsammen at

Kommenterede [KLT1]: SAG ønsker, at der udpeges et medlem af Borgerrepræsentationen. Det har tidligere været praksis. Også i Campusbestyrelsen

Kommenterede [KLT2]: Skal lige afklares.

Administrativt Ressourcecenter
Administrativt Sekretariat, Jura
og Processer
Gyldenløvesgade 15
1600 København V

EAN-nummer
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have professionserfaring fra den videregående uddannelsessektor, erhvervslivet og det professionelle sang- og musikmiljø.

Stk. 4. Bestyrelsen vælger en formand blandt de eksterne, ikke forældrevalgte medlemmer.

Stk. 5. Der kan ydes vederlag til formand og næstformand efter regler, der fastsættes af Undervisningsministeriet.

Stk. 6. Rektor er bestyrelsens sekretær og deltager i bestyrelsens møder uden stemmeret. Endvidere kan øvrige ledere på Sankt Annæ Gymnasium deltage efter behov i bestyrelsens møder uden stemmeret. Bestyrelsen kan tillade, at andre relevante personer deltager i møderne uden stemmeret.

§5. Bestyrelsens funktionsperiode er på 4 år og følger valgperioden for kommuner.

Stk. 2. Genudpegning kan finde sted flere gange.

Stk. 3. Hvis en medarbejder eller en elev ved institutionen ikke længere opfylder betingelserne for at blive udpeget som medlem af bestyrelsen, ophører medlemskabet øjeblikkeligt. Den udpegningsberettigede skal hurtigst muligt udpege et nyt medlem for den resterende del af funktionsperioden.

§6. Valg af forældrerepræsentanter til bestyrelsen følger retningslinjerne for valg af forældre til folkeskolernes bestyrelser og tilpasses skolens særlige karakter.

Stk. 2. Skolens rektor fastsætter retningslinjer for valg af elevrepræsentanter i bestyrelsen efter dialog med eleverne.

Stk. 3. Skolens rektor fastsætter retningslinjer for valg af medarbejderrepræsentanter i bestyrelsen efter dialog med medarbejderne. Medarbejderne på skolen vælger 3 repræsentanter til bestyrelsen.

§7. Repræsentanterne for eleverne må ikke overvære behandling af sager vedrørende enkeltpersoner og har ikke stemmeret i disse sager.

Kapitel 3: Bestyrelsens opgaver og ansvar

§8. Bestyrelsen udøver sin virksomhed inden for de mål og rammer, som fremgår i medfør af kapitel 1.

Stk. 2. Bestyrelsen har det overordnede ansvar for, at skolen fungerer i henhold til det lovmæssige grundlag mv.

Stk. 3. Bestyrelsen fastlægger Sankt Annæ Gymnasiums målsætning og strategi for uddannelserne på skolen og kan fastsætte overordnede principper for skolens faglige, administrative og pædagogiske virksomhed, herunder skolens rektors virksomhed.

Stk. 4. Bestyrelsen indstiller budget og regnskab til godkendelse efter indstilling fra rektor.

Stk. 5. Bestyrelsen fastlægger skolens ferieplan.

Stk. 6. Ved ansættelse og afskedigelse af skolens rektor, vicerektor, sanginspektøren og lederen af folkeskoleafdelingen følger Sankt Annæ Gymnasium Københavns Kommunes generelle retningslinjer herom.

Stk. 7. Bestyrelsen kan afgive udtalelse og stille forslag til Børne- og Ungdomsudvalget om alle spørgsmål, der vedrører Sankt Annæ Gymnasium. Bestyrelsen skal afgive udtalelse om alle spørgsmål, som Borgerrepræsentationen, Børne- og Ungdomsudvalget eller borgmesteren forelægger den.

Kapitel 4: Bestyrelsens arbejde

§9. Formanden (og i dennes fravær næstformanden) indkalder til og leder bestyrelsens møder.

Stk. 2. Der holdes møde så ofte som formanden eller 1/3 af medlemmerne finder det nødvendigt. Almindeligvis 6 møder årligt.

Stk. 3. Formanden leder møderne og drager omsorg for, at beslutningerne indføres i et referat. Et mindretal kan forlange at få sin afvigende mening indført i referatet og medsendt bestyrelsen udtalelser. Referatet godkendes på det næstkommende bestyrelsesmøde.

Stk. 4. Bestyrelsen er beslutningsdygtig, når mindst halvdelen af de stemmeberettigede medlemmer til stede.

Stk. 5. Beslutningerne træffes ved almindeligt stemmeflertal. Ved stemmelighed er formandens stemme udslag.

Stk. 6. Bestyrelsen nedsætter et forretningsudvalg. Rammerne for dets nedsættelse, sammensætning og funktion skal fastlægges i forretningsordenen. Forretningsudvalget kan ikke tillægges beslutningskompetence i spørgsmål, der henhører under bestyrelsens kompetence.

Stk. 7. Bestyrelsen fastsætter selv sin forretningsorden.

Kapitel 5: Institutionens daglige ledelse

§10. Skolens rektor er overordnet ansvarlig for ledelsen af Sankt Annæ Gymnasium og varetager den administrative og pædagogiske ledelse af Sankt Annæ Gymnasium med ansvar over for skolens bestyrelse og Borgerrepræsentation.

Stk. 2. På det ledelsesmæssige plan fastlægger skolens rektor den interne kompetencefordeling på skolen.

Kapitel 6. Ikrafttræden

§11. Vedtægten træder i kraft ved underskrift. Vedtægten revideres med udgangen af X

Stk. 2. Denne vedtægt ophæver tidligere vedtægter for bestyrelsen ved Sankt Annæ Gymnasium.



23. februar 2022

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2022-0065142

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Stk.2. Flertallet af medlemmer med stemmeret skal være forældre og andre eksterne medlemmer med de kompetencer, der fremgår af stk. 3. Bestyrelsen består af

- 3 eksterne medlemmer udpeget af Københavns Kommune efter principperne i stk. 3.
- 4 forældrevalgte medlemmer
- 3 medarbejdervalgte medlemmer
- 2 elevvalgte medlemmer

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§6. Valg af forældrerepræsentanter til bestyrelsen følger retningslinjerne for valg af forældre til folkeskolernes bestyrelser og tilpasses skolens særlige karakter.

Stk. 2. Skolens rektor fastsætter retningslinjer for valg af elevrepræsentanter i bestyrelsen efter dialog med eleverne.

Stk. 3. Skolens rektor fastsætter retningslinjer for valg af medarbejderrepræsentanter i bestyrelsen efter dialog med medarbejderne. Medarbejderne på skolen vælger 3 repræsentanter til bestyrelsen.

§7. Repræsentanterne for eleverne må ikke overvære behandling af sager vedrørende enkeltpersoner og har ikke stemmeret i disse sager.

Kapitel 3: Bestyrelsens opgaver og ansvar

§8. Bestyrelsen udøver sin virksomhed inden for de mål og rammer, som fremgår i medfør af kapitel 1.

Stk. 2. Bestyrelsen har det overordnede ansvar for, at skolen fungerer i henhold til det lovmæssige grundlag mv.

Stk. 3. Bestyrelsen fastlægger Sankt Annæ Gymnasiums målsætning og strategi for uddannelserne på skolen og kan fastsætte overordnede principper for skolens faglige, administrative og pædagogiske virksomhed, herunder skolens rektors virksomhed.

Stk. 4. Bestyrelsen indstiller budget og regnskab til godkendelse efter indstilling fra rektor.

Stk. 5. Bestyrelsen fastlægger skolens ferieplan.

Stk. 6. Ved ansættelse og afskedigelse af skolens rektor, vicerektor, sanginspektøren og lederen af folkeskoleafdelingen følger Sankt Annæ Gymnasium Københavns Kommunes generelle retningslinjer herom.

Stk. 7. Bestyrelsen kan afgive udtalelse og stille forslag til Børne- og Ungdomsudvalget om alle spørgsmål, der vedrører Sankt Annæ Gymnasium. Bestyrelsen skal afgive udtalelse om alle spørgsmål, som Borgerrepræsentationen, Børne- og Ungdomsudvalget eller borgmesteren forelægger den.

Kapitel 4: Bestyrelsens arbejde

§9. Formanden (og i dennes fravær næstformanden) indkalder til og leder bestyrelsens møder.

Stk. 2. Der holdes møde så ofte som formanden eller 1/3 af medlemmerne finder det nødvendigt. Almindeligvis 6 møder årligt.

Stk. 3. Formanden leder møderne og drager omsorg for, at beslutningerne indføres i et referat. Et mindretal kan forlange at få sin afvigende mening indført i referatet og medsendt bestyrelsen udtalelser. Referatet godkendes på det næstkommende bestyrelsesmøde.

Stk. 4. Bestyrelsen er beslutningsdygtig, når mindst halvdelen af de stemmeberettigede medlemmer til stede.

Stk. 5. Beslutningerne træffes ved almindeligt stemmeflertal. Ved stemmelighed er formandens stemme udslag.

Stk. 6. Bestyrelsen nedsætter et forretningsudvalg. Rammerne for dets nedsættelse, sammensætning og funktion skal fastlægges i forretningsordenen. Forretningsudvalget kan ikke tillægges beslutningskompetence i spørgsmål, der henhører under bestyrelsens kompetence.

Stk. 7. Bestyrelsen fastsætter selv sin forretningsorden.

Kapitel 5: Institutionens daglige ledelse

§10. Skolens rektor er overordnet ansvarlig for ledelsen af Sankt Annæ Gymnasium og varetager den administrative og pædagogiske ledelse af Sankt Annæ Gymnasium med ansvar over for skolens bestyrelse og Borgerrepræsentation.

Stk. 2. På det ledelsesmæssige plan fastlægger skolens rektor den interne kompetencefordeling på skolen.

Kapitel 6. Ikrafttræden

§11. Vedtægten træder i kraft ved underskrift. Vedtægten revideres med udgangen af X

Stk. 2. Denne vedtægt ophæver tidligere vedtægter for bestyrelsen ved Sankt Annæ Gymnasium.



11. maj 2022

Sagsnummer
2022-0065147

Dokumentnummer
2022-0065147-3

Vedtægt for European School Copenhagen (ESCPH)

Kapitel 1: Navn, hjemsted og formål

§ 1. European School Copenhagen er en international kommunal skole med hjemsted i Københavns Kommune.

§ 2. European School Copenhagen er en akkrediteret Europaskole. European School Copenhagen varetager sine opgaver inden for rammer fastsat af Europaskolernes Øverste Råd, Accredited European Schools (AES), Undervisningsministeriet, Københavns Kommunes Styrelsesvedtægt samt dele af folkeskoleloven og lov om institutioner for almen- og gymnasiale uddannelser og almen voksenud- dannelselse.

§ 3. Institutionens formål er at udbyde henholdsvis gymnasie- og grundskole uddannelser inden for Europaområdet.

Kapitel 2: Bestyrelsens sammensætning

§ 4. Ved European School Copenhagen nedsættes en bestyrelse på 12 medlemmer med stemmeret. Medlemmer med stemmeret skal være myndige, dog med undtagelse af elevrepræsentanter.

Stk. 2. Flertallet af medlemmer med stemmeret skal være forældre og andre eksterne medlemmer med dekompetencer, der fremgår af stk. 3. Bestyrelsen består af

- 3 eksterne medlemmer udpeget af Københavns Kommune efter principperne i stk. 3.
- 4 forældrevalgte medlemmer.
- 3 medarbejdervalgte medlemmer.
- 2 elevvalgte medlemmer.

Stk. 3. Københavns Kommune skal ved udpegingen af medlemmer af bestyrelsen tilstræbe, at de, af kommunen, udpegede medlemmer tilsammen har kompetencer, der bidrager til at fremme European School Copenhagen's aktuelle og fremadrettede virke med en

Kommenterede [KLT1]: Skal lige afklares.

Administrativt Sekretariat, Jura
og Processer
Gyldenløvesgade 15
1600 København V

EAN-nummer
5798009386229

www.kk.dk

dynamisk og udadvendt profil, ligesom de tilsammen bør have professionserfaring fra den videregående uddannelsessektor, erhvervslivet og det internationale miljø i København. Det Europæiske Miljøagentur indstiller ét medlem til udpegning til bestyrelsen.

Kommenterede [KLT2]: Hvordan passer det medlem ind i det samlede antal bestyrelsesmedlemmer?

Stk. 4. Bestyrelsen vælger en formand og en næstformand blandt de eksterne, ikke forældrevalgte medlemmer.

Stk. 5. Der kan ydes vederlag til formand og næstformand efter regler, der fastsættes af Undervisningsministeriet.

Stk. 6. Skolens Director er bestyrelsens sekretær og deltager i bestyrelsens møder uden stemmeret. Endvidere kan øvrige ledere på European School Copenhagen deltage, når det er relevant, i bestyrelsesmøder uden stemmeret. Bestyrelsen kan tillade, at andre relevante personer deltager i møderne uden stemmeret.

§ 5. Bestyrelsens funktionsperiode er på 4 år og følger valgperioden for kommuner.

Stk. 2. Genudpegning kan finde sted flere gange.

Stk. 3. Hvis en medarbejder eller en elev ved institutionen ikke længere opfylder betingelserne for at blive udpeget som medlem af bestyrelsen, ophører medlemskabet øjeblikkeligt. Den udpegningsberettigede skal hurtigst muligt udpege et nyt medlem for den resterende del af funktionsperioden.

§ 6. Valg af forældrerepræsentanter til bestyrelsen følger retningslinjerne for valg af forældre til folkeskolernes bestyrelser og tilpasses skolens særlige karakter.

Stk. 2. Skolens Director fastsætter retningslinjer for valg af elevrepræsentanter i bestyrelsen efter dialog med eleverne.

Stk. 3. Skolens Director fastsætter retningslinjer for valg af medarbejderrepræsentanter i bestyrelsen efter dialog med medarbejderne. Medarbejderne på skolen vælger 3 repræsentanter til bestyrelsen.

§ 7. Repræsentanterne for eleverne må ikke overvære behandling af sager vedrørende enkeltpersoner og har ikke stemmeret i disse sager.

Kapitel 3: Bestyrelsens opgaver og ansvar

§ 8. Bestyrelsen har det overordnede ansvar for, at European School Copenhagen udøver sin virksomhed inden for de mål og rammer, der fremgår af kapitel 1 samt det lovmæssige grundlag mv.

Stk. 2. Bestyrelsen fastlægger European School Copenhagen's målsætning og strategi og kan fastsætte overordnede principper for skolens faglige, administrative og pædagogiske virksomhed, herunder for skolens Director's virksomhed.

Stk. 3. Efter indstilling fra Director afgiver bestyrelsen indstilling til Børne- og Ungdomsudvalget om budget og regnskab.

Stk. 4. Bestyrelsen fastlægger skolens ferieplan.

Stk. 5. Bestyrelsen deltager i ansættelsen af skolens Director og øvrige ledere efter Københavns Kommunes generelle retningslinjer herom. Bestyrelsen orienterer Københavns Kommune om forhold, der har væsentlig betydning for Directors varetagelse af stillingen.

Stk. 6. Bestyrelsen kan afgive udtalelse og stille forslag til Børne- og Ungdomsudvalget om alle spørgsmål, der vedrører European School Copenhagen. Bestyrelsen skal afgive udtalelse om alle spørgsmål, som Borgerrepræsentationen, Børne- og Ungdomsudvalget eller borgmesteren forelægger.

Stk. 7. Bestyrelsen fastsætter selv sin forretningsorden.

Kapitel 4: Bestyrelsens arbejde

§ 9. Formanden og i dennes fravær næstformanden indkalder til bestyrelsens møder.

Stk. 2. Der holdes møde, så ofte som formanden eller 1/3 af medlemmerne finder det nødvendigt. Der afholdes almindeligvis 6 møder årligt. Møder kan afholdes skriftligt.

Stk. 3. Formanden leder møderne og drager omsorg for, at beslutningerne indføres i et referat. Et mindretal kan forlange at få sin afvigende mening indført i referatet og medsendt bestyrelsens udtalelser.

Stk. 4. Bestyrelsen er beslutningsdygtig, når mindst halvdelen af de stemmeberettigede medlemmer er tilstede.

Kommenterede [KLT3]: Hvornår godkendes referater?. SAG vedtægt godkendes referater på næstkommende bestyrelsesmøde

Stk. 5. Beslutningerne træffes ved almindeligt stemmeflertal. Ved stemmelighed er formandens stemmeudslagsgivende.

Stk. 6. Bestyrelsen kan nedsætte et forretningsudvalg. Rammerne for forretningsudvalget nedsættelse, sammensætning og funktion fastlægges i bestyrelsens forretningsorden. Forretningsudvalget kan ikke tillægges beslutningskompetence i spørgsmål, der henhører under bestyrelsens kompetence.

Kapitel 5: Institutionens daglige ledelse

§ 10. Skolens Director ansættes og afskediges af Københavns Kommune og har det daglige ansvar for en ansvarlig for ledelsen af European School Copenhagen. Director varetager den faglige, administrative og pædagogiske ledelse af European School Copenhagen med ansvar over for bestyrelsen og Borgerrepræsentationen.

Stk. 2. På det ledelsesmæssige plan fastlægger skolens Director den interne kompetencefordeling på skolen.

Kapitel 6: Ikrafttræden

§ 11. Vedtægten træder i kraft ved underskrift. Vedtægten revideres senest tre år efter ikrafttræden.

Stk. 2. Denne vedtægt ophæver vedtægt for European School Copenhagen af [dato].

Godkendt af Borgerrepræsentationen d. XX.

Rules of Procedure of the school board at the European School Copenhagen

According to the bylaws of Sankt Annæ Gymnasium with the inclusion of European School Copenhagen § 5, the following rules of procedure for the European School at Sankt Annæ Gymnasium are stipulated.

§ 1

The first meeting of the school board

Subsection 1. The principal will convene a first meeting of the school board for the European School Copenhagen as soon as possible after the new board is elected.

Subsection 2. The school board elects a chairperson and deputy chairperson.

Subsection 3. The members elected on a list of candidates can demand that a substitute candidate is summoned to the meeting if a member is absent from the first meeting,

Subsection 4. The school principal will chair the meeting until the chairperson of the school board has been elected.

Subsection 5. The chairperson and deputy chairperson will be elected from the external members, as members elected by parents are not eligible for these positions. All members of the school board have the right to vote. The candidate with the majority of votes will be elected. A new vote will be conducted if no such majority is reached at the first voting. A binding vote between the two candidates with the most votes at the second voting is made if the second voting does not provide a result. If these two candidates receive the same number of votes, a decision is made by drawing lots for which two candidates should be voted at the binding election. A decision is made by drawing lots if votes for the candidates are again equal at the third election

Section 6. The chairperson and deputy chairperson are voted for a four-year term.

Section 7. If the chairperson is elected according to the above procedure, the deputy chairperson can be elected using this same procedure. The second in line becomes deputy chairperson if the chairperson is not elected until the third voting.

Section 8. The school principal informs the secretariat at the Municipality of Copenhagen for the Administration of Children and Youth (BUF) of the chairperson and deputy chairperson elected.

Section 9. If the chairperson or the deputy chairperson steps down from their posts before the end of the term, the school principal convenes a new meeting as soon as possible.

Annex 6.1

§ 2

Meetings of the School board

Section. 1. The School board of the European School (hereafter School board) schedule regular meetings for the following school term.

Section 2. The School board has approximately six meetings a year.

Section 3. The meetings are held behind closed doors. The school principal takes minutes at the meetings. The board can invite others to participate in the meetings when questions of particular interest are discussed and/or when the board considers it relevant.

Section 4. Additional meetings can be held by the School board when the chairperson or three members of the board make this request. Items for the agenda must be submitted no later than two weeks prior to the meeting

Section 5. The chairperson sees to it that the meeting is summoned to the School board two weeks in advance of the meetings, which are held at the school premises.

Section 6. The agenda for regular meetings of the School board with enclosures are distributed no later than one week prior to the meeting. When a member submits an item for inclusion in the agenda, the information should be given to the chairperson and school principal no later than ten days prior to the meetings.

Section 7. The chairperson can summon a meeting with shorter notice in special circumstances. The chairperson shall inform the members of the agenda of the meeting when the meeting is summoned.

Section 8. The School board appoints an Executive Committee consisting of the chairperson, the deputy chairperson, and a member elected by the parents. In special circumstances, the executive committee can make decisions and make statements on behalf of the School board. The executive committee must inform the entire School board of decisions and statements to be included on the agenda of a subsequent meeting without undue delay.

Section 9. The School board can appoint sub-committees with separate members and staff at the school. The sub-committee should have terms of reference of its work set by the school board.

Section 10. The school board can make decisions on a written basis including e-mails if it is considered necessary.

§ 3 The School board sphere of competence

The School board's sphere of competence is a reflection of the overall structure of SAG and the Municipality of Copenhagen.

Section 1. For approval by the School board

1. The setting of principles¹, values and a mission statement for the school with due regard to the European profile of the school.
2. Approve the strategic focus points for the school.
3. School rules.
4. School holiday plan.
5. Advice the principal on the budget. The director is responsible towards Københavns kommune.
6. Submit candidates for management positions at the European School to the City of Copenhagen (BUF) on recommendation by the school principal.
7. Assessment of the teaching environment every 3rd year.
8. Advice on assessment of well-being at the school.
9. Issues dealing with school buildings and construction.
10. The Executive Committee of the European School can take decisions on issues which, cannot be postponed until the following meeting of the Board.
11. The School Board is obliged to put issues from the Campus Board on the agenda if so requested.

Decisions on the following Points must be forwarded to the Campus Board: 4,5,6,10

Section 2. The School Board will be informed about the following issues:

- New appointments
- Dismissals/Personnel
- Recruitment and admission of pupils
- Scheduling meetings with parents
- School-home relations

ⁱ By principle is meant a line of thought that gives a sense of direction for the school. The principle should be expressed as clearly as possible so there can be no doubt of the intension. A good principle is short and to the point. A principle should not be written as an Order. Too many vague expressions make it difficult to work out plans of action. The school principal should have the choice of several actual options when the principle is to be put into practice.

§4 4

Taking decisions and voting

Section 1. The School board forms a quorum when at least half of the members are present. In the case when a member cannot attend, the chairperson should call in a substitute upon request from the member in question. However, this should take place no later than three days prior to the meeting.

Section 2. The members can only take part in the voting procedures of the School board when they are present in person.

Section 3. Where no other procedure has been set, decisions are made using simple majority vote. In the case of parity of votes, the vote of the chairperson is final.

§ 5

Minutes from the meetings

Section 1. The meetings are chaired by the chairman who also sees to it that the decisions taken are recorded in the minutes.

Section 2. The minutes should include names of the persons attending. Minority opinions should be added to the minutes and expressed in statements made, if so requested by the minority.

Section 3. The school principal sees to it that the decisions taken are implemented.

§ 6

Stepping down from the School board

Section 1. If a member steps down from the school board, the member is replaced by the elected substitute. The Municipality of Copenhagen Administration for Children and Youth receives an update.

Section 2. If at the time a member steps down no substitute representing the list in question is available, the mandate is transferred to the list of candidates or the like which at the time of the election was closest to getting an extra seat.

Section 3. The executive committee shall see to it that a by-election will be held as soon as possible if no substitutes are available.

§9
Coming into force of the rules of procedure

The rules of procedure were decided at the meeting of the school board on 06.05.2015, and will come force as of this date.

The rules of procedure can be amended by simple majority.



Minutes of the European School Copenhagen School Board Meeting

Date:	Thursday 7 April 2022
Time:	16:30 – 18:30
Meeting room:	Staff lounge, 2 nd floor
Members:	Jonas Christoffersen (Chair), Søren Nielsen (EEA), Rikke Karlsson (Parent Rep), Caroline Warner (Parent Rep), Eskil Berg Kappel (Parent Rep), Rasmus Hornecker (Staff Rep), Johan Lindell (Staff Rep), Stine Hvitved Leather (Staff Rep), Muskan Asim (Student Rep), Sebastian Leiholt (Student Rep), Anette Holst (Director), Julie Rørdam Thom (Deputy Director)
Guests:	Helle Bjerre Degn (Head of Primary), Hella Helvig Jensen (Head of Administration), Octave Marozeau (Student Rep - Deputy), Susanne Thielscher (L2 German teacher)
Excuses:	Hans Bruyninckx (Deputy Chair), Christen Bagger (Parent Rep)
Minutes:	Stine Hvitved Leather

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

- 1.1 Annex – Agenda European School Board meeting 07042022

Julie Thom explained that the board had not received the updated version of the proposed objectives/strategy document (annex 5.1.). Therefore, meeting point 5 will be postponed for the board meeting in June.

Decision:

- Meeting point 5 was postponed for the next board meeting. With that change, the board approved the agenda.

2. Approval of the minutes from the last meeting (decision) – 1 min.

- 2.1. Annex - Minutes European School Board meeting 24022022

Decision:

- The Board approved the minutes of the meeting on 24 February 2022.

3. German language as a focus in the European School Copenhagen (information) – 15 mins.

At the last board meeting, there were concerns that fewer students would choose German as L2 if the Host Country Language (Danish) was introduced as L2. It was therefore decided to do more to promote German in the school.

L2 teacher Susanne Thielscher gave a presentation on the efforts to get the school approved as a DSD (Deutsches Sprachdiplom) school. DSD is an official German language diploma certifying the level of German proficiency in schools around the world.

Annex 8.1. Draft Minutes European School Board meeting 07042022



As a DSD school, ESCPH students would be able to take a DSD test to certify their language competencies at the B1 level (DSD 1 exam) or B2/C1 level (DSD 2 exam) of the Common European Framework of Reference for Languages. The DSD 2 diploma along with a national school leaving certificate allow foreign students to apply for university in Germany. The DSD programme would also give ESCPH access to a big network of teachers and students and resources.

Currently, there are only seven DSD schools in Denmark. We will know in June if we can apply, and the approval might take a year or longer.

Rikke Karlsson was concerned that the DSD network would replace the L2 European School network and that there would be additional tests in primary. It was explained that being a DSD school is an additional quality stamp and it is not a case of one network over the other. The tests will be voluntary and can be done in a relaxed way. The teachers already conduct tests to see where the students are.

Søren Nielsen said that EEA would endorse the DSD programme based on the additional resources provided and if it can help attract German speaking applicants as German is an important language in the EU.

Decision

- The Board thanked Susanne for the update, which was considered a good way to help promote German in the school.

4. Strategic focus points 2021/22 – Administration (information and discussion) – 20 mins.

4.1. Annex – Strategic Focus Points 2021-22 Approved 09062021

The administrative community at ESCPH and SAG will continue after the two schools are separated. Hella Helvig Jensen, Head of the Administration for Sankt Annæ Gymnasium and European School Copenhagen, gave a brief update on the initiatives to enhance harmonisation, collaboration, and quality in the administration. This includes the implementation of employee absence/sickness conversations, which has had a renewed focus after Corona. Absenteeism is average.

Rikke Karlsson suggested that information and photos of the administrative staff be shared with parents, so they know who to contact.

5. New overall objectives/strategy document 2022-2025 (decision) – 5 mins.

5.1. Annex – Strategy and Overall Objectives 2022-2025

Decision:

- This agenda item was postponed for the June meeting.



6. Election of parent representatives to the Board (decision) – 15 mins.

6.1. Annex - Timeline action plan board election March 2022

It is time to elect four parent representatives to the board. Julie Thom presented the proposed election plan, which follows the general plan and timeframe for school board elections in the City of Copenhagen.

Parent representatives are normally elected for a four-year term, but if SAG and ESCPH separate earlier, it may be necessary to hold a new election.

Decision:

- The Board approved the plan for election of parent representatives to the board.
- The student election will be presented at the board meeting on 9 June.

7. 2021 accounts for Upper Secondary (decision) – 10 mins.

7.1. Annex - Årsrapport 2021_ESCPH Upper Secondary

Hella Helvig Jensen presented the 2021 accounts for upper secondary. The accounts have already been approved by the Campus Board subject to approval by the board of the European School Copenhagen.

Key points:

- The auditors had no comments.
- ESCPH posted a profit of 874,259 kroner.
- It was difficult to manage expenses and income in 2021, both due to Corona and because the upper secondary is a new department.
- The school has equity of 1,97 million kroner, which is quite good for a new school.

Decision:

- The management report and accounts were approved by the board.

8. Conversion of the EB marking scale (information) – 20 mins.

The Board discussed the recent information meeting with the Ministry of Higher Education and Science (UFM) on the conversion of the EB marking scale.

The parent representatives and student representatives still have concerns about the conversion. The board believes it is important that the conversion is as fair as possible. It is also important that discussions regarding the conversion does not dominate the narrative about the school, as this does not help the students.

Decision:



- The parent representatives will continue discussions regarding the conversion with parents in other European Schools and will keep the board updated.
- Julie Thom will inform Kate Obeid (Områdechef VVK in the Children & Youth Administration) of the recent discussions and concerns.
- Julie Thom will approach UVM to see if they will meet with management and parent representatives regarding comparison of the quality of the STX and EB education.

9. Various updates and information – 20 mins.

Information from management

- Admissions update – New nursery classes: Screenings have been completed for nursery and admission letters were sent out Tuesday morning. The screening process now involves both an academic and a social/pedagogical evaluation to get a holistic picture of the child. As in previous years there are siblings who have not been admitted because they were in a lower admission category or they did not meet the language, academic or school readiness criteria.
- Admissions update – New S1 class: We have tried to create a French S1 class but have not had enough qualified applicants and will therefore create a DK/FR combination class again this year.
- Admissions update – New S5 classes: We have had 65 applications to date (30 internal and 35 external), which is more than the previous year.
- Study trips/exchange programme: The ES exchange programme is back up and running. We plan to participate next year with possibilities for exchange in S4 (3-4 weeks) and S5 (1 semester). We have a contact in one of the Brussels schools. They will send a Danish S4 class next year and we will send our S4 classes to Brussels.
- CCTV: We are installing surveillance cameras in the school due to problems with graffiti in the staircases.
- Fastelavn costumes: In advance of future Fastelavn events, we plan to send out a reminder to dress appropriately.
- Bac preparations: We recently met with the Bac office to understand the exam plans.
- New staff/recruitment: Madelaine Kirk has been appointed new Deputy Head of Secondary. Hans Bolvinkel is now officially Deputy Head of Upper Secondary/Bac Coordinator. Søren Nielsen enquired about staff turnover. Some classes have been affected but it is not a general problem. However, the school is aware of it and will try to avoid in the future.
- Børnesundhedsprofil: Health survey conducted among S1-S4 students in the Danish section showed high levels of stress. It has been an opportunity to speak about B tests and we have received a lot of valuable feedback. It was raised that many students in the other language sections speak Danish and could have responded to the survey as well.

Information from the staff

- Staff are happy that Madelaine Kirk has been appointed as new deputy head of secondary.
- The recent S6 study trip to Athens was a great success.
- We are hiring a lot of new staff in the upper secondary for the new classes next school year.



- There have also been staff changes in the administration and renovation of the reception is underway.

Information from the students

- An anti-bullying policy has been developed for lower secondary.
- The lower secondary students have decided to have a party and will organise a bake sale to finance the event.
- S6 had an incredible study trip to Athens.
- After Easter there will be an election for upper secondary student council president and vice president.
- The upper secondary student council is trying to get the students to take more ownership and organise the social initiatives and activities
- There is a strategic seminar planned in upper secondary on 6 May to look more closely at the school values.
- The upper secondary department now has its own Instagram account like other upper secondary schools/gymnasier. Another IG account will be created for the whole school.

10. AOB – 3 mins.

Investigation of sexual harassment at Sankt Annæ Gymnasium

Anette Holst gave an update on the legal investigation into reports of sexual harassment at Sankt Annæ Gymnasium (SAG) made by former students. The report has now been published and there has been a lot of interest from the media.

39 former students approached the lawyers and told of experiences they had at SAG. Nine of the students experienced sexual harassment first-hand. The rest were witnesses, who experienced a sexualized environment and language. The accounts do not mention any current employees and all the reports of inappropriate conduct date back 20-40 years ago.

SAG is committed to ensuring this never happens again. During the last year, the school has been working with the student council, parents and staff to ensure everyone knows where to go if they have any concerns.

DRAFT ESCPH Meeting Plan 2022-2023

Meetings	Usual Mtg. Room	SEP/OCT	NOV/DEC	JAN/FEB	MAR/APR	MAY/JUN
Campus Board	-	Wed 21/9-22	Thu 8/12-22	-	Thu 13/4-23	Thu 8/6-23
SAG Board	-	Thu 15/9-22	Thu 8/12-22	Thu 9/2-23	Thu 13/4-23	Thu 8/6-23
ESCPH Board (16:30-18:30)	214 or Staff Lounge	Wed 21/9-22 ¹	Tue 13/12-22	Mon 27/2-23	Thu 20/4-23	Thu 8/6-23 ²
Annual School Meeting (17:00-18:30)	Sports Hall	-	Thu 3/11-22	-	-	-
Primary PC (Tuesdays 15:30-17:00)	P5DK	Tue 20/9-22	-	Tue 24/1-23	-	Tue 2/5-23
Secondary PC (Wednesdays 16:00-18:00)	123	Mon 19/9-22	-	Wed 25/1-23	-	Wed 3/5-23
ESCPH MED (14:30-16:00)	108	Thu 15/9-22	Thu 1/12-22	Thu 9/2-23	Thu 20/4-23	Thu 1/6-23

¹ Joint ESCPH & Campus Mtg, ESCPH Staff Lounge

² Joint strategic seminar, 16:30-20:00, ESCPH Staff Lounge



Annual Plan for the European School Board 2022-23

Meeting date	Planned agenda items
<p>21 September 2022 (Campus & ESCPH)</p>	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Evaluation of the strategic focus points 2021/22 • New strategic focus points 2022/2023 • Annual school meeting programme • Formation of the new board (new members introduction) • Holiday plan 2023/24 • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ Update on the SAG/ESCPH separation – new draft bylaws ○ School start August 2022 ○ Accounts status ○ Admissions status ○ Staff news/recruitment ○ Bac preparations • From the staff • From the students
<p>13 December 2022</p>	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 1 – update and input • Budget for Upper Secondary 2023 (ESCPH Board approval and submission to Campus Board) • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • Information from the school/after school care: <ul style="list-style-type: none"> ○ BAC preparations ○ Planning of admissions in 2023-24 ○ New staff/recruitment ○ Bac preparations ○ SAG/ESCPH separation • From the staff • From the students

Meeting date	Planned agenda items
21 February 2023	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 2 + 3 – update and input • 2023 Budget and 2022 accounts for Primary, Lower Secondary and After School Care • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ Admissions status ○ New staff/recruitment ○ Bac preparations including exams and proclamation ○ SAG/ESCPH separation • From the staff • From the students
20 April 2023	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • Strategic focus point 4 + 5 – update and input • Any new policies and procedures <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care <ul style="list-style-type: none"> ○ SAG/ESCPH separation ○ BAC preparations ○ Admissions status ○ New staff/recruitment • From the staff • From the students

Meeting date	Planned agenda items
<p>8 June 2023</p> <p>(Strategy seminar with Campus and SAG Boards followed by ESCPH Board meeting)</p>	<p>Decision/discussion points:</p> <ul style="list-style-type: none"> • New strategic focus points 2023/24 • Board meeting dates in 2023/24 • Date and programme for the annual school meeting in 2023/24 <p>Information points:</p> <ul style="list-style-type: none"> • From the school/after school care: <ul style="list-style-type: none"> ○ BAC preparations ○ Admissions status ○ New staff/recruitment • From the staff • From the students

Additional ad hoc items for decision/approval include:

- Policies & procedures
- Vision/mission/values/objectives/strategy
- Admission criteria
- Recruitment of senior management

Items for information, which do not occur every year:

- National student well-being survey (Ministry of Education) – ESCPH is currently excluded from this survey
- Employee Satisfaction Survey (Municipality of Copenhagen) – every 2 years (expected spring 2023)
- Audit/Accreditation (European Schools Inspection) – normally every 3 years (expected autumn 2024)
- Quality Report (Municipality of Copenhagen) – no longer mandatory
- Election of members to the Board – every four years (expected spring 2026)

Strategic Focus Points for European School Copenhagen 2021/2022 (Evaluation)

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
All	1. One Whole School (Continued from 2020/21)	Following the lockdown and while the school continues to grow, there is a need to focus on cohesiveness and creating a common identity.	All stakeholders perceive the school as one and there is a strong common European school identity	Uri Harlam	<ol style="list-style-type: none"> 1. Management to assume different interdepartmental areas of responsibility (e.g. Charlotte - Resource Centre) 2. Organise staff activities involving all staff groups 3. Organise activities involving all departments sharing knowledge from each other's departments 4. Organise all-school event/party involving the PC and the PA 5. Organise transition events and establish new traditions 6. Collaborate across departments to address problem areas identified in the employee satisfaction survey 7. See also activities relating to 2. PLRC and 3. Harmonisation 	<p>Staff experience that there is a greater sense of community at the school e.g. at relevant all-school meetings.</p> <p>Students in P1, S1, S4 and S6 express being supported in their transition, both socially and academically e.g. in relation to new subjects and working methods.</p> <ul style="list-style-type: none"> - Primary 5 teachers could visit S1 students within a week in Secondary - Secondary 5 class teachers and students could evaluate the introduction week <p>Well-being surveys among staff</p> <p>APV (workplace survey) made in the Autumn</p> <p>Unicef Rights Survey among students</p> <p>MUS (include questions regarding Whole School)</p>	<p>Management succeeds in being responsible for different areas of the whole school (Charlotte: PLC, Helle: AMR, PLOV, prof dev group, Julie: overall strategic development including strategic narrative and strategic focus points)</p> <p>Parties and All staff meetings for the whole school is being held</p> <p>S5 introduction week has been evaluated with satisfaction – but also a focus on even more social activities – such have been implemented in Aug 2022 with student tutors being responsible for a number of social activities</p> <p>APV was made in Spring 2022, will be followed up in the Upper Sec with three staff meetings over the spring 2022 to continuously evaluate the wellbeing of staff in this department which is still developing.</p> <p>MUS in Primary and the Upper Secondary has included questions on Whole School when it has come up – not systematically</p>	
All	2. PLC and RC (Pedagogical Learning Center and Resource Center)	As Secondary doesn't have a PLC, we want to create a common PLC for Primary and Secondary to further develop our inclusive learning environment . We would also like to increase collaboration between Primary and Secondary resource	As a result of a better physical environment and organisation of the PLC, and increased collaboration between resource persons in Primary and Secondary including RC, the students have an inspiring, supportive, and	Charlotte Højrup	<ol style="list-style-type: none"> 1. Plan process for expansion and organisation of the PLC/RC 2. Integrate resources like ICT, reading support counsellor, educational support in the PLC 3. PLC to support teachers and offer a variety of learning activities 4. Inspire and disseminate experience and knowledge to pedagogical staff 5. Establish a Secondary Library/Study Centre 	<p>Questionnaire to be developed for pedagogical staff and students - objectives/success criteria achieved:</p> <p>Teachers' teamwork and collaboration around classes, with PLC and RC is experienced by teachers and students as supporting the students' learning progression and well-being in the school.</p>	<p>Lower Secondary class teachers' role in RC cases are being dealt with more systematically and with greater focus on teachers handling cases when they can</p> <p>Developing the PLC for the lower secondary is still a focus point with the focus on developing a</p>	

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
		persons in both PLC and RC to ensure we utilise the resources in the best possible way.	inclusive study / learning environment where they can achieve their potential. It should also lead to fewer cases ending in the RC from Lower Secondary.		<ol style="list-style-type: none"> Purchase and register books for the School Library Establishment and operation of book storage room/basement Lower Secondary team structure is supported by meeting structure and co-work with Pedagogical Development Consultant Stine Lykke Nielsen More teachers from Lower Secondary are allocated into educational support and study café 	<p>Students are engaged and motivated to learn, and the school meets the different needs by offering a variety of learning activities and specific support. Fewer cases require RC support.</p> <p>Teachers express loan and return of books is working smoothly and the School Library and PLC support the teaching they do in class.</p> <p>Lower Secondary teachers and students express satisfaction with educational support.</p>	<p>systematic approach on educational support</p> <p>The process around books loan and organising the book depot works very well</p>	
All	3. Harmonised didactic approach / learning progression	We wish to support best practice sharing and staff development to ensure high academic progression among students and close any potential learning gaps post-lockdown. Among other things by introducing ES 8 key competences, action-oriented learning and co-teaching.	To underpin our values and mission to foster high academic standards, curious and independent thinking students, lifelong learners and responsible global citizens.	Helle Degn / Pedagogical Development Group	<ol style="list-style-type: none"> Common focus and discussion of ES learning objectives / 8 key competences B-tests are identical across language sections Follow up on learning and well-being post-lockdown Organise co-teaching/'balkort' Feedback and data Assessment and grading are the same from teacher to teacher Action-oriented learning Portfolios Transition Deliver the professional development plan 	<p>In Primary, teachers express that the possibility to collaborate about academic progression outside and in the classrooms have increased.</p> <p>Primary teachers express having common tools and language by using the different elements from the action plan.</p> <p>In the S6 Audit, ESCPH scores high on the 'European Dimension' and the implementation on the 8 key competences</p> <p>In the Lower and Upper Secondary departments, teachers and students express satisfaction with identical tests on S4-S6 across language sections.</p> <p>Lower and Upper Secondary students feel that their teachers grade and assess identically.</p> <p>Teachers have identified and closed any gaps in the learning in general.</p> <p>Upper Secondary teachers express that they have a wider variety of feedback and assessment methods to use with students</p>	<p>Primary teachers express that collaboration about academic progression of students has increased</p> <p>The S6 inspectors in the Audit accreditation in November 2022 praised ESCPH European Dimension in teaching and lesson plans especially high</p> <p>Harmonised grading and assessment by lower and upper secondary teachers is in progress and a continuous focus point.</p> <p>Learning gaps after Covid are expressed to be closed</p> <p>Upper Secondary teachers express knowledge sharing on feedback and assessment methods – clarity of academic goals is a continuous focus in the upper secondary teaching</p>	

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
							Upper Secondary students express that they understand feedback given by teachers – and their learning progression	
Upper Secondary	4. BAC implementation (Continued from 2020/21)	In August 2021, our students enter the European Baccalaureate cycle and it's important that we comply with all the EB regulations and achieve initial accreditation of S6 and S7.	A successful audit. The creation of a growing and beneficial social and study environment.	Julie Thom / Hans Bolvinkel	<ol style="list-style-type: none"> 1. Plan for successful audit process 2. Implement SMS MySchool 3. Recruit new students for S5 and S6 / retain and ensure good transition of existing S4 students 4. Highlighting the benefits of the EB with regards to the choice of subjects and exams 5. Create a good social and study environment, traditions and student exchange/ international travel 6. Develop ES support and study counselling programme 		<p>Teachers express satisfaction with SMS Myschool with regards to school reports.</p> <p>25-50% more students choose to continue from S4 to S5 compared to 2021.</p> <p>25-50% more external students choose the S5 at ESCPH.</p> <p>Students express satisfaction with study guidance and career planning.</p> <p>S5 and S6 students express satisfaction with new learning- and social areas.</p>	<p>There is great satisfaction with SMS MySchool amongst the teachers with regards to school reports.</p> <p>This would be 10-12 students as it was 8 students in 2021.</p> <p>This would be a total number of 38-45 external applicants as the number last year was 30.</p>
Administration (Group Administration = SAG)	5. SAG og ESCPH – Coherence and quality assurance	The objective of the group administration is to support the schools' core function (kerneoppgave) in the best possible way and	Knowledge sharing and involvement across the departments, working in close collaboration with the professional management groups.	Hella Helvig Jensen/ Technical & Administrative Staff, Management	<ol style="list-style-type: none"> 1. Update job descriptions and annual task plans (årshjul) 2. Prepare procedures to support performance of the tasks and create transparency. 		<p>TRIO evaluates that the working environment/ well-being of the group administration is good.</p> <p>At a joint meeting, the administrative staff assess that</p>	<p>Mngt expresses that the collaboration is increasingly improving</p>

Dept.	Focus point	Background - why?	Objective(s) – what?	Lead/stakeholders – who?	Actions – how?	Key dates – when?	Successes	Evaluation * staff, student council and PC will be invited to evaluate briefly against each focus point (improved/better, no change, less/worse)
& ESCPH administration)	in the Group Administration	the focus is therefore on quality assurance and coherence.	Quality output and high professionalism, while maintaining a good working environment. Continuity between the different subject areas.	at ESCPH & SAG	3. Hold meetings with management regarding the tasks, output and quality.		collaboration with the professional/dept. managers has improved, and there is greater clarity about the tasks. Management at SAG and ESCPH find that there has been good administrative support for the core function and a focus on quality assurance.	

Strategy for the European School Copenhagen 2022-2025

This paper contains the vision, mission and narrative of the European School Copenhagen and the school's overall objectives for 2022-2025.

Vision

We educate to instil insight and a global mindset. We create the future voices of the world.

Mission

The European School Copenhagen is a multicultural and multilingual learning environment of high academic standard, committed to developing lifelong learners and responsible global citizens.

Narrative

European School Copenhagen is a unique international school founded on strong values and ambitious goals for students' learning and well-being and a desire to create an inclusive learning environment for students from all backgrounds and cultures.

The European School Copenhagen is an accredited school in the internationally recognised system of European Schools, which were created in the aftermath of WW2 to provide education for the children of the staff of the new European institutions. It was imperative to the founders that the horrific acts of WW2 would never be repeated. Instead, the European Schools would foster unity, respect and tolerance through multi-cultural education and a strong emphasis on the learning of foreign languages. This vision is captured in the words of Marcel Decombis, Head of the European School in Luxembourg between 1953 and 1960: "Educated side by side, untroubled from infancy by divisive prejudices, acquainted with all that is great and good in the different cultures, it will be borne in upon them as they mature that they belong together".

The European School Copenhagen was established in 2014 as part of an ambitious project by the Ministry of Education and the City of Copenhagen to offer a quality education – free of charge - for the growing international work force in Copenhagen and open a European School for the children of employees of the European Environment Agency (EEA).

Now located in a state-of-the-art modern school building in the centre of Copenhagen on the site of the famous Carlsberg brewery, the school first started out in modest barracks in an industrial neighbourhood of Southern Copenhagen. Teachers who have been with the school from the beginning have stories of how they were thrown in the deep end teaching the first students at this ambitious school in empty classrooms. "You need to be ready to give everything you have", as a teacher described how it was when she first started. This pioneering spirit, entrepreneurship, dedication, and ambition is something we wish to continue to foster.

The students in the European School Copenhagen - from nursery class to secondary 7 - are the heart of the school. We wish to embrace their energy and ideas and give them responsibility to grow and shape their own learning environment. Our students lead many activities, from running assemblies inspired by the Student's Rights Council, to setting up classical theatre plays. Our goal is to create one whole school and a strong school community, but also to invite the outside world into the school, create fruitful relationships with parents, local

and international partners, and travel to form friendships and learn from other citizens in Europe and the world.

The school is founded on the values of Respect, Responsibility, Curiosity, Empathy, Commitment and Collaboration. All members of the school community are expected to live the school's values and they inform the way our teachers teach and underpin our mission to develop students who are critical thinkers, responsible global citizens, and life-long learners.

We want our students – the first of whom will graduate in 2023 - to change the world they live in because they have the ideas, the courage and the ideals to lead the way and they know that their education at the European School Copenhagen has provided them with the foundation for making a difference.

This narrative leads to the overall objectives below.

The overall objectives 2022-2025

1. ESCPH is committed to high academic standards for all students

ESCPH cultivates students' personal, social and academic development and prepares them for their next stage of education. All students can develop to the best of their abilities and excel academically and socially as a member of a global community. Student wellbeing is prioritised as the foundation of academic progression ensuring students are 'ready to learn'. Staff collaborate with management across departments of the school to develop an engaging learning community for all students at ESCPH.

2. ESCPH aims for sustainable growth in an organisation with high professional standards

A sustainable organisation is the foundation for optimal learning conditions for all students. This includes both economic, environmental and well-being sustainability for all members of the organisation. The continuous development and growth of the school requires our pioneering spirit, ingenuity and energy but also structures and processes to ensure the growth is sustainable and that high professional standards are maintained. Staff involvement when making sustainable solutions is key in this process.

3. ESCPH is focused on strengthening its European specificity, local anchoring and global responsibility

ESCPH is first and foremost a European School with a strong focus on learning European languages, history, and culture. The European specificity is therefore an ongoing focus of the school. However, our students are not just citizens in Europe, they are also citizens of the world living in Denmark. All these aspects are important in our thinking and identity as a school and are strengthened by building relationships with other European and international schools, ESCPH parents and local partners.