



## Minutes of the meeting of the Board of the European School Copenhagen

<b>Date:</b>	Thursday 9 December 2021
<b>Time:</b>	16:30 – 18:00
<b>Meeting room:</b>	Staff lounge, 2 <sup>nd</sup> floor
<b>Members:</b>	Jonas Christoffersen (Chair), Andreas Manville (EEA), Christen Bagger (Parent Rep), Neeni Lomborg Rasool (Parent Rep), Eskil Berg Kappel (Parent Rep), Rasmus Hornecker (Staff Rep), Johan Lindell (Staff Rep), Stine Hvitved Leather (Staff Rep), Muskan Asim (Student Rep), Octave Marozeau (Student Rep), Anette Holst (Principal), Julie Rørdam Thom (Deputy Principal)
<b>Guests:</b>	Helle Bjerre Degn (Head of Primary), Hella Helvig Jensen (Head of Administration)
<b>Excuses:</b>	Hans Bruyninckx (Deputy Chair), Caroline Warner (Parent Rep), Rikke Karlsson (Parent Rep), Alice Malmberg (Student Rep).
<b>Minutes:</b>	Stine Hvitved Leather

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

- 1.1 Annex – Agenda European School Board meeting 09122021

Decision:

- *Agenda approved.*

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

- 2.1. Annex - Minutes Campus\_ESCPH Board meeting 23092021

Decision:

- *Minutes approved.*

### 3. Budget for the Upper Secondary department 2022 (decision) - 10 mins.

- 3.1. Annex – 6027 budget 2022 EN

Hella Helvig presented the budget for the upper secondary school for approval by the board. The budget has already been approved by the Campus Board.

Upper Secondary is expected to make a profit of DKK 295,000 in 2022 and the budget is based on the following assumptions:

- Admission of 72 students in the three new S5 classes in August 2022 and a total number of 126 full-time students.
- Minor adjustments to operating costs, including building costs and wages in line with general price and wage increases.



Decision:

- *The board approved the budget.*

**4. Holiday plan 2022-23 (decision) - 5 mins.**

4.1. Annex – Draft Holiday Plan 2022-23\_N-S6

Julie explained to the board that the planning of the school holiday dates in the 2022/23 is more complex than previously because the school year end-dates in Denmark and the European Schools vary by a full two weeks that year. It is also the first year that the school has Bac exams in S7. The school has therefore asked the European School's Bac unit permission to hold oral exams a little earlier, so the S7 students can finish up between 28-30 June. The rest of the school's students will follow the school's normal school holiday dates. Johan Lindell commented that the late finish in Upper Secondary will also affect teachers and administrative staff. Management will discuss holidays with staff separately.

Decision:

- *The Board approved the proposed holiday plan for the students in nursery class to S6. The Board also approved the school's plan for the S7 students to complete the school year between 28-30 June.*

**5. Strategic focus points 2021/22 - One Whole School (information and discussion) - 30 mins.**

5.1. Annex – Strategic Focus Point 1: One Whole School

Helle Degn and Julie Thom gave an update on the school's initiatives to support the creation of One Whole School. Events to date include the all-staff meeting in September, the pedagogical day for the pedagogues and teachers in November, and the annual school meeting for parents. Further initiatives are planned in the second half of the year, including specific events for the students.

Feedback:

- Christen Bagger commented that in his experience there is little mixing or integration across the classes/sections in Primary.
- Octave Marozeau said that the students mix more in secondary and gave several examples, including school trips, transition buddies and the Christmas Café.

Decision:

- *The board took note of the update and the school's management will look at more ways to bring the students/classes together across year levels and sections.*



## **6. Feedback from the S6-S7 audit (information) – 5 mins.**

Julie Thom gave a brief summary of the feedback following the audit of S6-S7:

- The inspectors will recommend accreditation of the S6-S7 Bac years.
- The inspectors were generally very impressed, particularly by the teachers' engagement and incorporation of the European dimension in the teaching.
- The inspectors' only area for development was that the school should collaborate more with other European Schools. A student exchange programme is already planned, and a small group of staff are going to Helsinki in January to learn about Bac implementation.

### Decisions/comments:

- *The board congratulated the school on the successful completion of the audit.*

## **7. Feedback from the annual school meeting (information) – 5 mins.**

The Board members gave the following feedback:

- The social aspect of the event was impacted by Covid.
- There was a lot of useful information.
- There should be further time for questions.
- It was a good opportunity for management to share the strategic focus points.
- The chairman's presentation needs to be updated.
- Attendance was lower than expected. More should be done to promote the event next year and event registration should be considered.
- It worked well with the students' answering questions.
- The overall purpose should be to build community and have a dialogue with the parents and students as parents would like more communication from the school.

### Decisions/comments:

- *The board will consider the feedback when planning next year's annual school meeting.*

## **8. Update on the SAG/ESCPH separation process (information) – 10 mins.**

Anette Holst gave an update on the proposed separation of SAG/ESCPH. The decision on the proposed law amendment to separate the two schools has been postponed for at least another year. The Municipality is investigating how it will affect the planned election to the board this spring. The plan is still to finalise new bylaws in preparation the anticipated separation of the schools, and the municipality is currently reviewing the board's comments to the draft bylaws.



## **9. Various updates and information - 15 mins.**

### **Various information from management**

#### COVID-19:

Students in N-S4 will be sent home from Wednesday and will be taught virtually in accordance with Government recommendations. The S5 and S6 students will stay at school.

Cases in the school have been rising over the last weeks, and the P4 and P5 students have therefore already been home for a week.

Some parents have asked why the school hasn't sent the classes home earlier and the answer is that this decision can only be made by Styrelsen for Patientsikkerhed.

#### Admissions:

Admission for the new Nursery classes and S1 class has commenced. Rolling admission in the existing classes has been delayed until January due to Corona.

The information evening for Primary and Lower Secondary in November went well. Taster days and an information evening are planned for Upper Secondary in January.

#### Bac preparations:

Mock oral exams will take place in January.

#### New staff/recruitment

New Danish teacher in Lower Secondary Line Hansen starts 1<sup>st</sup> January.

Thomas Yung is leaving at the end of December and a substitute will cover his role in the interim. The school will review the recruitment process and will consider using a recruitment consultant to find a good replacement.

Andreas Manville reported that EEA parents are concerned about teacher turnover. Helle Degn explained that the management and Trio have been implementing a new onboarding policy and buddy system for new members of staff, which has been well received. The exit surveys suggest that staff leave for different reasons. Rasmus Hornecker said he didn't think the turnover was higher at ESCPH than in other Danish schools. The recent employee satisfaction survey was also OK. However, the school is very different for teachers, who come from the Danish school system. Octave said that communication to parents and students regarding teachers leaving had been suboptimal.



### **Information from the staff**

Upper Secondary are working hard to finish the B tests and marking. It has been quite a hard autumn, so everyone is looking forward to a holiday.

The pedagogical conference on 12<sup>th</sup> November was very good for getting to know each other across year levels and building a whole school, which is very important.

### **Information from the students**

The Christmas Café was a success and generally there is a good feeling among the students.

### **10. AOB – 3 mins.**

No comments.

***Approved by the Board of the European School Copenhagen  
on 24<sup>th</sup> February 2022***