



## Minutes from the Meeting of the Board of the European School Copenhagen

Date: Thursday 22 April 2021  
Time: 16:30 - 18:00  
Venue: The meeting was conducted via Teams  
Members: Jonas Christoffersen (Chair), Hans Bruyninckx (Deputy Chair), Christen Bagger (Parent Rep), Rikke Karlsson (Parent Rep), Caroline Warner (Parent Rep), Eskil Berg Kappel (Parent Rep), Rasmus Hornecker (Staff Rep), Tim Ford (Staff Rep), Stine Hvitved Leather (Staff Rep), Anette Holst (Principal), Julie Rørdam Thom (Deputy Principal)  
Guests: Helle Bjerre Degn (Head of Primary), Hella Helvig Jensen (Head of Administration), Hans Bolvinkel (Teacher in Upper Secondary)  
Excuses: Dwaj Jethani (Student Rep), Alice Malmberg (Student Rep)  
Minutes: Stine Hvitved Leather

### Minutes:

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

1.1 Annex - Agenda European School Board meeting 22042021

The Board was introduced to Hans Bolvinkel, teacher in the upper secondary school, who was invited as a guest.

#### Decision:

- *The Board approved the agenda.*

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

2.1 Annex - Minutes ESCPH Board meeting 25022021

Comment: *The minutes from the last Board meeting were approved via email on 18<sup>th</sup> March 2021.*

#### Decision:

- *The Board approved the minutes.*

#### 3. Covid-19 update including the gradual reopening of the school (information) - 10 mins.

On Monday April 12<sup>th</sup>, the students in P5 to S4 returned to in-person learning at the school 50% of the time, the other 50% still being taught online at home. The authorities have since announced that the 50% online teaching can be replaced by outdoor teaching but ESCPH is challenged by a lack of outside space so the school



has decided only to do this when it makes sense and it can be coordinated with the other online classes. The primary focus is learning.

Rikke Karlsson enquired about the possibility of more online lessons during the weeks when the students are home. Helle Degn said that the online teaching had been continually evaluated and adjusted and the teachers had landed on the number of online lessons that best suited the students so there would be no additional online lessons.

Voluntary COVID tests are now offered at the school for students aged 12 and up. Tests in the upper secondary school are mandatory.

#### **4. Strategic Focus Point 1: Upper Secondary implementation (information) – 30 mins.**

##### 4.1. Annex – Focus Point 1 Upper Secondary implementation

Hans Bolvinkel (teacher in Upper Secondary) will coordinate the BAC preparations and he gave a status on the development of the upper secondary school thus far:

- Staff well-being is good, the staff are positive and have a pioneering spirit. There are plans to improve the staff prep room and create a library, etc.
- The first B tests went well and there is focus on how to conduct future tests.
- Transition from S3 to S4 and from S4 to S5 has been discussed and is a future focus
- Plans have been made for the final three weeks of school, including alternative tests to practice other competences, a trip to Kongelundsfortet and a 'Climate day' with an external speaker
- It has been difficult to develop a youth culture this year due to Corona but ideas are being discussed with the students for parties, talent development and competitions, music, sports, knitting, communications, parties, etc.
- The teachers feel that they have been able to deliver the content despite the lockdown but can ask for extra resources if they identify any gaps.

Julie said she was happy with the progress being made and that the development of the upper secondary department will continue to be a big focus next year. Inspectors from the European Schools will perform the initial accreditation audit of S6 and S7 in the autumn with a particular focus on the school's planning and preparations for the BAC.

#### Decisions:

- *The Board was pleased with the progress in the upper secondary and noted the importance of keeping an eye on any potential gaps in academic attainment that may have resulted from the lockdown.*

#### **5. Annual Report 2020 Upper Secondary (information) – 5 mins.**

##### 5.1. Annex – Revisionsprotokollat 2020\_Upper Secondary



## 5.2. Annex – Årsrapport 2020\_Upper Secondary

Jonas explained that the 2020 accounts and annual report for Upper Secondary were approved by the Campus Board on 24th March 2021.

Hella gave a summary to the Board:

- This is ESCPH's first annual report for the upper secondary school.
- The auditors did not have any remarks to the accounts.
- Key indicators are difficult to compare with other upper secondary schools as the 2020 report only covers five months and 25 FTE students. The accounting principles also vary slightly.
- In 2020, the school made a profit of approx. 1 million kroner.
- This profit was the result of lower costs associated with salaries, student activities and learning materials due to Corona.
- The profits are transferred to the school's equity/cash reserves and is not part of the operating budget.

### Decision:

- *The Board took note of the update on the annual report.*

## **6. Proposal from the parent representatives regarding the admission criteria (decision) – 15 mins.**

### 6.1. Annex - Admission\_ESCPH\_2021

Christen Bagger presented a paper for consideration by the Board containing different suggestions from parents on how to change the admission criteria.

One of the was to change the sibling criteria so that applicants who have siblings at the school are considered based on their siblings' original admission category. The other suggestions are bigger changes aimed at making it easier for returning Danes to get admitted, which would change the international nature of the school.

It was discussed that the politicians and the foundations, who funded the school, would be unlikely to support these changes as the school was established to attract international families to Copenhagen and they have already dismissed a sibling guarantee.

It was also emphasised that admission is not just based on the parents' admissions category but also the child's language skills, academic level and maturity/school readiness.

### Decisions:



- *The Board will look further into the sibling proposal but does not support the other proposed changes to the admission categories.*

## **7. Various updates and information - 20 mins.**

- Employee satisfaction survey

Every year the Municipality of Copenhagen carries out an employee satisfaction survey. The key results will be shared at the next Board meeting but overall the results show that ESCPH lies slightly above the average for schools in Copenhagen. The results for upper secondary and primary are particularly good, and this is very positive given the challenges this year due to Corona.

- New staff/recruitment

A new French teacher has been hired for Primary 3 FR and the school is currently seeking a new class pedagogue as well. Various teaching positions are also being filled in lower and upper secondary.

Unfortunately, Vibber has resigned as Deputy head of Secondary due to personal reasons. The job will be readvertised, and two parent reps are needed for the recruitment committee. Christen suggested using an external agency to find a new candidate.

### Decision:

- *The parent representatives will agree two names for the recruitment of a new Deputy Head of Secondary.*
- *Hella will email the recruitment plan to the parent representatives.*

- Admissions update

The admissions process for the three new nursery classes has been completed and the parents will now be notified of the outcome of their applications. A screening is planned on Tuesday for S1FR and the applicants will receive their admission letters by Mid-May.

Rikke Karlsson raised concerns from parents, who have waited a long time to hear from the school. Helle Degn explained that the process had been delayed this year due to Corona.

### Decision:

- *It was agreed to put a message on the website to inform applicants when they can expect a reply.*

- Information from the staff



The teachers do not have any major concerns about learning gaps due to Corona but a lot of time is being spent getting up to speed with all the changing regulations.

The administrative staff is back at the school after the lockdown. The administrations at SAG and ESCPH have conducted a small survey on working from home during the lockdown and there were a lot of good lessons and some less good too. There are plans to make some improvements to the physical working environment in the reception area.

**8. AOB - 3 mins.**

It was mentioned that there have been no further developments on the plans to separate SAG and ESCPH.

***Approved by the Board of the European School Copenhagen  
at the Board meeting on 9<sup>th</sup> June 2021***