

Agenda ESCPH Board Meeting

Date: Thursday 19 February 2026
Time: 16:30 – 18:30
Venue: 214, 2nd Floor, European School Copenhagen
Members: Kira Peter-Hansen (MEP and External Member), Tinne Hoff Kjeldsen (External Member), Luna Nova Solhave (Copenhagen City Council and External Member), Andreas Manville (EEA and External Member), Margo Rachat (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Christen Bagger (ESCPH Parent), Johan Lindell (ESCPH Staff), Rasmus Hornecker (ESCPH Staff), Helene Kristensen (ESCPH Staff), Eva Hatting (ESCPH Student), Rosa Bukowy-Duving (ESCPH Student), Özkan Güleriyüz (Director ESCPH)
Guests: Helle Bjerre Degn (Deputy Director), Hella Helvig Jensen (Head of Administration)
Apologies:
Minutes: Helene Kristensen

ESCPH Board Meeting

Agenda:

- 1. Approval of the agenda (decision) – 1 min.**
Annex 1.1 - Agenda ESCPH Board Meeting 20251211
- 2. Approval of the minutes of the ESCPH board meeting 25 September 2025 (decision) – 1 min.**
Annex 2.1 - Draft ESCPH Board Meeting Minutes 20250925
- 3. 2025 accounts for Primary, Secondary, and After School Care (orientation) - 10 mins.**
Annex 3.1 – 2025 accounts for Primary, Secondary, and After School Care
Purpose: To inform the board about the 2025 accounts for Primary, Secondary, and After School Care.
- 4. 2026 budget for Primary, Secondary, and After School Care (decision) – 10 mins.**
Annex 4.1 – 2026 budget for Primary, Secondary, and After School Care
Purpose: Present the 2026 budget for Primary, Secondary, and After School Care to the board for review and approval.



5. Board election 2026 – 20 mins.

Annex 5.1 – KK - Visual timeline for board election

Annex 5.2 – Preliminary timeline for board election at ESCPH 2026

Purpose: The board must discuss the upcoming board election for parent representatives.

6. Overall objectives 2026-2029 (presentation) – 15 mins.

Annex 6.1 – Overall objectives 2026-2029

Purpose: The board is briefed on the finalised overall objectives for 2026-2029 that incorporates the board's amendments.

7. Evaluation of board workshop on 11 December 2025 (discussion) – 25 mins.

Purpose: The board will evaluate the workshop held on 11 December 2025 and discuss insights that can be applied to future board initiatives.

8. Various updates and information – 15 mins.

- Information from students
- Information from staff
- Information from management

9. AOB – 5 mins.

DRAFT Minutes **ESCPH Board Meeting**

Date: Thursday 11 December 2025
Time: 17:00 – 17:45
Venue: 214, 2nd Floor, European School Copenhagen
Members: Kira Peter-Hansen (MEP and External Member), Tinne Hoff Kjeldsen (External Member), Laura Rosenvinge (Copenhagen City Council and External Member), Margo Rachat (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Christen Bagger (ESCPH Parent), Johan Lindell (ESCPH Staff), Rasmus Hornecker (ESCPH Staff), Helene Kristensen (ESCPH Staff), Eva Hatting (ESCPH Student), Rosa Bukowy-Duving (ESCPH Student), Øzkan Güler (Director ESCPH)
Guests: Helle Bjerre Degn (Deputy Director), Hella Helvig Jensen (Head of Administration), Frank Edelmann Christensen,
Apologies: Andreas Manville (EEA and External Member)
Minutes: Helene Kristensen

ESCPH Board Meeting

Agenda:

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

Annex 1.1 - Agenda ESCPH Board Meeting 20251211

Kira Peter-Hansen welcomed the board to the meeting and introduced board consultant Frank Edelmann Christensen. The board did a round of introductions.

Decision:

- The board approved the agenda.

2. Approval of the minutes of the ESCPH board meeting 25 September 2025 (decision) – 1 min.

Annex 2.1 - Draft ESCPH Board Meeting Minutes 20250925

Decision:

- The board approved the minutes.

3. Budget for Upper Secondary 2026 (decision) - 15 min.

Annex 3.1 - Budget for Upper Secondary 2026 DA

Purpose: Hella Helvig Jensen will present the 2026 budget for Upper Secondary for approval by the board.

Hella Helvig Jensen presented the 2026 budget for Upper Secondary.

Key points:

- The Finance Act for 2026 has already been passed in the Danish Parliament so we have been able to take that into account.
- We expect to enroll 62 students in August 2026 in the new Secondary 5 classes.
- The budget for SPS is additional funds as it is covered 1:1.
- The distribution key for allocation of common expenses has been changed to 18/82 now. 18% for the Upper Secondary and 82% for Primary and Secondary.
- The budget for student activities has decreased because the tendency has been that the funds have not been used.
- The budget for 2026 is tight.

In 2024, GL and AC negotiated a 3.34% increase in pensions through the collective agreement with KL that we will see the full effect of this year. This causes a rise in teaching costs that the state does not cover, as it is the municipality and KL that have overseen these negotiations. This year, we will receive a DKK215,000 grant to cover the expenses. The grant is not part of the budget, so it gives the otherwise tight budget a bit of room. The Child and Youth Administration expect this problem to be solved in the upcoming collective agreement negotiations.

The board raised the question of what will happen if we admit less students than expected in August 2026. Hella Helvig Jensen answered that the school has liquidity and the Upper Secondary had an equity of DKK2.8 million by the end of 2024. This is enough to cover activities to attract more students or to cover a potential deficit.

Stéphanie Horion asked if we can cut down on the fees for the board. Hella Helvig Jensen answered that this fee is determined by the law.

Johan Lindell inquired about funds for local pay agreements. Hella Helvig Jensen answered that there are funds for this in the salary budget.

Decision:

- The board approved the 2026 budget for Upper Secondary.

4. Overall objectives 2026-2029 (presentation) – 15 min.

Annex 4.1 – Overall objectives 2026-2029

Purpose: Özkan Güleriyüz will present the new overall objectives shaped by the board's input from the meeting on 25 September 2025.

Kira Peter-Hansen introduced the item for overall objectives for 2026-2029 and reminded the board that it was decided to keep the overall objectives for 4 years instead of 3 years.

Øzkan Güleriyüz presented the new overall objectives for 2026-2029, reflecting the board's input from the meeting on 25 September 2025. The objectives aim to balance the school's high academic standards with an increased focus on well-being. A significant addition is the new objective to position the school as the best international institution, with an emphasis on local anchoring.

- The board voiced support for the focus on well-being but highlighted the need to maintain high academic standards.
- Some board members felt that local anchoring overshadowed the school's international reputation and should be removed if not actively pursued. Others argued for its importance in bridging the school's identity with the local environment, especially in improving admissions in Upper Secondary.
- There was a suggestion to add resilience explicitly within the objectives, coupled alongside the well-being of the students.
- Discussions highlighted the need to clarify terms like sustainability and well-being to ensure the values are communicated effectively and that there are not too many points under one heading.
- Some felt the school's European identity was weighed too heavily over international aspects, suggesting more balanced representation. There was agreement on recognizing the school's role as an international community, celebrating its diversity.

The overall objectives will be adjusted with the board's further input and will be presented again at the next meeting in February.

5. Various updates and information – 10 mins.

• Information from students

Upper Secondary

The Student Council had a successful meeting with CoSEEA in Tallinn. There are currently exams and B-tests. The students have plenty of social events; study cafés, Christmas café, and a school party. Excitement among students about upcoming European School events, for example EuroSports.

Videographer Jacob Malling has shot an advertisement video for the school, where he has been interviewing students and showcasing the social life.

Secondary

The students in Secondary recently sat their B-tests. The Student Council are looking at how the B-tests are done because it has been quite stressful for students. The Student Council is also trying to do more social activities.



- **Information from staff**

Primary and Secondary

Overall, the teachers have had a nice and quiet start to the school year.

Upper Secondary

The teachers are currently busy with B-tests and marking – and preparing students for pre-Bacs. Maths teachers are doing Maths-hygge with pizza and revision.

There is a concern among staff regarding the low number of S5 students. The teachers are talking to management about this.

Administration

The recent P0 orientation evening was really successful, with approximately 500 people attending.

- **Information from management**

Øzkan Gülerüz informed the board that the school is proposing to become more independent. Management have decided to continue separating from Sankt Annæ Gymnasium administratively. The school will become more independent and work closer with the municipality.

6. AOB – 5 mins.

There was nothing for AOB.



Regnskabsopfølgning 2025

European School Copenhagen accounts overview

2025

		Regnskab	Godkendt budget	Forvent resultat	
ESCPH		2024	2025	2025	
Indtægter	Tilskud	43.309.902	47.022.616	48.007.340	
	Overført resultat	2.476.858	1.133.398	1.133.398	
	Særbevilling Europaskole	5.598.794	5.598.794	5.598.794	
	Ressourcecenter - indsatsplan	300.943			
	Intensiv matematikindsats SYKL	66.608			
	Udskoling - Feed back samtaler	105.000			
	Udskoling - Uddannelsesambassadør	14.176			
	Regulering ift. P/L	119.543			
	Styrket indsats i dansk og matematik	59.086			
	Kompensation vedrørende trepartsftalen	30.021			
	Kompetencemidler til meritlærerruddannelsen	56.250			
	Fastholdelse og rekruttering	13.483			
		52.150.664	53.754.808	54.739.532	
	BUFFlex	460.596	221.772	211.772	
	Skoleflex	75.000	25.000	25.000	
	Støttetimer	81.687		340.627	
	Specialundervisning (Skole- og BUFFlex mm.)	617.283	246.772	577.399	
		52.767.947	54.001.580	55.316.931	
	Ejendom - Husleje (KEjd)	32.361.850		30.360.425	
	Ejendom - Forsyning	2.115.146		2.432.691	
	Elevkørsel	121.034		90.252	
	Tolkebistand	21.318		0	
	Madskole tilskud	549.994	566.883	571.883	
		35.169.342	566.883	33.455.251	
Indtægter i alt		87.937.289	54.568.463	88.772.182	
Omkostninger		Regnskab	Godkendt budget	Total expenses	Expenses to date v. anticipated total expenses
		2024	2025	2025	in %
	Etableringskonto	149.290		624.024	
Undervisningens gennemførelse	Løn undervisning (Inkl. reng., teknik)	41.599.180	45.172.962	42.064.690	93%
	BUF- og Skoleflex	632.239	246.772	552.399	224%
	Personaleomkostninger undervisning	95.210	250.000	154.380	62%
	Fælles undervisningsmidler	349.250	700.000	570.744	82%
	Undervisningsmidler - IT	756.263	200.000	680.701	340%
	Undervisningsmidler - Copydan	235.186	240.000	64.214	27%
	Undervisningsmidler Primary	340.353	500.000	462.692	93%
	Undervisningsmidler secondary	451.134	450.000	432.820	96%
	Lejrskoler / Studieture	533.674	350.000	214.017	61%
	Madskole inddækning af over/underskud	545.121	418.282	71.116	17%
Undervisningens gennemførelse total	Undervisningens gennemførelse total	45.537.610	48.528.016	45.267.774	93%
Bygningsdrift	Vedligehold	1.487.855	800.000	1.304.322	163%
	Inventar	1.424.967	400.000	522.859	131%
	Rengøring	240.172	350.000	227.176	65%
Bygningsdrift total	Bygningsdrift total	3.152.993	1.550.000	2.054.358	133%
Ledelse og administration	Løn ledelse og administration	2.371.526	3.344.917	3.425.641	102%
	Ledelse og administration	572.420	500.000	633.969	127%
Ledelse- og administration total	Ledelse og administration total	2.943.946	3.844.917	4.059.610	106%
Hovedtotal	Hovedtotal ex. Særlige omkostninger	51.634.549	53.922.933	51.381.742	95%
Særlige omkostninger					
Bygningsdrift	Ejendom - Husleje (KEjd)	32.361.850		30.360.425	
	Ejendom - Forsyning	2.115.146		2.432.691	
Befordring	Elevkørsel	121.034		90.252	
	Tolkebistand	21.318		0	
Grundtilskud madskolen	Madskole	549.994	566.883	0	
Hovedtotal	Hovedtotal	35.169.342	566.883	32.883.368	
Total		86.803.891	54.489.816	84.265.110	
	Ovf. Til 2025	1.133.398	78.647	3.935.189	

Regnskabsopfølgning 2025

ESCPH Culinary School		Regnskab	Godkendt budget	Total expenses	Expenses to date v. anticipated total expenses
	Madskole	2024	2025	2025	in %
	Madskole - Løn	2.194.836	2.225.165	2.220.701	100%
	Madskole - Fødevarer	1.857.086	1.800.000	1.912.865	106%
	Madskole - Øvrige udgifter	331.676	360.000	277.687	77%
	Madskole udgifter total	4.383.599	4.385.165	4.411.253	101%
	Madskole - Grundtilskud	549.994	566.883	571.883	101%
	Madskole - Pædagogiske måltider		200.000	199.500	100%
	Madskole - Eftermiddagsmad KKFO		200.000	200.000	100%
	Madskole - Øvrige indtægter	3.288.484	3.000.000	3.368.754	112%
	Madskole indtægter total	3.838.478	3.966.883	4.340.137	109%
	Madskole total	-545.121	-418.282	-71.116	17%

Resultat 20253.935.189

2% af bevilling1.775.444

Ovf. Resultat 20251.775.444

European School Copenhagen - After School Care accounts overview

KKFO		Regnskab	Godkendt budget	Forventet resultat	
		2024	2025	2025	
Indtægter	Tilskud	8.890.746	9.386.196	9.102.327	
	Resultat	296.249	193.729	193.729	
	Ejendoms omkostninger	418.736	433.103	433.103	
	PAU Merit		63.827	63.827	
	Praktikanter	62.427		68.598	
	Ekstra driftsmidler 2025			72.442	
	Regulering ift. P/L	18.305			
Indtægter i alt		9.686.463	10.076.855	9.934.026	
		Regnskab	Godkendt budget	Total expenses	Expenses to date v. anticipated total expenses
Omkostninger		2024	2025	2025	in %
Beskæftigelse	Løn	8.191.671	8.914.397	8.763.273	98%
	Beskæftigelse	517.423	200.000	156.720	78%
	Mad	209.381	225.000	208.417	93%
	Personaleomkostninger	123.662	200.000	166.207	83%
	Vedligehold	418.736	433.103	433.103	100%
	Administration	18.257	66.000	14.425	22%
Hovedtotal		9.479.130	10.038.500	9.742.146	97%
Total	Resultat	207.333	38.355	191.880	
	2% ovf. Til 2025	193.729		198.681	2% af bevilling



Budget 2026

European School Copenhagen



Indholdsfortegnelse

Generelt og indtægter	3
Omkostninger	4
Fordeling af fællesudgifter	5
Appendix 1 Budget overview ESCPH	6
Appendix 2 Culinary School	7
Appendix 3 Budget overview After School Care.....	7

Budgetforudsætninger og budgetprincipper

Generelt og indtægter

De vigtigste forudsætninger, som budgettet er baseret på, er beskrevet nedenfor.

Budgettet er baseret på ledelsens forventninger til skolens fremtidige drift.

I budgetmodellen er skolens økonomi bygget op om en grundbevilling, en aktivitetsbevilling og en fordeling efter socioøkonomi.

Grundbevillingen gives til dækning af basisomkostningerne på skolen: Ledelse, administration. Der kan blive ydet særbevillinger/puljebevillinger udover de oplyste i løbet af året.

Europaskolen har nogle særlige rammer, som betyder, at skolen drives anderledes end en almindelig kommunal skole. Vi følger Europaskolernes fælles regler og undervisningsplaner, og det stiller ekstra krav til både undervisning, personale og organisering.

For at kunne leve op til disse krav modtager skolen derfor en særbevilling på 5,7 mio. kr. om året. Midlerne skal dække de ekstra udgifter, som er forbundet med at være Europaskolen, og sikre, at eleverne får undervisning i overensstemmelse med Europaskolernes standarder.

Den anvendte pris- og lønfremskrivning (PL) af institutioners budgetter fremgår af nedenfor og udgør 2,47% for løn og 1,78% for drift. Fremskrivningsprocenterne i tabellen er anvendt til pris- og lønfremskrivning af samtlige budgetposter på nær husleje, forsyning, befordring samt midlertidige særbudgetter.

P/L-fremskrivning	Løn	Drift/indtægt
Generel fremskrivning	3,48 pct.	2,37 pct.
Inklusive P/L korrektion vedr. 2025	2,49 pct.	2,03 pct.
Besparelser og effektiviseringer i alt i 2026	-0,02 pct.	-0,25 pct.
Reduceret PL-fremskrivning i alt	2,47 pct.	1,78 pct.

BUF har indarbejdet tværgående korrektioner vedrørende 2025 i pris- og lønfremskrivningen svarende til 0,03 procentpoint for løn, hvilket resulterer i en PL-sats på 3,98 procent, og -1,22 procentpoint for drift, hvilket resulterer i en PL-sats på 1,29 procent.

Kommunen har med budget for 2025 besluttet at langt de fleste børn skal indgå i mangfoldige børnefællesskaber på de almene skoler, med de rette rammer og den nødvendige støtte. Tiltagene skal styrke de inkluderende læringsmiljøer, så betydeligt flere børn kan være en del af de almene

fællesskaber, og begrænse mulighederne for at børn tages ud af fællesskaberne og visiteres til segregerede specialtilbud.

Der er givet midler til et ½ ekstra årsværk til ledelse for at sikre ressourcer til at lede forandringen med Mangfoldige børnefællesskaber. Der er givet midler til udvikling af specialfaglig viden og kompetence samt til at styrke almene kompetencer i fx relationel klasseledelse og undervisningsdifferentiering. Midlerne skal bl.a. anvendes til at styrke kvaliteten i almenpædagogik og didaktik gennem mere varieret og differentieret undervisning med fokus på at skabe deltagelses muligheder for en bredere børnegruppe.

Der er givet midler til kompetenceudvikling på skoleområdet til implementering af indsatser på skolerne i en indkøringsperiode, så de har mulighed for at afsætte ekstra timer til medarbejdere og ledelse, der skal lære at bruge kompetencepakkerne og/eller give feedback ift. udvikling og tilretning af pakkernes indhold.

Der er tilført midler til indkøb af flere fysiske bøger til skolebiblioteket, det er et engangsbeløb i 2026. Midler til juniormesterlære skal anvendes til skolernes håndtering af elever i ordningen.

På baggrund af stigning i antallet af elever, der ikke består folkeskolens afgangsprøve i dansk og matematik, afsættes der midler til ekstra fagprofessionelle i dansk og matematik i 8. og 9. klasse på alle Københavns folkeskoler.

Budgettet er udarbejdet på baggrund af ledelsens forventninger til den fremtidige drift. Budgettet har karakter af en fremtidsvurdering, hvorfor det ikke kan forventes, at alle forudsætninger kan opfyldes, ligesom der kan indtræffe uforudsete begivenheder og hændelser.

Omkostninger

Lønbudgettet er udarbejdet på baggrund af de faktiske lønudgifter til skolens medarbejdere. Der er afsat midler til ansættelse af fire nye lærere, vikardækning samt udbetaling af 6. ferieuge m.m. De generelle lønstigninger i 2026 er beregnet i overensstemmelse med gældende overenskomster.

Der er foretaget justeringer på driftsområdet, blandt andet til lejrskoler, hvor P5 og S3 forventes at deltage i flere ture, samt til øvrige udgifter i forbindelse med undervisning, faglig udvikling, IT, administration og den daglige drift. Der er desuden afsat ekstra midler til hovedrengøring via Københavns Kommunes rengøringssektion samt til ledelse og administration som følge af øget mødeaktivitet i EU-sammenhæng.

På nuværende tidspunkt er der ikke fastlagt budget for husleje, el og varme samt elevtransport. Disse udgifter er derfor ikke indarbejdet i budgettet. Da udgifterne dækkes direkte af kommunen, har dette ikke betydning for skolens samlede økonomiske ramme.



Fordeling af fællesudgifter

Delte faste udgifter fordeles på baggrund af elevtal som følger:

Fordelingsnøglen for

- Primære/sekundær, grundskole er 82 %
- Upper, gymnasiet er 18 %

Appendix 1 Budget overview ESCPH

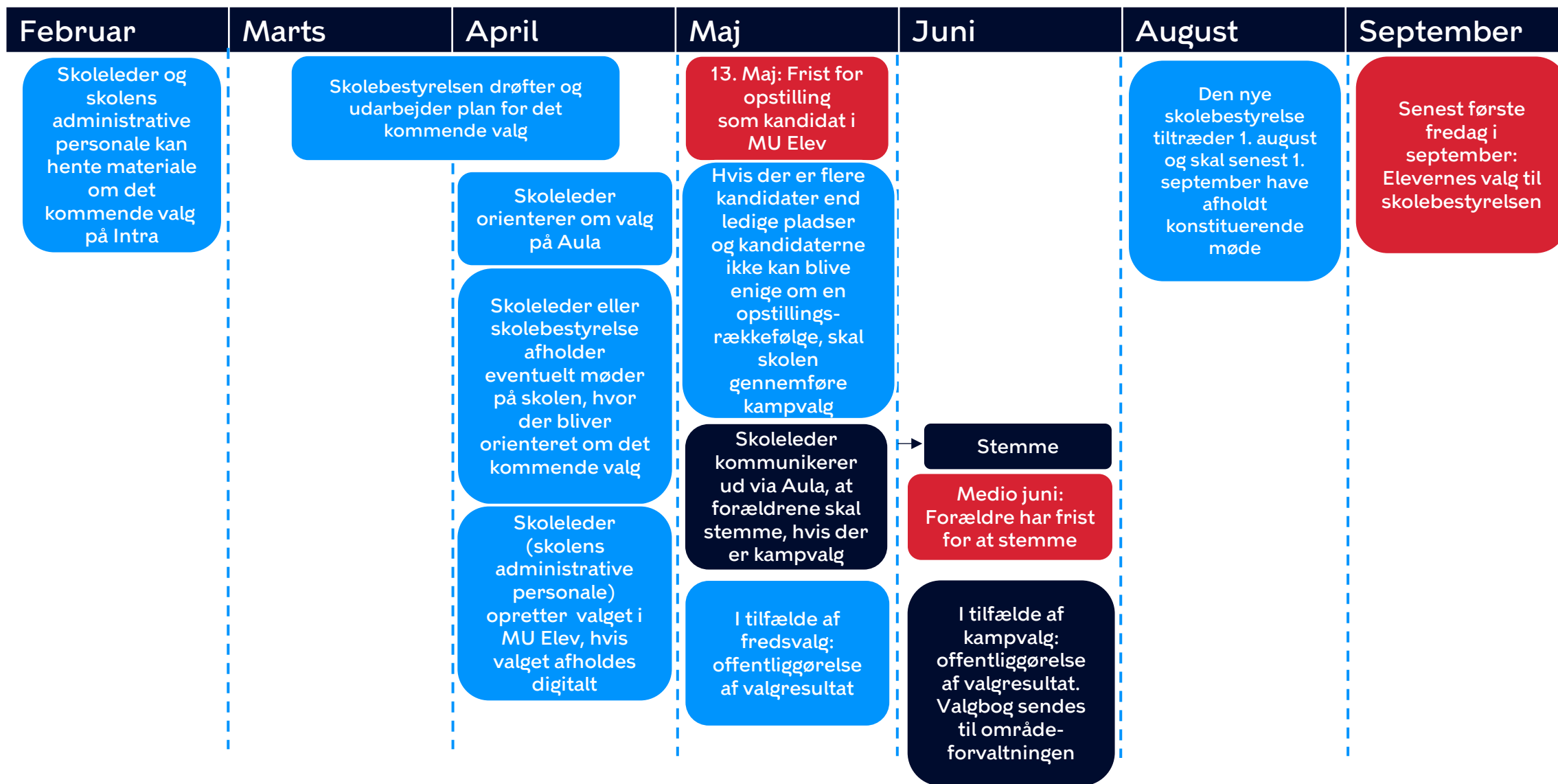
ESCPH		Budget 2025	Forventet resultat 2025	Budget 2026
Income	Base grant (tilskud)	47.022.616	48.007.340	51.000.488
	Result	1.133.398	1.133.398	1.775.444
	Special appropriation European School (særbevilling)	5.598.794	5.598.794	5.737.084
		53.754.808	54.739.532	58.513.016
	Skoleflex	25.000	25.000	
	BUFFlex	221.772	211.772	
	Støttetimer	246.772	340.627	
			577.399	
		54.001.580	55.316.931	58.513.016
	Building fixed costs (Kejd)		30.360.425	
EXPENDITURE	Building - energy costs (el., heating)		2.432.691	
	Student transport (elevkørsel)		90.252	
	Tolkebistand			
	Culinary school grant (madskole tilskud)	566.883	571.883	585.811
		566.883	33.455.251	585.811
	Income total	54.568.463	88.772.182	59.098.827
	Indkomst total			
	Etableringskonto		624024	
	Teaching costs			
	(Undervisningens gennemførelse)			
	Salaries teaching (Incl. cleaning., tech)	45.172.962	42.064.690	47.067.011
	BUF- og Skoleflex	246.772	552.399	
	Teaching related staff expenses	250.000	154.380	250.000
	Educational materials - Shared	700.000	570.744	1.475.000
	Educational IT	200.000	680.701	500.000
	Copy dan mv	240.000	64.214	150.000
	Educational materials - Primary	500.000	462.692	-
	Educational materials - Secondary	450.000	432.820	-
	Lejrskoler / Studieture	350.000	214.017	515.000
	Culinary school - to cover deficit/surplus	418.282	76.116	363.617
Teaching costs total		48.528.017	45.272.773	50.320.628
Building running costs	Building - school costs (vedligehold mv)	800.000	1.304.322	1.000.000
	Building - school costs (inventar)	400.000	522.859	400.000
	Building - Cleaning	350.000	227.176	425.000
Building costs total		1.550.000	2.054.357	1.825.000
Management and administration	Salaries management and admin	3.344.917	3.425.641	3.637.606
	Management and admin	500.000	633.969	650.000
Management and administration total		3.844.917	4.059.610	4.287.606
MAIN TOTAL excl. particular costs		53.922.934	51.386.742	56.433.233
Particular costs				
Building running costs	Building fixed costs (Husleje)		30.360.425	
	Building - energy costs (el., heating)		2.432.691	
Transport	Student transport (elevkørsel)		90.252	
	Tolkebistand			
Base grant for Culinary School	Culinary school			
MAIN TOTAL		53.922.934	84.270.110	56.433.233
TOTAL		78.646	3.930.189	2.079.783

Appendix 2 Culinary School

ESCPH Culinary School (Madsken)		Budget 2025	Forventet resultat 2025	Budget 2026
	Culinary School			
	Culinary School - Salaries	2.225.165	2.220.701	2.089.428
	Culinary School - Fødevarer	1.800.000	1.912.865	1.900.000
	Culinary School - Other expenses	360.000	277.687	360.000
	Culinary School - Expenses total	4.385.165	4.411.253	4.349.428
	Culinary School - Base grant	566.883	571.883	585.811
	Culinary School - Other income	3.000.000	3.368.754	3.000.000
	Culinary School - Pædagogiske måltider	200.000	199.500	200.000
	Culinary School - Eftermiddagsmad KKFO	200.000	200.000	200.000
	Culinary School - Income total	3.966.883	4.340.137	3.985.811
	Culinary School Total	-418.282	-71.116	-363.617

Appendix 3 Budget overview After School Care

After School Care (ASC)		Budget 2025	Forventet resultat 2025	Budget 2026
Income	Base grant	9.386.196	9.102.327	9.609.683
	Result	193.729	193.729	191.880
	Building costs	433.103	433.103	446.456
	PAU Merit	63.827	63.827	
	Regulering ift. P/L		72.442	
	Praktikanter		68.598	
Income total		10.076.855	9.934.026	10.248.019
EXPENDITURE				
Salaries	Salaries	8.914.397	8.763.273	9.228.884
Activity	Activities	200.000	156.720	160.000
	Food	225.000	208.417	200.000
	Staff expenses	200.000	166.207	200.000
	Building - ASC costs (selv)	433.103	433.103	446.456
	Administration	66.000	14.425 -	
MAIN TOTAL		10.038.500	9.742.145	10.235.340
TOTAL		38.355	191.880	12.679



Obligatorisk

Frister

Kampvalg

Timeline and process for board election 2026

The election of parent representatives to the board shall be conducted in accordance with the following timetable:

Date	Task	Responsible
February	Timeline Draft timeline and process for board election	HKR
19 February	Board meeting 19 February - Presentation of draft of timeline and process at board meeting - Presentation of dates for election meetings and communication to parents about the election.	Director and school board
27 March	Board receives timeline and process for final decision Sent via e-mail	HKR
By 15 April	Deadline for board to decide on: The timeline and process for the board election.	Director and school board
By 15 April	Election information - The school announces the election on website, Aula, and Lectio - Share timeline and process for the election on all channels	Director and HKR
April - May	Election meetings Timeframe for conducting potential school meetings to discuss the upcoming school board election	Director and school board
13 May	Deadline for nomination of candidates Deadline for nomination of candidates via MUelev platform	Parents
By 20 May	Meeting among candidates During the meeting, it will be determined whether the election will be an uncontested election or a competitive election. An uncontested election occurs when the number of candidates does not exceed the number of seats on the board and there is consensus on the order of candidacy.	Director and school board

	For competitive elections, the voting will be conducted digitally via the MUElev platform.	
By 27 May	Uncontested election Communicate the outcome on the website and Aula.	Director and HKR
By 27 May	Competitive elections Inform parents and local administration (områdeforvaltningen) in case of a competitive election.	Director and HKR
17 June	Voting Deadline for voting via the MUElev platform.	Parents
By 22 June	Declaration of the result of the vote The result of the vote is announced on the school's website, Aula and Lectio.	Director and HKR
3 August	Four-year tenure of new board members officially starts.	Director and chair of the board
By first Friday in September	Student election to the school board.	Director and HKR
By 1 September	Constituent meeting for the new board - The constitution follows the procedures outlined in European School Copenhagen's rules of procedure. - See §1: Rules-of-Procedure-Board-of-European-School-Copenhagen-Approved-18-April-2024.pdf	Director and HKR
By 10 September	Communication - Notice of constitution of board on website, Aula, and Lectio - List of names of board members, including chair and deputy chair, sent to områdechef in VVK/BUF.	Director and HKR

Overall objectives 2026-2029

Feedback

- The board voiced support for the focus on well-being but highlighted the need to maintain high academic standards.
- Some board members felt that local anchoring overshadowed the school's international reputation and should be removed if not actively pursued. Others argued for its importance in bridging the school's identity with the local environment, especially in improving admissions in Upper Secondary.
- There was a suggestion to add resilience explicitly within the objectives, coupled alongside the well-being of the students.
- Discussions highlighted the need to clarify terms like sustainability and well-being to ensure the values are communicated effectively and that there are not too many points under one heading.
- Some felt the school's European identity was weighed too heavily over international aspects, suggesting more balanced representation. There was agreement on recognizing the school's role as an international community, celebrating its diversity.

Updated proposal

High academic standards and well-being for all students

European School Copenhagen is committed to maintaining high academic standards across all levels while fostering student well-being and resilience as essential conditions for learning and personal growth. Through strong collaboration among staff and management, we create a learning environment that promotes academic ambition, emotional strength, social development, and a shared sense of responsibility for success.

- *Clarifies well-being in the learning environment*
- *Focus on maintaining high academic standards*
- *Resilience has been added*

Sustainable development

European School Copenhagen works systematically toward sustainable development across environmental, educational, and organisational areas. Sustainability across these areas means that we are committed to making responsible, future-oriented decisions that support stable learning conditions, effective operations, and responsible resource use. We work to minimise our environmental impact through responsible use of energy and

resources while fostering environmentally responsible behaviour in the school community.

- *Focus on clarifying the meaning of sustainability across the three areas*
- *Stronger focus on the environmental area*
- *If the board wishes, we can choose to only focus on (e.g.) environmental sustainability*

European foundation in a global community

European School Copenhagen is a European School that emphasises education rooted in European languages, cultures, and democratic values while equally embracing its role as a diverse international learning community. We recognize the necessity of preparing students to become responsible global citizens who engage democratically and contribute positively to the world. We reinforce our European identity through active engagement with other European and international schools, institutions, projects, and holidays.

- *Enhanced focus on European roots in an international community*

A distinctive international school

European School Copenhagen aims to position itself as a distinctive and leading international school in Denmark by delivering a unique European education grounded in multilingualism, democratic values, and global awareness. We prioritise student voice, participation, and active citizenship as central principles, ensuring students play a meaningful role in shaping our international school community. We pursue strategic partnerships and community engagement where they strengthen learning, student opportunities, and the school's visibility, supporting both our international profile and our local relevance in Copenhagen and Carlsberg Byen.

- *Changed focus to how we strengthen our unique profile*
- *Students voices and global/local partnerships are an important part of this process*