

Agenda ESCPH Board Meeting

Date: Thursday 12 June 2025
Time: 16:30-18:00
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), Andreas Manville (EEA and External Member), Margo Rachat (ESCPH Parent), Stéphanie Horion (ESCPH Parent), Laure Conte (ESCPH Parent), Christen Bagger (ESCPH Parent), Signe Severinsen (ESCPH Staff), Rasmus Hornecker (ESCPH Staff), Helene Kristensen (ESCPH Staff), Muskan Asim (ESCPH Student), Saanvi Parija (ESCPH Student), Øzkan Güleriyüz (Director ESCPH)
Guests: Helle Bjerre Degn (Deputy Director)
Apologies:
Minutes: Helene Kristensen

ESCPH Board Meeting

Agenda:

- 1. Approval of the agenda (decision) – 1 min.**
Annex 1.1 - Agenda ESCPH Board Meeting 20250612
- 2. Approval of the minutes of the ESCPH board meeting 20 February 2025 (decision) – 1 min.**
Annex 2.1 - Draft ESCPH Board Meeting Minutes 20250410
- 3. Holiday plan 2026/2027 (decision) – 5 min.**
Annex 3.1 – ESCPH holiday plan 2026-2027
Annex 3.2 - Visual_ESCPH holiday plan 2026-2027
Purpose: The board needs to approve the proposed holiday plan for the school year 2026/2027.
- 4. Board meeting dates 2025/2026 (decision) – 5 min.**
Annex 4.1 – ESCPH board meeting dates 2025-2026
Purpose: The board needs to approve the proposed meeting dates for the school year 2025/2026.



5. Screen use principles (decision) – 5 mins.

Annex 5.1 – Screen use principles

Purpose: The board needs to decide on the proposal of new principles of screen use.

6. L2 Danish (information) – 15 min.

Annex 6.1 – L2 Danish – Proposal for the board

Purpose: The board will be informed on management's proposal that addresses the issues of the implementation of L2 Danish.

7. Swimming lessons (information) – 5 mins.

Purpose: Management will inform the board on the school's future plans regarding swimming lessons.

8. Midway evaluation of strategic focus points for 2024-2026 (presentation) – 20 mins.

Annex 8.1 – Strategic focus points 2024-2026

Purpose: Øzkan Güleriyüz will present the midway evaluation of the strategic focus points for 2024-2026.

9. Various updates and information – 15 mins.

- Information from students
- Information from staff
- Information from management
 - TU25
 - Annual School Meeting update

10. AOB – 5 mins.

Agenda ESCPH Board Meeting

Date: Thursday 10 April 2025
Time: 16:30-18:00
Venue: 214, 2nd Floor, European School Copenhagen
Members: Kira Peter-Hansen (MEP and External Member), Margo Rachat (ESCPH Parent), Laure Conte (ESCPH Parent), Signe Severinsen (ESCPH Staff), Rasmus Hornecker (ESCPH Staff), Muskan Asim (ESCPH Student), Saanvi Parija (ESCPH Student), Özkan Güler (Director ESCPH)
Guests: Helle Bjerre Degn (Deputy Director), Hella Helvig Jensen (Head of Administration)
Apologies: Tinne Hoff Kjeldsen (External Member), Laura Rosenvinge (Copenhagen City Council and External Member), Andreas Manville (EEA and External Member), Christen Bagger (ESCPH Parent), Stéphanie Horion (ESCPH Parent)
Minutes: Helene Kristensen

ESCPH Board Meeting

Agenda:

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

Annex 1.1 - Agenda ESCPH Board Meeting 20250410

Kira Peter-Hansen suggested the addition of a new item to the agenda between items 3 and 4 regarding the status on budget plans from the municipality.

There was a wish from the present parent representatives for management to elaborate on the school's actions on bullying.

Decision:

- The board approved the agenda with the addition of the new item.

2. Approval of the minutes of the ESCPH board meeting 20 February 2025 (decision) – 1 min.

Annex 2.1 - Draft ESCPH Board Meeting Minutes 20250220

Decision:

- The board approved the minutes.

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

Annex 3.1 – Annual report 2024 - ESCPH Upper Secondary

Annex 3.2 – ESCPH - Statusprotokol 2024

Purpose: Hella Helvig Jensen will present the 2024 accounts for the Upper Secondary for approval by the board.

Hella Helvig Jensen presented 2024 accounts for the Upper Secondary along with the auditor's report.

Audit report:

- The auditors did not have any remarks to the accounts.
- The only thing they point out is the IT security of Lectio as the provider of our administration system. This is due to several requirements from UVM that Lectio does not meet. This remains an ongoing struggle with the company behind Lectio for most Danish gymnasiums. We are aware of this, and we work with the risk.

Annual report for Upper Secondary:

- The Upper Secondary comes out with a surplus in 2024 of DKK 892,781.
- The key numbers show that the Upper Secondary has a 5.9% increase in annual students (*årselever*) and that the numbers are consistent. Operations are more sustainable each year.
- Under-expenditure in some areas was affected by the change of Director and less teachers than expected.
- We have experienced a gradual increase in state subsidies since 2017 due to more students, as well as additional funding from the municipality as the national funding regulations are inadequate for the ES system.
- There has been an unexpected rise in energy costs which we do not know the basis of. The municipality covers 80% of the expense as per the distribution of shared expenses, while the Upper Secondary budget must cover the remaining 20%. We have an ongoing dialogue with the municipality to uncover the agreement and receive compensation for this excess cost.

4. Status on budget from the municipality (orientation)

Øzkan Güleriyüz informed the board about the municipality's budget plans.

From 2026, Borgerrepræsentationen (Copenhagen City Council) need to find 66 million to save within the municipality's school budget. We were targeted for cuts as part of this, with suggestions to reduce spending by 1 million from 2026.

We sent a letter of concern regarding the suggested cuts. An upcoming meeting will decide if the budget proposal will be dismissed or approved.

We suggest that the proposal be dismissed, as it was based on incorrect numbers due to miscalculations within our budget. The mayor has communicated no intention to proceed with these cuts in our area. We are under the impression that it is not a political wish, but that administratively, there is a push to reduce special grants (*særbevillinger*).

The procedures for the decision are still to be concluded. The final decision is yet to be made and there will also be a 2nd round of hearings in Borgerrepræsentationen (Copenhagen City Council).

We are under the clear impression that we are not to worry about these budget cuts.

5. Revised 2025 budget for Primary, Secondary, and After School Care (decision) – 10 mins.

Annex 4.1 – DA Revised 2025 budget for Primary, Secondary, and ASC

Annex 4.2 – EN Revised 2025 budget for Primary, Secondary, and ASC

Purpose: Hella Helvig Jensen will present the revised 2025 budget for Primary, Secondary, and After School Care for approval by the board.

The budget is being reopened due to administrative errors in BUF's finance department related to agreements made for a fixed number of students. The agreement was made in 2020.

This resulted in an overpayment of 1 million, which affects the payment calculations tied to the number of classes we have. The error occurred in Q1 of 2024, causing us to have an artificially boosted budget due to calculation mistakes.

The revised budget

The budget has been revised to correct the wrongful subsidy calculations. The revised budget posts a surplus of DKK 78,646. The pedagogical meals and the After School Care's afternoon food are included under the Culinary School.

Decision:

- The revised budget was approved by the board.

6. Strategic focus point 4 (discussion) – 20 mins.

Annex 5.1 – Strategic Focus Points 2024-2025

Purpose: Discuss updates and inputs for strategic focus point 4, ESCPH has an established identity as a European School.

Øzkan Güleriyüz presented ESCPH's work related to strategic focus point 4, ESCPH has an established identity as a European School.

Key points

- Erasmus accreditation: We received a high score in the recent accreditation round, despite limited spaces this year. We intend to apply again next year with more experience.
European citizenship: S3 have planned visits to schools in Germany and France.
- E-twinning: Online exchange programme, supported by UVM, allows classes to collaborate across Europe on educational projects. There is potential to expand this into study trips.
- Mobility programme (S5): Students have the opportunity to study at another European School for a semester. We use this initiative to attract new students, but the application procedure is difficult as it begins in S4.
- CoSEEA: Our students are actively involved in the council and discuss themes and concerns of the Accredited European Schools.
- Eurosports 2026: We hope to participate in the European Schools' biannual sports competition expected in spring 2026 in Bruxelles.
- Study trips: Focused on academia and sustainability.
- ES and AES forums: Recent training session in Cyprus concentrated on teacher and student well-being, with upcoming sessions planned in The Hague.
- French community: Strengthening ties and expanding knowledge of ESCPH within the French community in Copenhagen. We have had successful visits from Institut Francais and the French Embassy, promoting cultural exchange and collaboration.
- EEA: EEA are inviting us to further collaboration, for example through sustainability projects.
- Language certifications: We already offer our students the Deutsches Sprachdiplom, and we are becoming the first certified DELF (Diplôme d'Études en Langue Française) school in Denmark.
- European events: We celebrate European Day of Languages and Europe Day every year.
- Professional development: The European Schools are working on a new common portal to facilitate staff collaboration and development.

The board discussed and contributed with ideas as to how the school can be promoted in connection to the Danish presidency of the Council of the European Union from 1st of July. The school supports the general European vision and we should aim to participate in different events connected to the presidency.

7. Admission (orientation) - 10 mins.

Nursery

Helle Degn informed the board about the status of admission to our new Nursery classes. We have screened around 250 students for the 3 sections, where the Danish and English sections are more popular than the French section.

The Danish and English Nursery classes are assembled and full, with a reserve list as a backup. We are aiming for 20 students in our French Nursery class by school start.

It was brought up that parent representatives hear from parents who have children at school but whose siblings have been rejected.

Helle Degn informed the board about the admission of siblings in the different sections. We admit 70% of siblings.

DA: 11 siblings admitted, 6 rejected.

EN: 9 siblings admitted, 4 rejected.

FR: 5 siblings admitted, 2 rejected.

The criteria for admitting siblings have been set by the municipality. The admission regulations are important so the school can keep a high language level and school maturity level.

It was commented that the school start age can be problematic for the French class, as it is common to start school earlier in the French school system than in Denmark.

Helle Degn commented that we are in dialogue with the municipality regarding this challenge, but that the age for when children start in school in Denmark is determined by compulsory school attendance (*undervisningspligten*) in the Danish Folkeskole Act (*Folkeskoleloven*).

It was commented that the board should trust that the screenings of all students are always conducted at the highest level of professionalism by our staff.

Upper Secondary

Øzkan Güleriyüz informed the board about the status of admission to our new Upper Secondary classes. We received 32 first priority applications, with 75 available spaces in our three classes. Soon, we will receive those who have selected us as their second priority. We are hoping that more students will apply in the upcoming period. There is also a screening process for the Upper Secondary.

It is still important that the school, and the Upper Secondary in general, is visible in the landscape.

8. Various updates and information – 15 mins.

Information from students

Lower Secondary

Lower Secondary are currently planning their student gala. The Student Council is currently focused on creating an environment that ensures S1s and S2s also feel safe in Secondary. The stress that has surrounded B-tests has become much better for the S4s.

Upper Secondary

The Student Council had their general assembly recently where the bylaws were adjusted and new positions were added – school coordinator, SoMe organisers, and DGS representatives. The Student Council is now publishing a monthly student update.

ESCPH are represented in CoSEEA, and they are working on strengthening the position of the accredited European Schools. They have recently attended a meeting with the JTC (Joint Teaching Committee) where they brought up the issue of the syllabus' vague description of the A-marks.

Information from staff

Primary and Lower Secondary:

Allocation of hours is a work in progress, and it is going well.

Upper Secondary:

Working on allocation of hours which is going well.

Information from management

The school will hold the annual Easter assembly tomorrow before the holiday. We celebrate that we are lucky enough to be able to go to school and gather here every day. We also host the egg rolling competition.

During the holiday, renovations will take place around the school. The staff lounge, Secondary library, and the Upper Secondary hub should be ready when we come back.

We are currently looking forward to the School Saturday/Spring Fair on 24th of May. We will be celebrating cultures and have a wide variety of activities around the school. Primary will be displaying their products from theme week, Lower Secondary will sell drinks, and Upper Secondary will sell food. There will be a flea market and lottery. Staff, students, and families will join from 9 – 12.

9. AOB – 5 mins.

Management gave a status on the Secondary 1 French class, as it is the first class of the French section to move into Secondary. The class is thriving and parent meetings have been held successfully. The class is younger than the rest of the year level which reflects in maturity and creates different dynamics.

Øzkan Güleriyüz addressed the parent representatives' wish for management to elaborate on the school's actions on bullying. He explained that Rikke Nielsen and Helle Degn presented our new anti-bullying policy at a board meeting earlier this school year, where they thoroughly went through how bullying is addressed and handled at the school. The school follows the general guidelines from the municipality.

Øzkan Güleriyüz stated that there is no need to create unnecessary statistics to bring to the board, as this subject is the concern of the school's management team and not within the board's sphere of competence.

He urged the board to have trust in the professionalism of the school's staff and the management team.

Margo Rachat commented that we could address the different action items on the strategic focus points for Primary vs Secondary.

Øzkan Güleriyüz informed the board that he has found a candidate to facilitate a board seminar. The seminar will be in the nearest future.



DRAFT

ESCPH HOLIDAY PLAN 2026-2027

Holidays	School closed		After School Care opening hours
	From	To	
Summer holiday 2026	Saturday 27th June	Sunday 16th August	Open
Autumn	Saturday 10th October	Sunday 18th October	Open
Free day	Friday 20th November	Sunday 22nd November	Closed
Christmas	Friday 18th December	Sunday 3rd January	Closed from 24th of December til 3rd of January (both days included)
Winter	Saturday 13th February	Sunday 21st February	Open
Easter	Saturday 20th March	Sunday 4th April	Closed on the public holidays
Ascension Day/Kristi Himmelfart	Thursday 6th May	Sunday 9th May	Closed
Pentecost/Whitsunday	Saturday 15th May	Monday 17th May	Closed
Summer holiday 2027	Saturday 26th June	Sunday 15th August	Open

Mentioned days included

Approved by the Board of the European School on XXXX





Juli	August	September	Oktober	November	December
On 1	Lø 1	Ti 1 12	To 1 34	Sø 1	Ti 1 71
To 2	Sø 2	On 2 13	Fr 2 35	Ma 2 51 45	On 2 72
Fr 3	Ma 3 32	To 3 14	Lø 3	Ti 3 52	To 3 73
Lø 4	Ti 4	Fr 4 15	Sø 4	On 4 53	Fr 4 74
Sø 5	On 5	Lø 5	Ma 5 36 41	To 5 54	Lø 5
Ma 6 28	To 6	Sø 6	Ti 6 37	Fr 6 55	Sø 6
Ti 7	Fr 7	Ma 7 16 37	On 7 38	Lø 7	Ma 7 75 50
On 8	Lø 8	Ti 8 17	To 8 39	Sø 8	Ti 8 76
To 9	Sø 9	On 9 18	Fr 9 40	Ma 9 56 46	On 9 77
Fr 10	Ma 10 33	To 10 19	Lø 10	Ti 10 57	To 10 78
Lø 11	Ti 11	Fr 11 20	Sø 11	On 11 58	Fr 11 79
Sø 12	On 12	Lø 12	Ma 12 Autumn 42	To 12 59	Lø 12
Ma 13 29	To 13	Sø 13	Ti 13	Fr 13 60	Sø 13
Ti 14	Fr 14	Ma 14 21 38	On 14	Lø 14	Ma 14 80 51
On 15	Lø 15	Ti 15 22	To 15	Sø 15	Ti 15 81
To 16	Sø 16	On 16 23	Fr 16	Ma 16 61 47	On 16 82
Fr 17	Ma 17 1 34	To 17 24	Lø 17	Ti 17 62	To 17 83
Lø 18	Ti 18 2	Fr 18 25	Sø 18	On 18 63	Fr 18 Christmas
Sø 19	On 19 3	Lø 19	Ma 19 41 43	To 19 64	Lø 19
Ma 20 30	To 20 4	Sø 20	Ti 20 42	Fr 20 Free day	Sø 20
Ti 21	Fr 21 5	Ma 21 26 39	On 21 43	Lø 21	Ma 21 52
On 22	Lø 22	Ti 22 27	To 22 44	Sø 22	Ti 22
To 23	Sø 23	On 23 28	Fr 23 45	Ma 23 65 48	On 23
Fr 24	Ma 24 6 35	To 24 29	Lø 24	Ti 24 66	To 24
Lø 25	Ti 25 7	Fr 25 30	Sø 25	On 25 67	Fr 25 Juledag
Sø 26	On 26 8	Lø 26	Ma 26 46 44	To 26 68	Lø 26 2. juledag
Ma 27 31	To 27 9	Sø 27	Ti 27 47	Fr 27 69	Sø 27
Ti 28	Fr 28 10	Ma 28 31 40	On 28 48	Lø 28	Ma 28 53
On 29	Lø 29	Ti 29 32	To 29 49	Sø 29	Ti 29
To 30	Sø 30	On 30 33	Fr 30 50	Ma 30 70 49	On 30
Fr 31	Ma 31 11 36		Lø 31		To 31



Januar				Februar				Marts				April				Maj				Juni			
Fr 1	Nytårsdag			Ma 1	104	5		Ma 1	119	9		To 1				Lø 1				Ti 1	172		
Lø 2				Ti 2	105			Ti 2	120			Fr 2				Sø 2				On 2	173		
Sø 3				On 3	106			On 3	121			Lø 3				Ma 3	154	18		To 3	174		
Ma 4	84		1	To 4	107			To 4	122			Sø 4				Ti 4	155			Fr 4	175		
Ti 5	85			Fr 5	108			Fr 5	123			Ma 5	134	14		On 5	156			Lø 5	Grundlovsdag		
On 6	86			Lø 6				Lø 6				Ti 6	135			To 6	Kr. himmelfartsdag			Sø 6			
To 7	87			Sø 7				Sø 7				On 7	136			Fr 7				Ma 7	176	23	
Fr 8	88			Ma 8	109	6		Ma 8	124	10		To 8	137			Lø 8				Ti 8	177		
Lø 9				Ti 9	110			Ti 9	125			Fr 9	138			Sø 9				On 9	178		
Sø 10				On 10	111			On 10	126			Lø 10				Ma 10	157	19		To 10	179		
Ma 11	89		2	To 11	112			To 11	127			Sø 11				Ti 11	158			Fr 11	180		
Ti 12	90			Fr 12	113			Fr 12	128			Ma 12	139	15		On 12	159			Lø 12			
On 13	91			Lø 13				Lø 13				Ti 13	140			To 13	160			Sø 13			
To 14	92			Sø 14				Sø 14				On 14	141			Fr 14	161			Ma 14	181	24	
Fr 15	93			Ma 15	Winter	7		Ma 15	129	11		To 15	142			Lø 15				Ti 15	182		
Lø 16				Ti 16				Ti 16	130			Fr 16	143			Sø 16	Pinsedag			On 16	183		
Sø 17				On 17				On 17	131			Lø 17				Ma 17	2. pinsedag	20		To 17	184		
Ma 18	94		3	To 18				To 18	132			Sø 18				Ti 18	162			Fr 18	185		
Ti 19	95			Fr 19				Fr 19	133			Ma 19	144	16		On 19	163			Lø 19			
On 20	96			Lø 20				Lø 20				Ti 20	145			To 20	164			Sø 20			
To 21	97			Sø 21				Sø 21	Palmesøndag			On 21	146			Fr 21	165			Ma 21	186	25	
Fr 22	98			Ma 22	114	8		Ma 22	Easter	12		To 22	147			Lø 22				Ti 22	187		
Lø 23				Ti 23	115			Ti 23				Fr 23	148			Sø 23				On 23	188		
Sø 24				On 24	116			On 24				Lø 24				Ma 24	166	21		To 24	189		
Ma 25	99		4	To 25	117			To 25	Skærtorsdag			Sø 25				Ti 25	167			Fr 25	190		
Ti 26	100			Fr 26	118			Fr 26	Langfredag			Ma 26	149	17		On 26	168			Lø 26			
On 27	101			Lø 27				Lø 27				Ti 27	150			To 27	169			Sø 27			
To 28	102			Sø 28				Sø 28	Påskedag			On 28	151			Fr 28	170			Ma 28	Summer	26	
Fr 29	103							Ma 29	2. påskedag			To 29	152			Lø 29				Ti 29			
Lø 30								Ti 30				Fr 30	153			Sø 30				On 30			
Sø 31								On 31								Ma 31	171	22					

ESCPH meeting plan 2025/2026

Meeting	Room	2025		2026		
ESCPH Board 16.30 – 18.30	214	Thursday 25 th September	Thursday 11 th December	Thursday 19 th February	Thursday 23 rd April	Thursday 11 th June
ESCPH MED 14.30 – 16.00	209	Thursday 18 th September	Thursday 4 th December	Thursday 5 th February	Thursday 16 th April	Thursday 4 th June
Primary PC 15.30 – 17.00	310 (Art)	Tuesday 7 th October		Tuesday 27 th January		Tuesday 5 th May
Secondary PC 16.00 – 18.00	120	Wednesday 8 th October		Wednesday 28 th January		Wednesday 6 th May

Screen use principles

To be added to our digital awareness policy and A-Z guide:

Devices such as computer screens and iPads are utilised according to the professional judgment of teachers and educators when deemed relevant to the specific activity. It is our objective to maintain screen time at an average of no more than 30% of teaching time.

Addressing the issues of L2 Danish

Problem assessment

There is a significant risk that L2 German and L2 French will disappear from European School Copenhagen soon as a direct consequence of the implementation of L2 Danish. This compromises European School Copenhagen's commitment to the multilingual mission and educational principles of the European Schools.

L2 Danish was not incorporated in the original plan for the European School Copenhagen and thus is not financed by the municipality. The absence of dedicated financial support means that the school must allocate internal resources to support L2 Danish, potentially leading to cutbacks in other initiatives. These financial limitations can contribute to negative impacts on the school's quality of education.

Meanwhile, it is also evident that parents' expectations of L2 Danish teaching do not match the level and progression of the L2 Danish curriculum that is offered by the European School System, leading to dissatisfaction among parents. L2 instructors can differentiate to some extent but are bound by the L2 progression offered in the European School curriculum.

Proposal

Management recommend that L2 Danish will no longer be offered as an option for new P1 students from the school year 2026/2027. The established L2 Danish classes from P1-P4 will continue as planned to the end of Secondary.

As an alternative, the school will provide afternoon Danish lessons tailored to the students' respective competence levels.

By implementing these proposals, it is the hope of management that we will be reestablished as a true European School with a focus on English, French, and German as L2 languages. At the same time, we will be able to comply better with parents' expectations for Danish learning.

Background

In 2023, European School Copenhagen started offering L2 Danish to P1 students for the first time to accommodate the wish of a large group of parents.

The number of students choosing L2 Danish in 2023 – 31 in total – resulted unexpectedly in the need for two separate classes, making it unsustainable regarding teaching budget and classroom space.

Unfortunately, the addition of L2 Danish has led to a significant decline in enrollments for L2 German and L2 French. These classes have been maintained despite having student numbers below the minimum threshold of 7.

The implementation of L2 Danish has brought up challenges:

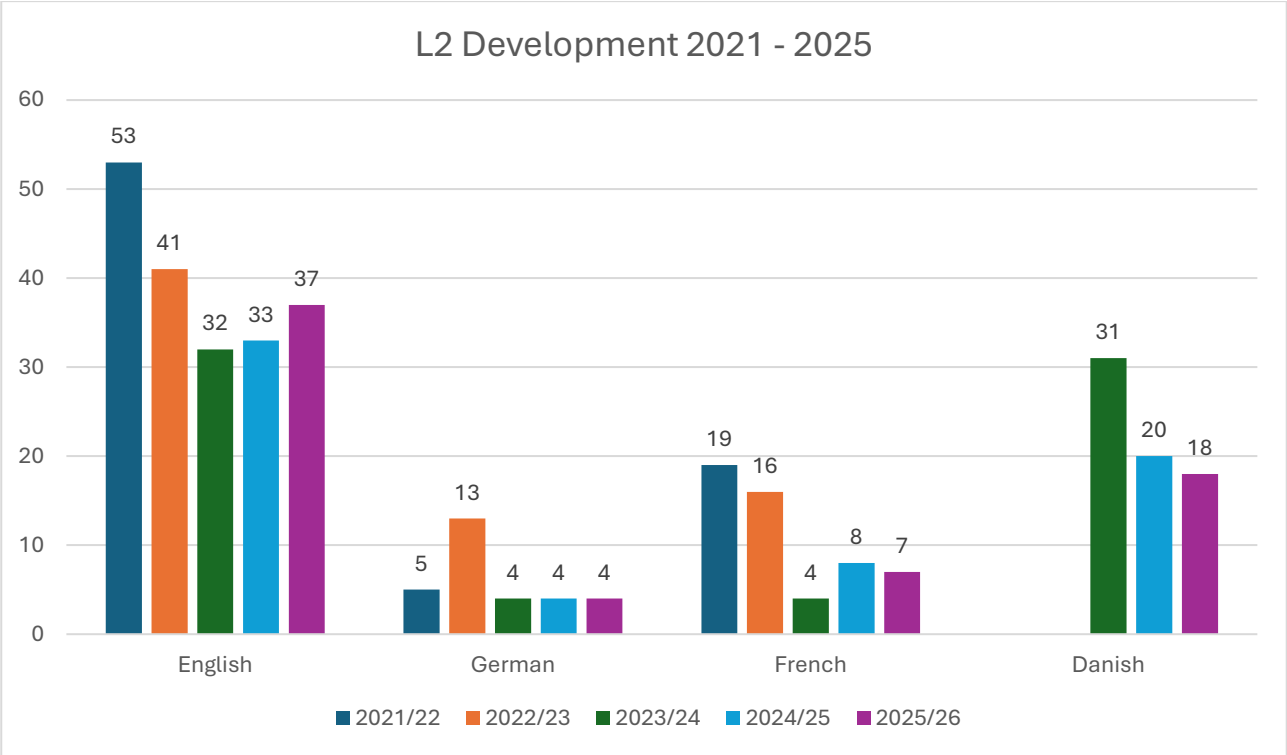
- The significant drop in students choosing L2 German and L2 French.
- The lack of dedicated financial resources from the municipality.
- The predominant shift toward an almost entirely Danish/English curriculum is inconsistent with the mission of the European Schools.
- Complaints have been raised with the Parents Council, with parents expressing disappointment with the language level of L2 Danish classes.

School management first addressed the problem in 2024, by deciding that students already speaking L2 Danish fluently could choose another L2 language and still be allowed to change to L2 Danish in S1. This initiative was implemented to encourage more students to choose L2 German and L2 French again.

Unfortunately, this strategy has proved to be insufficient in addressing the challenges the school is facing.

To re-address these challenges, we must reassess offering L2 Danish. By introducing Danish lessons in the afternoons suited to the language proficiency levels of students, the school can better meet what parents are looking for. This strategy will also help ensure that German and French will remain as L2 languages, and help the European School Copenhagen stay true to its mission of promoting the multilingual and multicultural education that comes with it.

Statistics



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 economical, 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.

WORKING DOCUMENT 2024/2025

Focus Point 1: All students should develop to reach their potential	
Purpose: All students (P0-S7) should experience academic and social well-being while learning	
Aims	Actions
Primary & KKFO	
<i>Lowering students' absence and lateness</i>	Guideline for systematic follow-up and action plans
<i>Common pedagogical approach</i>	Special needs Inclusive learning environment Breaks Parent-school collaboration
Lower Secondary	
<i>PLC as a learning area</i>	Development areas for the year to be described
<i>Lowering students' absence and lateness</i>	Guideline for systematic follow-up and action plans
<i>Learning quality</i>	Co-teaching Classroom learning strategies Sharing inspiration Balkort
<i>Students' culture</i>	Canteen and breaks

	Common behavior expectations Physical environment
<i>Feedback</i>	Learning conversations Grading B-tests
Upper Secondary	
<i>Feedback on students' work and students' learning process</i>	• Feedback should be varied, and students must be active in working with feedback and their own learning process • Give students time to prepare and no new information or hand-ins two weeks before B-test/exams
<i>Lowering students' absence and lateness</i>	• Guideline for systematic follow-up and action plans
<i>Students not knowing/not following Upper Secondary Code of Conduct</i>	• Clear communication with students about consequences of the use of ChatGPT or other means of plagiarism • Values • Policy developed including guidelines for ChatGPT/AI
<i>Supporting class environment in the Upper Secondary</i>	• Following class teacher program incl. Well-being activities and study skill guidance • Class teacher time in S6, S6, and S7. Weekly in S5, monthly in S6, and quarterly in S7.

Focus Point 2: Development of European school as a whole school community	
Purpose: Strengthening of a sense of belonging for all students, staff members and parents.	
Aims	Actions
All departments	
<i>Collaboration Lower and Primary</i>	• Common Professional development • Collaboration afternoons • Balkort • Students collaboration and common activities • Cross language section collaboration
<i>Collaborations across departments</i>	• Transition from SS3 to S4 and 4 to S5 should be given continuous focus throughout the year with visits and social events between the students and through teachers' collaboration around subjects (talent program for talented S3+S4 students in different subejcts)
<i>Communication and sharing space</i>	• Shared space e.g., the canteen • Clearer expectations and follow up for students and staff in common areas
<i>School website</i>	• Teachers and pedagogues are described by picture, name, initials and function on the website

Focus Point 3: ESCPH strives to be a sustainable school	
Purpose: Students at ESCPH experience that sustainability is part of their education as life-long learners	
Aims	Actions
All departments	
<i>Students and staff identify themselves as part of a green school</i>	• Management and pedagogical development group describe what ESCPH already does • Lower and Upper student councils write a Green School Policy • A green activity plan will be presented beginning of the school year and followed throughout the year
<i>ESCPH as a green school</i>	• An increased focus on and use of green areas in the neighbourhood and on the school premises • Focus on consumption on ESCPH: food waste, electricity, water and heating.

Focus Point 4: ESCPH has an established identity as a European School	
Purpose: All staff members, students, and parents feel that ESCPH is <i>their</i> European School with a European Identity	
Aims	Actions
All departments	
<i>Collaboration with the community</i>	• Explore more options for collaborations with the wider community
<i>European Dimension</i>	• Participate in EU competitions on learning-corner.learning.europa.eu • Erasmus godkendelse • Internships in all language sections • French community – knowledge • Teachers and students participating in ES events and dev.

Annual wheel for evaluation of current strategic focus points and decision of strategic focus points for the following year

December: head of department chooses which actions to evaluate + talk to relevant members of staff.

January: meeting with all relevant staff members on deadlines for evaluation

Tuesday in week 4: staff members phrase questions and send them to the head of department

Weeks 5-6: Discussion of questions with head of department.

Weeks 8-9: finishing forms for students and teachers.

Weeks 10-11: staff and students answer form on staff meeting and during class teacher time

Week 11: Data sent to the relevant staff members with format for evaluation.

Friday in week 15: Deadline for finishing analyses of answers and sending them to the relevant head of department.

Week 16: Discussion of analyses between head of department and staff members who made the analyses

Week 17: management reads and discusses results of analyses and – based on this - prepares an overall presentation of the results and makes a frame for the new strategic focus points.

Week 17-18: staff meetings in all departments, where members of staff can offer input

Before June Board meeting: two ped dev meeting (before and after mngt meeting) + mngt meeting on iust SFP

June Board meeting: evaluation and presentation of the old and new strategic focus points to the board. Board gives input

August: mngt meeting – all managers present the SFP for the department. + Ped dev meeting to approve SFP

September: approval of strategic focus points at a board meeting.