

## Agenda for the Campus & ESCPH Board Meeting

Date: Thursday 23 September 2021  
Time: 16:30 – 18:30  
Venue: Staff Lounge, 2<sup>nd</sup> Floor, European School Copenhagen  
Members: Jonas Christoffersen (Chair ESCPH Board), Sofie Seidenfaden (Copenhagen City Council), Marianne Zibrandtsen (External Member, SAG Board), Søren Nielsen (EEA), Nynne Dalå (SAG Parent), Karsten Vestergaard (SAG Parent), Rikke Karlsson (ESCPH Parent), Caroline Warner (ESCPH Parent), Eskil Berg Kappel (ESCPH Parent), Johan Lindell (ESCPH Staff), Stine Hvitved Leather (ESCPH Staff), Edward Pedersen (SAG Staff), Allan Severin (SAG Staff), Alice Malmberg (ESCPH Student), Anette Holst (Principal ESCPH & SAG), Julie Rørdam Thom (Deputy Principal ESCPH)  
Guests: Helle Bjerre Degn (Head of Primary ESCPH), Thomas Yung (Deputy Head of Secondary ESCPH), Mogens Halten (Leder af Sangskolen SAG), Tim Ford (ESCPH Staff), Neeni Lomborg Rasool (ESCPH Parent)  
Excuses : Jens Kramer Mikkelsen (Chair Campus & SAG Boards), Hans Bruyninckx (Exec. Director EEA & Deputy Chair ESCPH Board), Malene Wegener Knudsen (Leder af Folkeskolen SAG), Martin Christiansen (Vicerektor Gymnasiet, SAG), Christen Bagger (ESCPH Parent), Hella Helvig Jensen, Dwaj Prakash Jethani (ESCPH Student), Laura Grønlund (SAG Student), Julius Sort (SAG Student), Christina Strandby Krog Jensen (SAG Staff), Rasmus Hornecker (ESCPH Staff)  
Minutes Stine Hvitved Leather

### 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 23092021 Final

#### Decision:

*Agenda approved.*

#### **2. Approval of the minutes from the joint meeting of the Campus, SAG & ESCPH Boards (decision) – 1 min.**

2.1 Annex - Referat for strategiseminar 090621

#### Decision:

*Minutes approved.*

Minutes Campus\_ESCPH Board Meeting 23092021



### **3. Various updates and information - 10 mins.**

- 3.1 Status on the separation of SAG & ESCPH:  
Annex - Proces for adskillelse af Europaskolen i København og Sankt Annæ Gymnasium 080921

Anette Holst updated the boards on the process to separate SAG and ESCPH. Parliament is expected to approve the proposed amendment of the law that will allow the Municipality to separate the two schools. If all goes to plan, the separation is likely to take place between January and August 2022.

- 3.2 Briefing on the attorney-led investigation of possible violations at SAG

Anette Holst informed the Board of the attorney-led investigation at SAG. In June, following the opening of the investigation into alleged misconduct in the DR Girls' Choir, former SAG students contacted the school with allegations of misconduct when they attended the school more than 20 years ago. These allegations were outside the scope of the DR investigation, hence SAG decided to initiate its own investigation.

From July to the middle of September, 30 people have approached the law firm conducting the investigation and the law firm is expected to finalise its report before Christmas.

The school is working with the student council to prevent future incidents.

- 3.3 Admissions update SAG & ESCPH

ESCPH:

- Another three new S5 classes opened in the upper secondary school this year. They are not big classes, but there are still students joining.
- A lot of new students started in the lower secondary classes this year.
- There are a few too many students in the primary classes and we are still expecting more Category A students (dependants of EU institution staff members, who are entitled to admission) to arrive during the year.

SAG:

- There were fewer boys applying for the new third grade classes this year, but there were still enough applicants to fill the classes. There are still students on the waiting lists for the older classes.
- There were 236 new students accepted in the gymnasium, which is more than usual. The MGK talent class has 30 new students this year.

### **4. Accounts status report - 5 mins.**

- 4.1 Annex - Accounts Status SAG Gymnasiet 31.08.2021  
4.2 Annex - Accounts Status SAG Folkeskolen 31.08.2021  
4.3 Annex - Accounts Status ESCPH and ASC 31.08.2021  
4.4 Annex - Accounts Status Upper Secondary 31.08.2021



Anette Holst provided a status on the accounts eight months into the financial year:

- SAG Folkeskolen: Expects to end the year on target or with a small surplus.
- SAG Sangskolen: Has a tight budget and therefore has less to spend the rest of this year.
- SAG Gymnasium: Always has more expenses in the autumn when new staff start. This year there are also additional expenses associated with the new music house.
- ESCPH Upper Secondary School: Staff costs are higher as the school continues to grow but is still expected to post a small surplus.
- ESCPH Primary and Lower Secondary and the After School Care: On target but the school will have to cover the loss expected in the Culinary school. The Culinary School is expected to have a sounder economy post-Covid.

## ESCPH Board Meeting

### Agenda:

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

5.1 Annex – Agenda Campus & ESCPH Board Meeting 23092021

The Board welcomed new members and guests of the board:

- Johan Lindell has been elected as staff representative.
- Thomas Yung started 1<sup>st</sup> August as Head of Lower Secondary.
- Alice Malmberg, Co-Chair of the Student Council, will continue as student representative on the board.

### Decision:

- *The board decided to discuss conversion of the EB grades to the Danish marking scale under AOB.*
- *The agenda was approved.*

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

6.1 Annex - Minutes European School Board meeting 09062021 EN

### Decision:

- *The board approved the minutes.*

#### **7. Various updates and information – 10 mins.**

7.1 School start 2021/22 incl. Covid-19 update

Helle Degn: The Primary School had a good start to the year with fewer Covid restrictions. Some staff members have had to adjust to being back at school and having more meetings again. Management is pleased that the Covid rules have been relaxed as it was both difficult and time consuming to track close contacts.

Thomas Yung: The Lower Secondary school has had a busy but good start to the year.



Julie Thom: The older students are enjoying being back. All the new staff members are busy working on new year plans, getting to know the European School curriculum, etc.

Rikke Karlsson mentioned that parents were happy with the revised phone policy in secondary. It was mentioned that the B tests this year don't fall immediately after a holiday so the students can have a proper break.

7.2 S6/S7 initial accreditation audit Nov 2021 and new school management system (MySchool)

ESCPH will be audited by the European Schools (ES) again on 16<sup>th</sup> - 18<sup>th</sup> November. The scope of the inspection is limited to the BAC years S6-S7 and the inspectors will visit in person. A new system called SMS MySchool is being implemented for school reports as this is an ES requirement for S6-S7.

## **8. ESCPH annual board meeting plan (decision) - 1 min.**

8.1 Annex - Annual Board Meeting Plan 2020-21\_draft

Comment: Draft plan for the Board meetings in the 2021-22 school year for approval by the Board.

The annual board meeting plan is a tool for planning the board meetings in the coming year. An additional board meeting may be scheduled if required in the autumn to discuss the separation of SAG and ESCPH.

A draft holiday plan for 2022/23 will be presented to the Board for approval in December instead of September as the school will need to coordinate with the Bac unit in the European Schools regarding the holding of the Bac exams in June 2023. The school year end-dates in the Danish and ES systems differ by two weeks in 2022/23, which makes it tricky to finalise the school holiday dates.

The school plans to celebrate the Bac students like they do in the Danish gymnasium with 'studenterkørsel', a specially designed 'studenterhat' and a prom.

### Decision:

- *The board approved the annual board meeting plan.*
- *Proposed holiday plan for 2022/23 will be presented for approval by the board at the December meeting.*

## **9. Evaluation of the strategic focus points from 2020-21 (decision) - 30 mins.**

9.1 Annex - Strategic Focus Points 2020-21 Evaluation

9.2 Annex - Strategic Focus Points 2021-22 Approved 09062021

Comment: Julie Rørdam Thom and Helle Bjerre Degn will present the evaluation of the strategic focus points from 2020-21.

There have been no major changes to the draft strategic focus points 2021-22 since the last meeting. The strategic focus points are a working tool but also need to be measured



and evaluated. Hence, both the staff and the students will be given an opportunity to review the focus points in the autumn.

In response to a question regarding the focus point about the PLC, Julie Thom explained that the school has engaged an architect to draw up plans for a secondary library and study area on the ground floor behind the canteen.

Decision:

- *The board approved the strategic focus points 2021/22.*

**10. Programme for the annual school meeting on 3<sup>rd</sup> November (decision) - 10 mins.**

10.1 Annex - Annual School Meeting Programme 03112021\_draft

Julie introduced the proposal for the annual school meeting. The proposed theme is 'one whole school' and the plan is to have short introductions from the Board, parent representatives and students followed by workshops organised by the teachers. The PA will sell coffee/tea and cake and ESCPH branded t-shirts.

Decision:

- *The Board approved the programme for the annual school meeting incorporating a break for the parents to mingle. The Covid text will be amended to be more general guidelines about avoiding colds/flu.*

**11. Hearing of the Board in relation to the Municipality's proposed new bylaws for the Board of the European School Copenhagen (discussion) - 30 mins.**

11.1 Annex - Brev om høring vedrørende vedtægtsændringer

11.2 Annex - Udkast til vedtægt for ESCPH

11.3 Annex - ENG Udkast til vedtæft for ESCPH

Anette Holst explained that the Municipality has drafted new bylaws for the European School Board in connection with the expected separation of ESCPH from SAG and the Municipality has invited the Board to comment on the draft proposal by 9th October.

The Board discussed the following

- There are no major deviations from the existing bylaws.
- The bylaws are there to be followed and can be supported by rules of procedure, written by the Board (see article 9 (8)).
- Article 4 (5): It was discussed that it had been difficult to recruit new external members and greater remuneration was mentioned as a way to attract new external members.
- Article 4 (2), (4) and (5): It should be clear who appoints the external members, and it should be clearly stated that the EEA must be represented on the Board (one of the external members). The appointment of the chairman and deputy chairman should be clarified.



- Article 4 (2) and (3): The competences described should apply only to the external members as parents, students and staff are elected to the board.
- Article 4 (2): The parent representatives on the board expressed a wish to have greater representation on the board in the same way as parents in the Danish Folkeskole. In the Danish gymnasium, however, boards do not include parents and there are more external members. The bylaws are a compromise because ESCPH is both a primary and a secondary school. It was also mentioned that if parents want greater representation, the staff will also want greater representation.
- Article 5 (3): Reference to article 17 of the act on institutions for general upper secondary education etc. does not make sense here.
- Article 8: The language regarding duties and responsibilities needs to be looked at as there is an unrealistic level of responsibility on the board, which has no real power. It should say that the Board can participate in processes but ultimately the responsibility rests with the Municipality.
- The bylaws should also include information regarding the relationship with the after school care (KKFO).
- Article 9 (3): The sentence regarding the minutes being signed by the members of the board should be deleted.
- Article 9 (6): Take out the sentence regarding amendment of the bylaws as the bylaws are decided by the Copenhagen City Council.
- Article 10: It needs to be made clear that the board doesn't appoint the director.
- Article 10: Add the word academic in the sentence: "...in charge of the administrative, academic and pedagogical management....".
- The director of the European School will be Julie Thom when the bylaws come into force.

#### Decisions:

- *The parent representatives on the board can solicit feedback from the parents and come back with their comments by next weekend.*
- *The chairman/school management will prepare a second draft of the bylaws and submit it to the Municipality before the deadline on the 9<sup>th</sup> October.*

### **12. Procedure for changing language section (decision) – 5 mins.**

#### 12.1 Annex – Draft procedure for change of language section/L1

Helle Degn has been receiving a few requests from parents, who wish to move their children to a different language section. A change of L1/language section is very rarely accepted in the European School system and the school will always put the needs of the child first. In order to deal with future requests, it is important that the school has a clear procedure in place.

#### Decision:

*The board approved the procedure with the following changes:*



- *Step 2: change class teacher to L1 teacher to ensure the policy is relevant both for primary and secondary.*
- *Last sentence about other Danish schools should be removed.*

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

#### 13.1 Information from management

Julie Thom: Two secondary teachers (Science and L3 French) left shortly into the school year and the lessons will be filled until permanent replacements are found.

Helle Degn: Primary are in the process of identifying learning gaps after Covid to see if there are areas that require additional support.

Julie Thom: Learning support in upper secondary is predominantly focused on S5L2, but homework café is in place for all upper secondary students.

#### 13.2 Information from the staff

Johan Lindell: The new upper secondary students have had a good start and the academic level is good.

Stine Leather: SMS MySchool will make it a lot easier for the teachers to complete and compile school reports but increases the workload in the administration because the system isn't integrated with the school's other systems.

#### 13.3 Information from the students

Alice Malmberg: It has been nice to have all the new students in upper secondary and good to start new committees etc.

### **14. AOB - 5 mins.**

#### 14.1 Grade conversion

Julie Thom has been in contact with the Ministry of Education to receive clarification on the conversion of the European Schools' new marking system. Lars Damkjær, the Danish inspector for the European Schools, is working on arranging a meeting to look at the calculations on which the new conversion is based. The European Commission has opened infringement proceedings against Germany and Denmark over the conversion of the grades of the European Baccalaureate because they believe EB holders are put in a less favourable position than holders of national school diplomas with equivalent qualifications.

#### Decision:

- *JRT will update the parent representatives after the meeting in the Ministry.*



#### 14.2 Efterskole and admission in S5

Eskil Berg Kappel enquired about the opportunities for readmission for the S4 students who decide to go to 'efterskole' (voluntary independent residential school for young people) for a year. Julie Thom said the school could not guarantee readmission, but S4 students who are promoted to S5, have a very good chance of admission as they fulfil all the admission criteria, and the school will always do what it can to welcome back former students. They need to apply via [optagelse.dk](http://optagelse.dk) like all other applicants but should inform us that they attended the school. Our S4 students can also apply for other upper secondary schools/gymnasium via [optagelse.dk](http://optagelse.dk). Some of these schools may ask our students to take a test. This is not a decision that ESCPH is involved in.

The next ESCPH Board meeting is on 9<sup>th</sup> December.  
The next Campus & SAG Board meeting is on 6<sup>th</sup> December.