

Minutes MR-PO School year 2025-2026, version 1

1 Thursday Oct 2 MR-PO – location JLS 18.00-20.00			
Agenda	approval	advice	information
Subcouncil int dept 18.15			
-Update specifics Strategic Plan The new possible merger might require a one-year plan to be followed by a new four-year plan. As soon as this is ready, it will be in the MR meeting. Marketing will also be a big part of the strategic plan. It should be possible for this to be addressed in the November MR meeting.			x
-PYP/ Erasmus+ update The feasibility study will be started in February, both departments aligned. By the end of the study (end of school year) we should be ready to decide if we are ready to apply for candidacy. The idea is to become an IB World School, which requires us to be a PYP school alongside our MYP and DP. There is a workgroup that will be working on this with our leaders for learning. PDBD also wants to be part of this. They have visited other Dutch schools that have taken on the PYP. The hope is also that PYP will attract new families. This is also linked to the Strategic Plan. Curriculum developments is part of this. As part of the feasibility study it has to be shared with parents that the intention is to become a PYP school and have a meeting to explain the process and for them to ask questions. <u>How can the MR be a partner along the way, to be ready for the decision?</u> There will be a timeline, when to inform parents and when to involve the MR. The intention is to have a dedicated meeting with the MR where the plan will be presented and the MR can ask questions as well. Erasmus funding is connected to this. The funding is supposed to be used for visits/courses within Europe. The ISE has applied for funding for training for staff			x

members, which requires getting people to school or to send staff to other places for training. PDBD and international did a joint application. Currently waiting for an answer. Hopefully around the end of January 2026, we will find out if we will get the funding. -Update Check Ministry of Basic Skills Activity Plan (=23 September) The activity plan is going quite well. Next year will be the last year. We have been selected as one of the schools to present how we have spent the funding. This presentation went very well. We are on track. PDBD had a focus on Dutch language acquisition, international has multiple different projects related to Literacy, EAL, EdTech and Maths. There is professional development on this as well as ongoing implementations in the classrooms. Citizenship is covered through physical health and mental wellbeing programme as well as trips to get into the community. At the end of 2026 there will be another document to be completed to show how we spent that money. <u>How are the LS TA's connected to this? Will that continue when basic skills?</u> This is something school will be thinking about, to see how we can maintain that. The TA support as well as time for CL's to be out of class and work with teams even more.			
Reply to letter 2025.07.04-40 ; was a draft letter as the intention was to discuss this during the meeting. The school development team is focussing on marketing, to attract more students. Our actions in short are to update our current marketing and communication plan and the leadership team is making effort to have more exposure in the community, ASML 'Eindhovenfabrikanten kring', DAF. Expat fair in November to make ourselves more known (and loved). We need to be out there more. <u>Is there a specific plan in place? With goals and directions? How to measure the success?</u> We are extending; marketing and communication plan is being updated. Leadership is not happy with the current plan, too reactive, not proactive. MARCOM invited to a meeting to be able to give more input into an effective plan along the lines described in the question.			

→ Head of department added that there is a plan with specific numbers for each department. Next to that there is also the plan for how we are going to market ourselves. Have to watch the trends in the markets. Current trends across the country is lower numbers in early years and more growth in upper primary as well as secondary. The updated marketing and communication plan can be shared with the MR. This will be followed up on in the next MR meeting / bilateral. CIS survey coming up that will provide comparable data on a variety of areas. Option to add additional questions, will be carefully formulated to align with where we want to go as a school. <u>VOO specifically suggests to work together with the school to check the thoughts of parents. This should not be linked to an accreditation.</u> We do not want to send too many surveys, so we need to do it together with the accreditation as that one is mandatory. We will also have focus groups, during which we can get more thoughts. We do feel it is important to get parent feedback. <u>Is there room for MR involvement in this survey?</u> No, it covers all the CIS areas. There are only 2 or 3 additional questions, but we feel this should be based on our strategic plan. There will be more options in the next school year, as we will not be bound to the CIS accreditation survey. Next year we will do focus groups with parents, during these sessions feedback will be asked for different areas of school life. This will be an opportunity for the MR to add questions. It has proven to be difficult to get parent input to surveys, but also for other involvement (e.g. class parents). There will be different areas that will be addressed in the focus groups. A focus group will focus on a specific area. (e.g. admissions process will be with newer parents). There will be a cycle for the next two years to			
--	--	--	--

get feedback from parents, staff and students. <u>Is it an option to check in with parents on what would be the best way to get them involved?</u> <u>Often the same parents that are always involved and usually the same that are not.</u> From January 2026 there will be a separate budget for the two departments. <u>MR would like information and documents as soon as possible to avoid the challenges of the last few years.</u> Purpose of reserves is to cover financial emergency. For example a drop in numbers, while still having the number of staff members. Having to make staff redundant is a high cost. <u>We asked about this when the fees went up because of the numbers dropping, instead of having the current parents pay for this difference.</u> We have to look at the big picture and make a decision in collaboration with the MR and have a balance in what parents need to pay extra and what comes from the reserves. When these situations occur, there needs to be transparency on what is in the reserves and how it will be used. The MR would also be involved if this ends up being the case. There have been no reserves for primary in the last year (or two?). Director will be earlier in the future with information regarding finances. Numbers in primary are currently low. <u>Do keep in mind how much the parent fees have gone up in the last few years when looking at this.</u> Teacher salaries have gone up massively in the last few years. Our ratio is lower, and that part is not covered by the government money based on the salary increase. <u>Make sure this year that there is more collaborative and not too late. The specific documents with the proposals need to be on time, for the MR to be able to look at real documents and working with them.</u> EY - 3 are currently lower in numbers. Groups 4 and 6 are currently predicted to go over their			
---	--	--	--

numbers. A balance needs to be found between raising the fees if numbers are low, but then risking parents leaving because the fees have gone up more. SLT is working on creating a calendar with specific dates for specific documents, for example fees, also to allow parents to make an informed decision.			
Subcouncil bil dept 18.15			
-Update specifics Strategic Plan 2 new foci for school *inclusion; more students should have access to school * innovation- we are not known enough; Visit expat fairs, ASML, DAF etc. ISE is innovative and this should be promoted. Another example is more exposure like schooltrips, T-shirts for children etc. A journalist from ED is coming for children elections, we have VIP mornings for toddlers.			X
- Reply to letter 2025.07.04-39 Because of questions of MR- about trustfund. MR had contact with expert: If collaboration of management and MR is on right level, there is no need for Trustfund. Parents still need a say about spending parent contribution. -influence and transparency are important. Instead of trustfund- annual meeting end schoolyear to listen to finance etc. Goal of Trustfund was to regain trust; how many parents are paying ? Not all payments have been made yet- we are still waiting for an overview (that will be ready after fall break). Communication about parental contribution is important. A letter needs to be sent about the parental contribution (and increase)- what it is spent on. Parents could be involved to think about ideas for our location- like a Parent Committee. Or organise a coffee morning of potluck. Information sessions will be at JLS as well (example; internet safety information evening) Another role of Trustfund could be to look into additional sources of funding. But receiving money from companies is not allowed according to SILFO policy. Head of dept and MR will send a letter together to parents to explain the status of Trustfund			X

-PYP/ Erasmus+ update Joan and Marieke worked hard on applying for Erasmus accreditation (for staff training)- parents evening will follow for information about PYP . Expert from IB will be invited- also connection with secondary (work with IB already) Apply for candidacy next summer. Now feasibility study. -Update Check Ministry of Basic Skills Activity Plan (=23 September) Basic skills subsidy; spent on support Dutch language- the whole team was trained and money spent on materials (methods) . Children who are learning Dutch language are having lessons 90 min per day. Also one of the TA's is going to follow RT training. Last week ISE had to give presentation as proof that money was well spent- committee was very positive -update TPO TPO pilot started 11 years ago- a law need to pass in order to continue teaching 30 % lessons in English. (On October 3rd this law passed, which is very good news) Parking passes for staff; was a big struggle. Now colleagues share a permit but have to park outside 'the ring' once in a while.			X
Additional conversation around parental involvement. There is an intention for events to be bigger and for the parents to come to school. The intention is for the PC to organise more.			
MR-PO 19.10			
19.10 Announcements GMR New GMR staff member has started, still need one more. Also still need a GMR parent. (Make it clear the meetings are in Dutch.) *A lot of discussion around the possible merger. There is a lot of enthusiasm. Sufficient staff involvement, through work groups. *Director explain two SILFO wide workgroups about EdTech and internationalisation. *We specifically wanted to know about work groups for the merger. There are ongoing feasibility studies. There is a specific group for primary education as well, because the other schools are all only secondary schools. *Update on financial situations. Overall positive.			X

19.15 minutes June 26 Approved.	IM		
19.20 meetingschedule 2025-2026 Approved.	IM		
Course MR and director ? Came up in bilateral. Good experience last year and would be good to do this again. To explore the possibility to do this with the MR and the leadership members who are part of the MR members. MR will get in contact with VOO. Possible focus on finance? → Possibly part of the time to be spent on the PDBD trustfund. Invite member(s) from VO as well ?			
MR meeting without leadership. Informing subcouncils about the subcouncil meetings			
20.10 Update Sparrow from director; invite Eric de Vetten November 13 ? It would still be good to stay in contact on this topic and it could be a good opportunity for the MR to ask questions. → There have been workgroups for different elements, so that staff could be involved. The spaces have been allocated and what they will be used for as well (storage, classroom etc.). Details are currently being worked out. In the GMR, it was shared that the construction is on schedule. → Possibly suggest a meeting + tour on campus for international subcouncil + PDBD parents.			x
20.15 Evaluation first meeting as (sub) councils Unsure what to expect beforehand, but it went well. Consider how to make it efficient, to avoid discussing the same topics in both parts of the meeting. Possibly also consider to have certain meetings start all together before moving into			

subcouncils.			
Parking Possible to park on the playground. If this is not possible, we can declare the parking costs.			
20.30 Tasks MR-PO and elections Elections needed for: - MR international parent - GMR international parent - GMR international staff member To contact the two parents who applied last time, to notify them of the upcoming elections. MR staff members to meet with head of departments so we can plan a PMR meeting within the subcouncils before the next meeting. .			
To do; what	who	when	
marketing/communication plan	director	Next meeting	
send a letter together to parents to explain the status of Trustfund	Head of dept and MR		
Organise course MR and leadership team (and VO)	MR	Next meeting	
meeting + tour on campus for international subcouncil + PDBD parent	dir	Next meeting	
Elections needed for: - MR international parent - GMR international parent - GMR international staff member	MR	Next meeting	

2 Thursday November 13 - MR-PO – location Oirschotsedijk 18.00-20.00			
Agenda	instemming	advies	informatie
<i>Subcouncil int dept</i> 18.00 Subcouncil int dept (campus) -update extension Sparrow- tour -Update Sparrow; Tour with building manager, looking at the different areas, rooms and their purposes. Building expected to			

be ready 6th February and then work will start on the interior. This does give some time for unfinished building details to do be finished. → How is the new building being paid for? What is primary paying and how much will they get to use it? SILFO has put in 510,000 towards the building. Secondary is the department that is growing phenomenally, so they would be mostly using it. Primary will mostly be using the cafeteria, as well as ASA supervision. Theatre will be shared space. Costs for the campus will now be split 60/40, as secondary has much larger student numbers. Current plan is for the playground to be finished June. There is a workgroup with staff and student input. - Parro app: information (for formal advice MR on agenda next meeting) Primary international has already looked into a different way of communicating with parents. Now we have email and classdojo. These are also not the most efficient way of communicating. Parro is connected to Parnassys and parents are able to report absences through the app. Choice for parents to have it as an app or on the computer. Easy to check messages at different times, you can just scroll back. Permission statements go in there as well. It will save time for teachers, admin and it will be easier for parents to have everything in one place. In January, the plan will be shared with the MR. - Functiehuis Questions came up regarding the functiehuis / FUWA process. <u>Where did the 10 days to object come from?</u> HR came up with 10 days for objection in the implementation plan. <u>Why did we start this process?</u> Reason was incoherence of functions and scales. Not only because of mergers. <u>Who are part of the bezwarencommissie?</u> Internal procedure, not outside of SILFO. The chair of the bezwarencommissie is an external with a legal background. Feelings and experiences by staff members who went			
--	--	--	--

through the process were shared. Management recognises the difficulties the process has brought on. There also seemed to be a difference in expectations staff members had of the process, compared to what the intention of the process was, especially looking at the specific details of the job descriptions. - Update EY / Group 2 curriculum Curriculum has not changed, the approach has changed. Transition in EY has been smoother than Group 2. Management is working with Group 2 to address possible challenges together. A lot of work is going into this, teachers are receiving hours for this. - Update Toddle This was a trial, it is shelved for now. For now our use of Google Drive is sufficient for our planning needs. In the future we do need to look into how we record our planning if we do end up moving towards PYP. - Update Curriculum No new updates since last meeting. The plan is still the same. Feasibility study to start in January. At the end of this period, a decision will be made.			
<i>Subcouncil bil dept</i> -draft letter to parents - Parro app: information (for formal advice MR on agenda next meeting)			
MR-PO			
Announcements GMR GMR met with RVT about the fusion. Full update and plan was shared by the chair of the board. There is an upcoming meeting for the GMR's of all the schools. Multiple working groups have been established for this fusion, also specifically for the GMR's. Main task for primary GMR's is to discuss how they are going to make sure their voices are heard. They will remain the only primary schools, while multiple secondary schools will be added. Meeting at the start of December with all the management teams of all the schools to get to know each other. Special attention for finance and financial risk. Also considering the age of the buildings of some of the schools. Plan to go live with the fusion January 2027.			X

Having a bigger board is helpful to be able to get things done and make things work. You can work together more easily if you are part of the same board as well. This is the main reason.			
Minutes 2-10-26	IM		approved
-Draft budget 2026 Separate budgets for all three departments. There is also a budget that applies to the whole school, as we remain to be one school. The budget will span across 4 years. If we can get the student numbers where we need to go in the next approximately 3 years, we can get to a point of healthy growth. A lot has to be done though. PDBD needs to bring in money to cover the investments that have been made. The increase in PDBD is almost in line with what they were expecting. Part of the reason some families have not joined is because there is no space left at the BSO. The BSO struggles to find additional staff members because of the working hours, since the school finishes quite late. All across the Netherlands international primary schools are experiencing drops in students. This is a DIPS trend and it particularly hits early years up to Group 3. It seems that our region is experiencing this more than other regions. -Increasing fees for int dept; external financial support A financial expert from VOO has been contacted, who could join our meeting, to be able to explain the numbers right away. The international department will have to raise the fees because of the increase in salary. The exact amount will be determined as part of the budget. More details will follow in January. More or less as it is, maybe a small increase. More details will follow in January. -no increase for bil dept			
-Update Strategic Plan PO - not yet on agenda =too early Draft one in FE			
--marketing communication update (MR; what is strategy ? related with fees) marketing plan (see meeting Oct 2) There is a Marcom plan. This will be discussed in the next meeting.			

To be discussed in part without management. Inform parents/ staff about subcouncils Financial advisor for help Elections			
To do; what	who	when	
Send letter Trust fund to parents	Bil. dept.	Next meeting	
Inform staff/parents about sub councils, combined with announcing new members ?	Both depts (combined with letter trustfund, elections)	After elections (next meeting)	

3 Thursday January 8- MR-PO – location JLS 18.00-20.00			
Agenda	instemmin g	advies	informatie
<i>Subcouncil int dept</i> Updates; Sparrow Delivery date (early February), which means the building is done and moving date (early April), this includes the furniture. Official opening 9th April. Primary use of the building would be the cafeteria downstairs as well as the performance space. The classrooms will mainly be used by Secondary. Next step will be the Science Labs in Stag. The Stag building, playgrounds and K-building will run into the 2026- 2027 school year. A document will be shared after the next steering committee meeting. Parts of the equipment from the ‘old’ Owl playground will be put back. Forest access will also be there again. The area against Squirrel will have new equipment. Learning Support Unit Progress has been made in the cooperation with the samenwerkingsverband. Found a modus together to present a plan to the samenwerkingsverband that a fixed fee will be used per student to help up fund this unit. It is not certain that the rest of the members of this board will agree.			

You also need a start capital, for training and the space. The intention is for this to be for around 10 students, who are on their own learning trajectory and they could follow their own lessons while still having access to a class they can join for some lessons, for example PE. A challenge is that there is very little space in special education schools and these are also not necessarily suitable for our students, since they are only here temporarily. Current intention is for this to ideally start in August. The plans are there, if the samenwerkingsverband gives the green light, things can move fast. As it will be part of the budget and formation, it will come back to the MR.			
<i>Subcouncil bil dept</i> In which policy can 'protection of teachers' be found ? F.e. when children hurt teachers. In chapter 4 of Silfo handbook Safeguarding doc at ISE - no specific chapter to protect teachers; the specific steps need to be added. Safeguarding committee and behavioural specialist are involved. Letter about Trustfund to parents No response from parents (MT or parents) so far			
MR-PO			
Minutes 13-11-2025 approved	IM		
Announcements GMR The steps in the merger are continuing. The unions will be contacting members of staff.			X
PYP timeline; when approval from MR ? Feasibility study starts in January. Are we as a school ready for this process? Will apply for candidacy. A plan will come to the next MR meeting, for approval of the MR. Waiting to hear back from Erasmus, which could really help finance this process. Benefits of the PYP are the high level/standard of teaching and learning, the holistic approach, transdisciplinary learning and the external checks from the IB.			
Holiday schedule 2026-2027 and draft study days			

Concerns regarding the number of broken weeks and number of 3-day weeks. These days are for PYP training and planning for staff. A particular concern was raised regarding the number of study days at the start of the year. This makes it difficult to start the year with a routine. This can also be tricky for parents. The option was raised to have the first week of the school year as a week for training and planning instead. Heads of department will take this suggestion back to the teams. Another suggestion raised is connected to school hours, as the children make a lot more hours than required. This might become more challenging for parents.			
Parro app Two classes for each department would be part of the pilot. Parro would replace Classdojo and part of the emails. Whole school emails might not be replaced. Parro will also be able to be used for official communication, since it is connected to parnassys. Guidelines around communication were questioned. This will be reiterated again if we roll out the Parro pilot and if we decide to continue with this. Questions raised regarding privacy. This will be checked by the school privacy officer. All three parents approve of the pilot. After the pilot, the MR will be informed of the feedback. Suggestion was raised to have the pilot classes be the classes with MR parents' children, so they can experience the app.			
Marcom plan info The plan shares a timeline and more concrete plans on what steps are being taken. This is different from previous years and a more deliberate way of making ourselves stand out compared to other schools. A current challenge for the 'more than a school' slogan and the community aspect of it, is the low numbers in the Parents Committee. Discussion around 'more than a school' and what this means to everyone and how clear this is to parents. Keeping track of who signs up for information sessions and making sure to check with them what they thought, but those who do not attend get a separate specific questionnaire.			

The current plan / approach is more deliberate, sustained and proactive. Trying to directly approach businesses and companies.			
Update Strategic HR Meeting with SILFO strategic HR. A framework was created. At the centre of this is seeing staff as human beings. The framework has a 'happy hat' side as well as a 'critical hat' side. Happy hat: • Feeling valued • Collective consistent, warm and businesslike leadership • Transparent, flexible and horizontal / vertical mobility • School development and organisation are supported Critical hat: • 'Legalese' communication • 'Clunky' budget and formation process • School context and budget restrictions • Generic nature creates subjectivity This is reflected in the hiring process, which involves a number of people from different departments.			
MR has Request for docs; Important documents: - Annual report 2024 SILFO, - maraps (management rapportage) 2025 - Primary International and - Bilingual Department (if available) - (draft) multi-year budget 2026-2030 Primary - International - Bilingual Department - (and Secondary). - Formation plan: at the latest 15 March - should be approved before 1 May 2026 and multi-year budget will be ready at the end of this month for the next MR meeting. The MR has made the point that this should have already been approved. This is according to the WMS. It was requested to have the documents in time for the training on 5th February. They will be shared on 29th January. The documents will be formation and budget. This will also include the fees for next year. Annual report is unclear as this requires CMT approval, which is not guaranteed.			

Marap will be shared. Can be shared tomorrow, so this can go to the trainer. The budget is for calendar year 2026, but it will be a preview of the 2026-2027 school year. The multi year budget is not being renewed new, there is a transition year, because of the merger. There will be a development plan for the transition year. This will come to the MR.			
MR-PO without MT Elections Study afternoon Feb 5th			
To do who	what		when
Heads of dept	Discuss with team proposal studydays		Next meeting
director	2026 and multi-year budget Marap docs Annual report		at the end of this month Tomorrow CMT approval required
4 Thursday February 12- MR-PO location JLS 18.00-20.00			
Agenda	instemmin g	advies	informatie
MR-PO			
Announcements GMR No updates			X
Minutes 08-01-2026 Approved. Additional update; Erasmus application was not succesful	IM		
-Final draft Holiday schedule 2025-2026 plus study days No changes since the last draft. It is not allowed to have an additional week for the Summer holiday.			

The MR has the intention to approve the holiday and study day schedule, but has requested a written explanation to be provided to the MR. This can be approved prior to the next meeting when the MR receives the written explanation / request.			
Update strategic plan 26-27 Work in progress. School Development Team meets again after the carnival break. They will produce the addendum for this school year and next school year because of the merger. First to CMT, then MR. The plan is for this to be shared during the next MR meeting. Strategic direction (guiding statement, structure of school) Wellbeing (behavioural policy, code of conduct), curriculum (pedagogy, implementing PYP, assessment, high quality learning, digital literacy), professional development (links with HR, PD policy, teacher retention and facilities (outdoor learning, use of space, location PDBD, playground). Evaluated previous plan. What to continue, what new topics arose?			
presentation/ request for approval PYP Moving towards inquiry based learning, where students have ownership of their learning. PYP would help us align with Secondary. To avoid an overload for staff, the implementation of the PYP Units of Inquiry have been spread out across 2 years, instead of doing this in 1 year. The budgets presented to the MR previously do not reflect the money SILFO will invest into the start of PYP. All staff will receive training. The new application for Erasmus will hopefully provide opportunities for staff to go to other PYP schools aboard to learn from them and report back to all staff, so we can learn from them. Voting: Approved			
Subcouncil Regulations Necessary changes need to be added, to have a final document to come back to the MR.			
Subcouncil int dept -Update Sparrow ? Once the Director has the most updated slides based on the steering committees, they will be shared with the MR.			

Subcouncil bil dept -First draft School Guide too early because of PYP -First draft Formation and Work Division Policy formation update possible; WDP next meeting (first with PDB team on study day in March)			
---	--	--	--

Extra meeting March 19th 2026 MR-PO			
Minutes February 12 Approved			
School Plan Addendum 2026-2027. Work in progress pending new SILFO format. (Best to be consulted in relation to the 2026-2029 Formation Plan and Budget.) No complete draft yet, which is why we have only received the priorities. Leadership team has received the requirements and are working with those. The addendum will now be 2 years instead of 1 year, due to the possibly postponed merger. The full school plan might be ready for the next meeting, but the formal deadline is 29th May. It would be helpful for the MR to have the school plan as soon as possible, so that it can be approved in time. Next meeting might be a good moment for an update already.			
2026-2029 Budget; Best to be consulted in relation to the School Plan Addendum (not received yet) (some information is confidential and cannot be shared yet) The next quarterly update (MARAP) will reflect the new projected student numbers. Competition seems to be missing from the MARCOM plan. This has been looked into. Local schools that offer more English. Schools a bit further away, in Belgium or Breda. The biggest competitors are the schools in Eindhoven offering bilingual education. These schools are offering much lower fees. In practice do not quite seem to be able to deliver the type of education they say they can offer (similar to ours).			

10.9% of school fees are spent on housing costs. Looking into a plan to lower the cost of the campus. Stakeholders behind the consortium expect their dividend at the end of the month. This makes it challenging. They do feel good about investing in a school like ours. This opens up an opportunity (possibly) to make this work. Learning Support Unit: this is discussed between boards within Eindhoven. There needs to be an agreement on an approach. A new director for the Samenwerkingsverband has resulted in things moving along a bit more. This does not give us any guarantees. There is a chance there are options a year from now.			
2026-2027 School fee proposals. 2499 Euro (PDB); 6690 Euro (PI). See Budgets under 'other income'. Financially it is not an option to have a 'strategically lower' fee for the international department. The only way to bring the fee down would be cutting services. Referring to MARCOM, other schools also talk about being internationally minded and offering additional support. The feedback the school has received is positive in the sense of class sizes, but also the feeling and international community. The suggestion was made to look into the design language the school uses, including the website. It is important for the school to really feature the unique selling points our departments have. PYP will also be a good selling point, so we need to make sure we can advertise this as soon as possible on the website. A formal request is needed for the school fees. It is important to do this as soon as possible, as it is important for current as well as new parents to know.			
MR-PO subcouncil Regulations <i>Formalising</i> <i>MR- PO</i> <i>Subcouncils.</i>			

These changes were initially requested April 2025. It also needs to be translated into English. There need to be separate ones for the subcouncils. Once these changes have been completed, we can also look at our huishoudelijk reglement.			
When we receive official regulations- adjust huishoudelijk reglement Director has the required information to make changes to the regulations. We can then change this in the huishoudelijk reglement.			

5 Thursday April 16 2026 -MR- PO – location JLS 18.00-20.00			
Agenda	instemming	advies	informatie
MR-PO			
Announcements GMR Process of the fusion, seems to be going pretty well. A lot of talk about how to choose the Raad van Toezicht (supervisory board) for the stichting. Three boards fusing, how many members of the Raad van Toezicht, how many should there be from each board? Who should chair it? Chair of the board was asked about mobility. ‘Something is going on in the background’, there is an expectation for something to come up soon related to mobility. The next meeting is some time in June.			X
Minutes 19-03-2026 approved	IM		
Overview from VOO consultant: Referring to the legislation for MR's: WMS. The action plan includes a decision to actually change the staffing plan of the school. Vacancies will be looked at, people will be matched to them and a recruitment procedure will happen. This means that a change has already been made compared to what the staffing plan would have been. An actual change has already been made through the vacancies that have been made available. Management began implementing personnel changes (not filling vacancies) without the prior consent of the MR. The MR declared these decisions null and void. Despite			

this legal action, management continued with the process. Advice from the VOO consultant The consultant emphasizes that a difficult financial situation does not override the law. The correct sequence is essential: Approval: Management must first seek approval for the revised staffing plan and the mobility protocol. Transparency: There must be a clear rationale behind the figures. Mobility: Voluntary mobility is also a policy matter and requires consent prior to implementation. Result Management ultimately agreed to share the necessary documents and scenarios immediately. The Works Council will receive the revised staffing plan for approval shortly, so that the legal procedure can be restored and further legal action can be avoided.			
Regulations MR Memo Medezeggenschapsreglement Medezeggenschapsreglement deelraden Medezeggenschapsreglement still needs to be updated to the new structure. Huishoudelijk reglement is not a problem. The date in this document is wrong, should be 2025, not 2026. We also need a translation in English for this document.			
6 Thursday May 28 MR-PO – location JLS 18.00-20.00			
Agenda	instemming	advies	informatie
<i>Subcouncil int dept</i>			
Traffic (mail) Survey among parents; 49 replies we can promote cycling in the Spring and summer months for our school community?			

most felt uncomfortable with the rules of cycling and some felt that the school was too far away to cycle to and from school. One observation was that the bike shed was too small. The survey and its results were discussed. In previous years, additional bike sheds were discussed within the MR. At the time, this was not a possibility. We discussed this option again and there are currently no additional plans. There is the possibility for this to be addressed in collaboration with the Parents' Committee. This particular challenge is on the Oirschotsedijk campus, there are no challenges at Jan Luikenstraat.			
Subcouncil bil dept			
MR-PO			
Announcements GMR Meeting with Raad van Toezicht, second meeting this year. A lot was about the merger, which has been approved. The future of the GMR and what this will look like is still a work in progress. There is a transition period for which there are multiple options. The decision is that during this period, until there is a formal new GMR, the decisions will be made by the existing GMRs. The process of selecting the members for the new Raad van Toezicht has been approved, there will be an almost equal distribution of members from the current Raad van Toezicht of each organisation. Chair of the board and chair of the Raad van Toezicht were positive about the current developments, the process and progress that has been made so far. There will be a meeting with the unions where the GMR is invited for the first 45 minutes, after which the board will continue to meet with the unions. There will be a follow-up meeting in September, for which the GMR is also invited. This is in connection to the merger.			X
Minutes 16-04-2026 Approved after a small change.	IM		
-Updates schoolplan ? Should it be made even more clear that we are the only international school in Eindhoven? This was contradicted, ISE is the only CIS accredited international school in Eindhoven, but there are other primary schools that are			

international and that follow IPC, which is also internationally recognised. There is also a secondary school closeby offering IB. Drops in student numbers are happening across the international primary schools in the country. More and more companies are not paying for fees and also only handing out temporary contracts, which makes it unclear for families to know how long they will stay. While families seem to be staying longer, they do not know in advance how long they will stay. Signs are positive for the future, with Big Noord as well as infrastructure around the school. DIPS schools are fighting for their existence, so changes to the IGBO rules are not likely to happen at any point. What we see at the moment is that 95% is moving back to their home country or relocating elsewhere, not moving to local Dutch schools. Is marketing and communication done by SILFO or ISE? → It is done by both. There is someone within the school and there is support from SILFO. Rephrasing of statement about the two locations, one was very positive and the other just a mention. This was edited during the meeting. A comment was made about the finances section. There is a clear explanation for what has been going on, but no explanation directly with it for what the future plans are to secure the financial health of the school. It was shared that this is not required for a school plan. There was no official request for approval, so this needs to be shared with the MR.			
Formation Difficult conversations have been held, this is in the final stages. After this, the formation can be finalised. This is phase one. If the numbers do not increase or decrease, more financial savings will be necessary in the next school year. This will be phase two. This could be an additional 5 FTE.			

It was pointed out that the MR expects this to happen according to the correct process. It was pointed out that certain questions have not been answered. As part of the answer, the director shares that the plan is still preliminary. This is not the correct order of action. According to the director, the definitive plan will come. The definitive formation plan will be presented shortly. The director is following a due process. A plan was given and the director was open on what to do. There is a disagreement from the director on the advice that was given from VOO. The director feels that he is only solving a financial problem, based on the budget, whereas the MR is of the opinion that the director is using the formation to solve this problem, which requires approval from the MR. It was shared that while savings might be needed next year, the process needs to be correct, also towards the staff. For next year, a proper mobility plan will be necessary, as it might not be possible to move staff members. The director feels that no mobility has taken place because it is within the same school, same BRIN number. The director also feels that it is not forced, even though it might feel that way.			
Policy: AI at the ISE The goal is to upskill staff, to learn how to use it ourselves and how to teach students about it. This is a requirement from the Dutch government. Students need to know how to use it appropriately, as well as how to use it safely. A concern was raised by a staff member about students being able to access a microsoft AI tool through their student account. How will we ensure this is followed? → It will keep coming back, for example during study days, during which the policy will also be referred back to. In primary a lot of the use will be through modelling by the teacher, not students trying this themselves. There is no request for approval. The MR has the intention to approve, but will for the formal request.			
Protocol: mandatory PE shirts at the ISE			

This came up in the last Parents' Committee meeting. The PE department has been requesting this, but also from the PC. The school is participating in events where other schools have shirts and they would like this to be the case for the ISE as well. They would like the shirts to be mandatory, they would be 9 to 12 euros depending on the quality. They should be used during the PE lessons as well as events. Some concerns were raised regarding keeping track of which shirt belongs to who, having to repurchase whenever the child grows out of it. The option to recycle shirts by passing it on to someone else when they grow out of it, or return it to the school so it can go to someone else. It seems wasteful for shirts to be thrown away once they do not fit anymore. It does help teachers see who got changed and who did not. What is the consequence if students do not have the shirt? You cannot exclude students from the lessons. It will stand out a lot more that they don't have their kit if they are the only one who is not wearing the same shirt. There was more agreement on the need for shirts for events, to promote the school, but less need for the shirts during PE lessons. It was pointed out that it seems more like a secondary request / need from the primary PE department.			
Final regulations ? Translated version ? There is a year that needs to be adjusted in the regulations and the MR has not received an official translation yet. The document that needs to be adjusted will be sent to the director, to ensure the correct document is adjusted and a translation can be provided.			

