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Europese School Den Haag

Dossier of conformity – Secondary, years S6-S7

BOARD OF GOVERNORS OF THE EUROPEAN SCHOOLS

Meeting on 4-6 April, 2017 in Berlin (Germany)

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Dossier of Conformity on Years S6 and S7 Of the European School of The Hague

Foreword

The European School The Hague (ESH) opened its doors in August 2012 with the Early Years classes and P1, P2 classes. One year later in 2013 the Primary department was fully established with the opening of P3–P5. Every year the growth of student numbers in our primary exceeds the prognoses. To facilitate this growth adjustments have been made to the school building over the past two years. At present 678 pupils are enrolled in our Elementary school (Nursery & Primary).

In August 2014 the first three years of our Secondary school (Observation cycle) were opened. It was decided that additional year groups in ESH Secondary would open annually. At the start of the current school year (2016/2017) ESH had the Observation Cycle and the Pre-Orientation Cycle up and running.

Last school year management and staff started the preparations for opening the final cycle, the Orientation Cycle as of the start of school year 2017-2018.

The Secondary school has three language sections; French which is offered in S1-S4, Dutch which is offered in S1-S4 and English which is offered in S1-S5. Next to this Mother tongue in Secondary is offered for Spanish, German and Italian.

Mission statement of ESH

"We want each student to graduate well-prepared both academically and personally to challenge and shape our world."

Currently 225 students are enrolled in our Secondary school and that is beyond the expectation as almost 30 new students entered our school in addition to those who were coming from our own P5. This is a very positive development which confirms the demand for ESH in the The Hague area.

Located in the international zone of the city, ESH has become an indispensable player as a provider of European schooling.

This Dossier of Conformity gives an insight into the organization of all the education cycles at ESH as well as the short and the long term objectives of the Orientation Cycle and our pedagogical priorities. This document shows that ESH fully complies with the criteria and rules for European Schooling in order to open S6 and S7.

Vision of the ESH

"The European School The Hague strives for excellence in its education to enable its students to achieve their full potential and to become well-rounded, responsible, academic and respectful European citizens."

"Due to a high level of proficiency in three languages and the high standard of the European Baccalaureate programme they are given the greatest chance of success on the widest possible stage."

I. DESCRIPTION OF SCHOOL

A. General information

1. School data

- Name of the school : Europese School Den Haag *Rijnlands Lyceum*
- Address : Houtrustweg 2, 2566 HA 's GRAVENHAGE
- Phone : +31 70 700 1600
- Fax : Not applicable
- E-mail : administration@eshthehague.nl
- Web site : www.eshthehague.nl

2. Status:

- State / private / recognised or other status (*Please give details*) :
State (public sector) school: Supervisory body Ministry of Education, Dutch Education Inspectorate, Executive Board of the Foundation Het Rijnlands Lyceum
Independent school: recognised by; The national authorities, the local authorities and fully independent
- Funding of the school
 - State Yes
 - Private Yes
- Mixed (*please give details*): Yes

The School is subsidized by the Dutch Ministry of Education. In Nursery/ Primary education this is a regular subsidy per pupil of approx. €5000 plus an additional €500 per pupil as a Dutch international school. In Secondary education it is a regular subsidy per pupil of approx. €7000 plus an additional €600 per pupil as a Dutch international school. The Municipality of The

Hague provides the buildings and subsequently gives legal ownership of the building to the Executive Board of the school. External and internal maintenance are subsequently to be paid by the school.

Given the fact that the government subsidy does not cover all the cost of an international or European school an additional compulsory school fee is asked from the parents.

The school fee is set yearly by the Rijnlands foundation. The amount of the school fee is equal to the EU contribution per EU staff pupil as laid down in the Commission Decision education allowance decided by the European Commission 01-08-2013 C (2013) 4886 final. Staff covered by the Staff Regulations of Officials and Conditions of Employment of other Servants of the European Communities (e.g. Europol, Eurojust and the European Commission Staff Members) are exempted from paying school fees in accordance with the Commission's decision.

The school fee set, is to be paid by parents of so called Category III pupils as well as by parents of the children of the Members of the national liaison bureau/national desks of EU agencies which do not fall under the Commission Decision *C(2010) 7993 final of 8.12.2010*, but for whom unlimited access shall be granted (EPO and ESA/ESTEC).

Study books are provided for by the schools.

3. Structure of school

- o Teaching levels *(please give details of the age range of the pupils):*

(Information about the national education system may be attached in annex...)

- nursery Yes
 - number of years: 2 years
 - age range of pupils: 4 to 6
- primary Yes
 - number of years: 5 years
 - age range of pupils: 6 - 11
- secondary Yes
 - number of years: 7 years
 - age range of pupils: 11-18
- Where applicable, links with other schools for teaching levels not catered for by the school itself: *(please give details)*
 - o National state school No
Teaching levels concerned:
 - o National private school No
Teaching levels concerned:
 - o Other (please give details) Yes
Teaching levels concerned:

The International School of The Hague is also part of the Rijnlands Lyceum foundation. The school provides the "Middle Years Programme" and "Diploma Programme" of the IB organisation, a separate teaching level resulting in a certificate. Additionally the International School intends to add a vocational programme to its IB diploma programme, the so-called IBCP. This international IB careers programme would seem to fill an

educational gap in for those children for whom the IB examination or the EB examination would be out of reach. The Hague also offers a number of international Further Education Programmes of a vocational nature for students after four years of international secondary education.

By employing the schools in the national support network, there are also options to link to Dutch national schools at a lower level (for example Maris College, who provide Dutch-English bilingual education on a pre-vocational level).

By working together with the German International School in The Hague, we can also provide the option for students to go to the level of Realschule there, if they are eligible for education in German and unable to complete the level at our school.

4. Number of pupils in the school / institution

- Total number of pupils: 888 (1 October 2016)
- Number of pupils per teaching level:
 - nursery: 201
 - primary: 464
 - secondary: 223

5. Management

- Head: Director: Mr. Frans van de Kerkhof
- Deputy Head(s):
 - Deputy Director Primary: Mr. Eugene Voorneman
 - Deputy Director Secondary: Mrs. Deirdre Davis-Byrnes
 - Support Leader: Mr. Jaap Marsman
- Facility Manager: Mrs. Danielle Eijkenbroek
- Head(s) of teaching levels: Middle Management Primary,

Middle Management Secondary

- Head(s) of department (by subject): One co-ordinator teacher per subject department
- Educational adviser(s): Mentors, career counsellor
- Others: support department, school psychologist, speech therapist, librarians.

6. Administrative bodies

Decision making bodies

- Administrative Board:

Yes

In compliance with Dutch Law on Educational Governance there is an Executive Board (the Executive Director) and a Supervisory Board (five members)

- Advisory bodies:
 - a participation council for the Nursery and Primary School consisting of teacher and parent representatives
 - a participation council for the Secondary School consisting of parent, teacher and student representatives
 - a Parent Teacher Association with an elected board that can advise school management on matters not dealt with by the participation councils
 - a School Advisory Board in which the four European organisations supporting the School in The Hague will be represented
 - a Joint Participation Council at foundation level for with a parent and teacher representative from the school participation council Primary
 - a Joint Participation Council at foundation level for with a parent, student and teacher representative from the school participation council Secondary

B. EUROPEAN SCHOOLING

- Whole school devoted to European schooling? Yes
- Section or part of school devoted to European schooling? No
- Prior existence in the school of international and/or bilingual education other than European schooling No

Please, give details :.....

.....

- **School development plan in relation to criteria for European Schooling**
(Please give summary here. Attach other documents in Annex if necessary)

- Objectives *(please be as precise as possible)*:

- short-term:

- To introduce and develop European schooling in conformity with the European School system for S6 and S7, further building on and in accordance with our already accredited cycles.

- long-term:

- To successfully implement the introduction of the European Baccalaureate, developing protocols and policies to support effective teaching and learning in the Orientation Cycle.
 - To establish an excellent careers and higher education program, offering students individualized guidance on further education and career choices, taking into account the European dimension.

- Pedagogical priorities:

- Investing in harmonization and forward planning of all our subjects.
 - Define a common baseline in the pedagogical climate in our classes.

- Continuous development of teaching skills related to differentiation (outcome-driven approach) and developing our students into autonomous learners (e.g. Cooperative Learning Strategies, talented-gifted).
 - Further development of mentor skills (setup of a mentor programme with a focus on “learning to learn” and “social skills”).
 - Implement a student portfolio in line with national requirements of the “Plus Document”.
 - Continuous development in the usage of digital learning technologies (e.g. digital content, testing, *Itslearning*, etc.)
 - Further development of standardized assessments as a benchmarking tool
- European dimension: European dimension is enhanced through a range of different projects and events organized in the school, (for example, the European Day of Languages and multi-lingual theatrical performances) co-operation among language sections, in language teaching as well as in history and geography teaching, through links with other schools and international language trips.

1. Organisation of European schooling

a) Teaching levels planned:

- Nursery (already accredited) Yes
- Primary (already accredited) Yes
- Secondary (already accredited up to S5) Yes

b) Number of pupils:

(please complete the table)

		English Language section			French Language section			Dutch Language section			Spanish Language section			German Language section		
		enrolled	cat. I	other	enrolled	cat. I	other	enrolled	cat. I	other	enrolled	cat. I	other	enrolled	cat. I	other
Nursery	Year 1	34	33	1	18	14	4	24	23	1	9	8	1	12	7	5
	Year 2	49	45	4	16	10	6	17	14	3	11	7	4	11	10	1
	TOTAL :	83	78	5	34	24	10	41	37	4	20	15	5	23	17	6
Primary	Year 1	38	32	6	20	11	9	17	14	3	5	3	2	19	17	2
	Year 2	60	50	10	16	10	6	32	27	5	5	3	2	15	14	1
	Year 3	37	26	11	6	4	2	24	18	6	8	5	3			
	Year 4	45	29	16	17	13	4	21	14	7	4	1	3			
	Year 5	37	27	10	15	9	6	19	15	4	4	3	1			
	TOTAL :	217	164	53	74	47	27	113	88	25	26	15	11	34	31	3
Secondary	Year 1	44	30	14	5	3	2	16	11	5						
	Year 2	34	28	6	14	8	6	15	12	3						
	Year 3	23	15	8	7	6	1	10	6	4						
	Year 4	24	17	7	6	5	1	6	5	1						
	Year 5	19	14	5												
	Year 6															
	Year 7															
	TOTAL :	144	104	40	32	22	10	47	34	13	0	0	0	0	0	0
TOTAL:	444	346	98	140	93	47	201	159	42	46	30	16	57	48	9	

c) Languages

- Pupils whose mother tongue is different from that of the language section in which they are enrolled:

- Pupils' mother tongues - number of pupils involved:

<i>Lang.</i> <i>Level</i>	<i>Languages</i>									
	Bulgarian	Hungarian	Polish	Portuguese	Romanian	Slovenian	Swedish
Nursery	3	7	9	5	9	5	2			
Primary	6	7	19	12	19	5	6			
Secondary	3	8	4	5	x	3	x			
TOTAL										

- Number of pupils receiving mother tongue tuition

<i>Lang.</i> <i>Level</i>	<i>Languages</i>									
	Finnish	German	Greek	Italian	Spanish
Nursery	7	27	9	23						
Primary	6		3	34						
Secondary	x	6	x	26	12					
TOTAL	13	33	12	83	12					

- All pupils:

- First foreign language of students (L2)

<i>Lang.</i> <i>Level</i>	<i>Languages</i>			
	French	English	German	...
Nursery	NA	NA	NA	
Primary	129	279	55	
Secondary	88	105	30	
TOTAL	217	385	85	

- Do pupils learn the language of the country? Yes
- Is this language learning:
 - compulsory Yes
 - optional No
- Number of pupils studying the language of the country as:
 - L1 (mother tongue): 154 in Primary / 44 in Secondary
 - L2: N/A
 - L3: 91 in Secondary
 - L4: 2 in Secondary

d) Curriculum

• **Syllabuses in primary education**

- national Yes No X
- European Schools Yes X No
- mixed (please give details)..... Yes No X
- specific (please give details)..... Yes No X

• **Syllabuses in secondary education up to secondary year 5 (inclusive)**

- National Yes No X
- European Schools Yes X No
- mixed (please give details)..... Yes No X
- specific (please give details)..... Yes No X

• **European schooling in secondary years 6 and 7**

- Anticipated date of opening of year 6 1st Sept 2017

o Intention of organizing the European Baccalaureate in the school Yes

o Anticipated date of organization of the first European Baccalaureate

July 2019

e) Additional information

• **Weekly timetables and School calendar**

- minimum of 33 - 34 periods per week according to academic choices and year group: S1 -S2 - 34 periods; S3 - S5 33 periods
- nine periods per day each lasting 45 minutes
- number of school days: in accordance with Dutch regulations a minimum of 189 school days, which exceeds the European Schools requirement of 180 days
- division of the school year: two semesters
- breakdown of school holidays in conformity with the European Schools calendar and Dutch regulations

• **Assessment of pupils**

- frequency of reporting: at least four times a year
- there are class councils for each class following the completed written report
- parents and pupils will be able to monitor progress via *ItsLearning*
- both formative and summative assessment in accordance with the General Rules of the European School

• **Provision for pupils with special educational needs**

- the provisions on support for the S6 and S7 years are offered in compliance with the policy on support and as described in the provision document as provided by the European Schools.
- a support coordinator is responsible for requesting and collecting information about students, developing timetables for students requiring additional support lessons, organizing additional testing, maintaining EduKey where staff can access information about individual students special needs and requirements
- support lessons are provided by specialist subject teachers according to identified need

• **Career guidance for pupils at secondary level**

Yes X No

- **Extra-curricular activities**

Activities offered: additional musical activities (school bands, orchestra, choir), after school activities (e.g. Pilates, robotics), excursions and trips

- in the school Yes X No
- outside the school Yes X No
- organised by
 - the school Yes X No
 - parents Yes X No
- free of charge Yes X No
- charge made Yes X No

- **Communication with parents**

- Means:

- school reports Yes
- meetings Yes
- mail Yes
- internet Yes
- newspaper Yes

- Frequency of meetings: there are two parent-teacher evenings scheduled each year. Individual appointments can always be made at the digression of the teacher or the parent.

- Type of meetings or interviews: structured and formal interviews with class teachers; one meeting in semester 1 with mentor; information evenings P5-S1, S3-S4, S5-S6; regular information coffee mornings.

- **Links with the European Schools system**

ES The Hague is working together closely with the European school Bergen. ES The Hague staff attend all INSET training provided by the European Schools. ES The Hague is a part of the Accredited European Schools Network (AESN).

2. Staff

a) Management

- **Specific management**, if applicable: Yes
- Head teacher (for each teaching level) Yes
- Head(s) of language section(s) No
- Others Yes

b) Teaching staff

- **Number of teachers:** *Currently 35, with more staff to be employed for the Baccaureate years as the school grows*

- **Teachers' remuneration**

- National authority of the host school responsible for remuneration Yes No X
- School itself responsible for remuneration Yes X No

- **Recruitment of teachers** (*Please give details on how teachers are recruited*)

School has developed its own recruitment process in accordance with Dutch legal requirements and the General Rules of the European Schools. Positions are advertised on the School's website, on the Rijnlands Lyceum website and, if applicable, on international recruitment portals, such as The Times Educational Supplement, for example. All advertisements are also shared with the Bureau of the Secretary General of the European Schools for distribution there.

- **Evaluation of teachers' performance** Yes
 - by the Head Yes
 - by national inspectors of the subject Yes
 - by European School inspectors Yes
- Frequency: The evaluation of teachers' performance is done once a year, following a three-year cycle with a different focus each year.
- **In-service training of teachers** Yes
 - by whom: European school inspectors, European school The Hague

- frequency: The school organises five In-service training days each year. The INSET as provided by the European School system are attended by all relevant staff members for the training provided.

3. Equipment and facilities

a) Teaching materials and equipment

School provides all class books and textbooks, all classrooms have at least one computer and there are two laptop trolleys and one fully-equipped ICT room that can be reserved by class teachers, there is a well-stocked library, including a range of DVDs and books on tape, fiction and non-fiction texts in both the languages of the language sections and other European languages, graded reading texts for beginner readers in English, a suite of computers in the library for the use of students to do independent work, four fully-equipped science laboratories. Each classroom is equipped with a digital whiteboard.

b) Buildings

- Purpose-built or specially fitted out premises for European schooling (where applicable) Yes
 - Area: The Hague, The Netherlands
 - Number of classrooms: 65
 - by teaching level:
 - nursery: 13
 - primary: 31
 - secondary: 21
 - libraries Yes
 - gymnasias Yes
 - ICT rooms Yes
 - art rooms Yes
 - music rooms Yes
 - others: common room Yes
- Number of specially equipped laboratories for science lessons: 4

- Number of computers in classrooms: There are 40 laptops available plus a fully equipped ICT lab with 25 computers.

4. Funding of European schooling

- | | |
|--|-----|
| • By the supervisory body | Yes |
| – state (public sector) | Yes |
| – local authorities | Yes |
| – private (private sector) | No |
| • School's own funds | No |
| • Parents | Yes |
| ○ fees | Yes |
| ○ charges | Yes |
| ○ voluntary contribution | No |
| • European Commission ¹ | Yes |
| • European Agency or Institution | Yes |
| • International Institution | No |
| • Financial burden-sharing arrangements..... | Yes |

Please attach summary annual budget in the Annex.

¹ The terms and conditions for the payment of a possible contribution of the European Commission to Accredited European Schools granting free of charge priority access to children of staff of the European institutions and other bodies are subject to European legislation.

II. Criteria and Rules for European schooling

5. Reason for the introduction of European schooling

- Existence of a European Institution/Agency Yes
 - If so, which one: Europol, Eurojust, EPO, ESA-ESTEC, European Commission
- Existence of an international institution No
 - If so, which one:.....
- Other reason:.....

6. Critical criteria and rules

a) Languages

- Number of language sections: 3 in Secondary (currently), 5 in Primary
(*non-binding objective: 3 language sections*)
- Language(s) of language sections:
 - English
 - Dutch
 - French
 - German (Nursery/Primary only)
 - Spanish (Nursery/Primary only)
- Section in the vehicular language(s) : Yes X No
(*at least one is compulsory*)
 - In which language (s): French, English, German (Nursery/Primary)
- Section in the language of the host country (*non-binding*) Yes X No
 - In which language: Dutch
- Specific tuition in the language(s) of the section(s) for pupils whose mother tongue is different from that of the language section in which they are enrolled (*priority*) Yes X No
- Provision of mother tongue tuition for pupils whose mother tongue is different from that of the language section in which they are enrolled (*priority*) Yes X No

- by a teacher from the actual school Yes X No
- using distance learning techniques Yes No X
- in cooperation with the European Schools Yes No X
- in cooperation with other schools or with embassies Yes No X
- Provision of vehicular languages as L2 (*compulsory*) Yes X No

Which ones: FR X

EN X

DE X

- Subjects taught in L2 up to year 5 secondary Yes X No
 - History and geography Yes X No
 - Others: Ethics Yes X No

.....

.....

These subjects:

- have a timetable at least equivalent to that of history and geography Yes No X
- require good communication skills in the language concerned Yes X No
- After year 5, history and geography taught in L2 (*compulsory*) Yes X No
- Teaching of a Language 3 from secondary year 2 onwards (*compulsory*) Yes X No
- Teaching of a Language 3 before secondary year 2 Yes X No
 - If so, from which year onwards: Secondary 1

b) Teaching

- **European schooling up to secondary year 5 (inclusive)** Yes X No
 - Teaching following the European Schools' primary syllabuses Yes X No

- Teaching following the European Schools' syllabuses up to secondary year 5 Yes X No
- Teaching following national syllabuses Yes No X
- Other

- **European schooling in secondary years 6 and 7** Yes X No
- Teaching organized in cooperation with a fully-fledged European School (*compulsory*) Yes X No
- Teaching following the European Schools' syllabuses exactly (*compulsory*) Yes X No
- Preparation for the European Baccalaureate Yes X No
- Is a broad range of subject options available to pupils at years 6 and 7, including f. ex. languages, physical sciences, human sciences, etc.? (*Please give details*) Yes X No

Students will choose options from a full range of subject-choices, including: languages, physical sciences, human sciences.

c) Teachers

- **Qualifications**
 - Teachers are native speakers of the language in which they teach Yes No X
 - Teachers are holders of the academic and professional qualifications required to teach the subject in question in the country or countries (case of a language spoken in several countries) of the language of which they teach (*compulsory*) Yes X No
- **Recruitment of teachers**
 - Recruitment of teachers organized in cooperation with the educational authorities of the country in which they are qualified and registered to teach (*compulsory*) Yes X No

NOTE: The Board of Governors plans that the pedagogical authorities of the teacher's country will carry out pedagogical and, if necessary, administrative monitoring of these teachers, as part of cooperative arrangements, the details of which still have to be determined

7. Rules specific to the European Schools which are not critical for accreditation purposes

- Possibility of admitting and catering for SEN (special educational needs) pupils Yes
- Organization of learning support planned Yes
- Organization of religion and/or ethics courses (*desirable*) Yes
- If not, teaching of
 - factual religion Yes No X
 - civics Yes No X

III. ANNEX:

1. List of the employed teachers

a) Nursery Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognized by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
BALLESTER, Laura	Spanish	Spanish	Yes	3/2/2014
BOSMAN, Martine	Dutch	Dutch	Yes	1/8/2014
CHANEL, Violaine	French	French	Yes	1/8/2015
DIJKSTRA, Anne-Marie	English	Australian	Yes	1/8/2012
GALANOU, Vaia	English	Greek	Yes	18/12/2012
HOENSELAAR, Nicole	Dutch	Dutch	Yes	1/8/2004
KERHOUSSE, Virginie	French	French	Yes	1/8/2014
PORTER, Elizabeth	English	British	Pending application for recognition	1/8/2016
SCHLAUG, Sandra	German	German	Yes	1/8/2014
SCHLEIMER, Kathleen	German	German	Pending application for recognition	1/8/2016
SMIT, Debbie	English	Australian	Yes	27/10/2014
WALTON, Natasha	English	British	Pending application for recognition	1/8/2016
WOUDE van der, Marijke	Dutch	Dutch	Yes	1/8/2016

b) Primary Teachers

Class Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognized by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
ASBECK van, Charlotte	Dutch	Dutch	Yes	2/4/2013
BERRY, Anthony	English	British	Yes	1/8/2015
DAVIES, Mark	English	British	Yes	1/8/2016
DIJKEN van, Gertie	Dutch	Dutch	Yes	1/8/2013
FERRI, H��l��ne	French	French	Pending application for recognition	1/8/2016
FITZPATRICK, Alexandra	Dutch	Dutch	Yes	1/8/2015
GARRIDO, Irene	Spanish	Spanish	Yes	1/8/2014
LANGHORST, Eveline	Dutch	Dutch	Yes	8/11/2013
LEVACK, Lorna	English	British	Yes	1/8/2013
LUSTREMENT, J��r��mie	French	Belgian	Pending application for recognition	1/8/2016

MATE, Gareth	English	British	Yes	1/8/2015
MOREEL, Sandra	English	Dutch	Pending application for recognition	1/2/2016
PARLANE, Chloe	English	British	Pending application for recognition	1/9/2016
PETERS, Laura	German	German	Yes	1/2/2016
PREUD'HOMME, Aurore	French	French	Yes	1/8/2016
PRUSSE, Daniela	German	German	Yes	1/8/2016
REED, Robert	English	British	Yes	1/8/2016
SANDEN van de, Marcel	Dutch	Dutch	Yes	1/8/2016
SCHAIK van, Debbie	Dutch	Dutch	Yes	1/8/2015
SENA de, Pilar	Spanish	Spanish	Pending application for recognition	1/8/2016
SIFFER, Elodie	French	French	Yes	1/8/2016
SLEGG, Rebecca	English	British	Yes	1/8/2012
WALLACE, Paul	English	British	Yes	1/6/2014
WHEELER, Katy	English	New Zealand	Pending application for recognition	18/1/2016
WRIGHT, Amy	English	South African	Yes	1/8/2014

Nursery/Primary Mother Tongue Teachers

Name	Section	Nationality	Qualifications * recognised by Dutch Ministry of Education	Hiring date
FORSTER, Ines	German	German	Yes	1/8/2012
GOMZINA, Irina	Finnish	Latvian	Yes	1/8/2016
KEIBEL, Laura	German	German	Yes	1/8/2015
MALTEZAKI, Maria	Greek	Greek	Yes	22/9/2014
NOOMEN, Hanna	Finnish	Finnish	Yes	1/8/2013
TOTA, Vincenza	Italian	Italian	Yes	7/9/2015

Nursery/Primary L2 Teachers

Name	Section	Nationality	Qualifications * recognised by Dutch Ministry of Education	Hiring date
BROWN, Vanessa	German	Luxembourgish	Yes	26/8/2013
HENRY, Anna	English	British	Yes	1/8/2013
MOULIN, Marion	French	French	Pending application for recognition	1/8/2015
ROUX, Guillaume	French	French	Pending application for recognition	1/8/2012
ZONNEVELD, Jessica	English	New-Zealand	Yes	1/8/2013

Nursery/Primary Dutch as Additional Language (DAL) Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognised by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
ALLEBLAS, Marjolein	Dutch	Dutch	Yes	1/8/2016
GELDER van, Corien	Dutch	Dutch	Yes	1/8/2014
JONG de, Klaas	Dutch	Dutch	Yes	1/8/2013
STEENWIJK, Merel	Dutch	Dutch	Yes	1/8/2016

Nursery/Primary Specialist Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognised by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
KLARENBECK, Paul	Music	Dutch	Yes	1/8/2015
KORTEKAAS, Kasja	Physical Education	Dutch	Yes	2/9/2013
SERRA CASAS, Jordi	Physical Education	Spanish	Yes	22/8/2016

c) Secondary Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognised by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
BEIJE, Martin	Integrated Sciences	Dutch	Grade 2 Physics and Biology	1/8/2015
BONNET, Eric	Integrated Sciences	French	Pending application for recognition	1/8/2015
BROWN, Lyn	Physical Education	Irish	Grade 1 PE	1/8/2016
CALTON, Clare	English	British	Grade 1 English	1/8/2014
COOPER, Mark	Section	British	Pending application for recognition	1/8/2016
SCHUTTER de, Xavier	Human Sciences	Belgian	Pending application for recognition	1/8/2016
VRIES de, Bernard	Human Sciences	Dutch	Grade 1 Geography	1/8/2015
EDIXHOVEN, Susanna	Music	Dutch	Pending application for recognition	12/9/2016
EMERY, Caroline	English	British	Grade 1 English	1/8/2015
GIMINEZ RUIZ, Elisabet	Spanish	Spanish	Grade 1 Spanish	1/8/2016
GOMZINA, Irina	Economics	Latvian	Pending application for recognition	1/8/2016

GOSENS, Wiebke	German	German	Pending application for recognition	1/8/2016
HAGEN, Beatrice	History	Swiss	Grade 1 Human Sciences	1/8/2014
HAPEK, Guillaume	French	French	Pending application for recognition	1/8/2014
JOHANN-VESELINOV, Eva	German	German	Grade 1 German	1/3/2016
KATANOU, Theodora	Classical languages	Greek	Grade 1 Greek and Latin	1/8/2014
KEITA, Tijen	German	German	Pending application for recognition	1/8/2015
KNOCKAERT-BOYER, Beatrice	French	French	Grade 1 Mathematics and Science	1/8/2016
KOKS, Frans	History	Dutch	Grade 1 History	1/8/2014
LOHMAN, Anton	History + Dutch	Dutch	Grade 1 Dutch	1/8/2016
MADAHAR, Sunneel	Integrated Sciences	British	Grade 1 Biology and Science	1/8/2014
MARTENS, Arline	Dutch	Belgian	Grade 1 Dutch	1/8/2014
OLIVERA-SOTO, Elena	Spanish	Spanish	Grade 1 Spanish	1/8/2014
OOSTERMAN-NEUHUIJS, Cheryl	Music	Dutch	Grade 1 Music	1/8/2009
PALTE, Ellen	Mathematics	Dutch	Grade 2 Mathematics	1/8/2014
PARRINELLO, Lilliana	Mathematics	Italian	Grade 1 Mathematics	1/8/2016
POULAIN, Marie	French	Belgian	Pending application for recognition	1/8/2016
SANDER, Anne	German	German	Grade 1 English	1/8/2014
SELEN, Pieter	Sciences	Dutch	Grade 2 Physics	1/8/2015
STANESCU, Corina	French	French	Grade 1 French	1/10/2014
BRUGGEN van der, Leon	Physical Education	Dutch	Grade 1 PE	1/8/2016
HEESWIJK van, Saskia	Mathematics	Dutch	Grade 1 Mathematics	1/8/2016
TEUNISSEN, Nicolet	Art	Dutch	Grade 1 Art Education	1/8/2008
TORACCA, Donatella	Italian	Italian	Grade 1 Italian	1/8/2016

d) Support Teachers

<u>Name</u>	<u>Section</u>	<u>Nationality</u>	<u>Qualifications *</u> <u>recognized by Dutch</u> <u>Ministry of Education</u>	<u>Hiring date</u>
CLENTON, Denise	Support	British	Yes	1/8/2013
FERRARI, Yasmin	Support	British	Yes	3/3/2014
O'NEILL, Camille	Support	French	Yes	1/8/2014
POUGET, Muriel	Support	French	Yes	1/8/2015
SCHOUTE, Quincy	Support	Dutch	Yes	10/6/2013
SCHREUDER, Annemarie	Support	Dutch	Yes	1/11/2014

2. Financial estimate 2017-2020

ESH-ELM		Budget	Budget	Budget	Budget
		2017	2018	2019	2020
BATEN					
3.1.1	3.1.1 Subsidy Ministry of Education	2.949.700	3.318.600	3.568.900	3.585.300
3.1.2	3.1.2 Additional subsidies Min. of Education	349.000	411.200	463.500	504.100
	3.1 Total subsidies Min. of Education	3.298.700	3.729.800	4.032.400	4.089.400
3.2	3.2 Other subsidies	101.100	110.000	112.700	114.000
3.5.1	3.5.1 Parent Contribution	4.180.500	4.690.800	5.327.300	5.484.800
3.5.2	3.5.2 Other Contributions	48.100	53.900	61.100	63.000
3.5.6	3.5.6 Other revenues				
	3.5 Total other revenues	4.329.700	4.834.700	5.501.100	5.661.800
3.	Total Revenues	7.628.400	8.584.500	9.551.500	9.751.200
LASTEN					
4.1.1	4.1.1 Wages and salaries	4.916.400	5.846.000	6.479.600	7.145.800
4.1.2	4.1.2 Additional staff costs	423.700	443.100	444.400	409.000
	Staff training	87.300	94.600	110.600	120.800
4.1.3	4.1.3 Benefits (unemployment etc.)	-34.300	-34.300	-34.300	-34.300
	4.1 Total staff costs	5.985.100	6.349.400	7.000.500	7.641.300
4.2.1	4.2.1 Depreciation buildings & estates	179.000	179.000	129.900	49.900
4.2.2	4.2.1 Depreciation furniture and equipment	229.500	207.100	188.800	241.900
	4.2 Total depreciation	408.500	386.100	318.700	291.800
	4.3 Total cost of accommodation	536.100	536.100	466.100	486.100
4.4.1	4.4.1 Administrative costs	35.100	35.100	35.100	35.100
4.4.2	4.4.2 Small furniture, fixtures and school materials	224.500	284.000	259.000	224.500
4.4.2.1	4.4.2.1 ICT-costs	181.000	149.000	149.000	149.000
4.4.4	4.4.4 Other Costs	588.500	621.100	655.300	664.000
	4.4 Total organizational expenditures	1.029.100	1.089.200	1.098.400	1.072.600
4.	Total Costs	7.366.800	8.360.800	8.881.500	9.471.800
5.	Total financial revenues and expenditures	-600	-600	-600	-600
	Total result	261.600	223.100	649.400	278.800

This budget is based o.a. on the points mentioned below

Students (ILT 1st of October year before)				
ILT (T-2)	538	668	749	850
ILT (T-1)	668	749	850	875
FTE 7/12 -5/12	88,3/88,3	88,3/103,3	103,3/120,8	120,8/120,8
Investments	460.509	260.000	385.000	760.000

ESH-SEC		Budget	Budget	Budget	Budget
		2017	2018	2019	2020
BATEN					
3.1.1	3.1.1 Subsidy Ministry of Education	1.553.600	2.086.700	2.647.300	3.110.700
3.1.2	3.1.2 Additional subsidies Min.of Education	172.300	230.400	291.800	342.800
	3.1 Total subsidies Min. of Education	1.725.900	2.317.100	2.939.200	3.453.500
3.2	3.2 Other subsidies	2.500	1.000	1.000	1.000
3.5.1	3.5.1 Parent Contribution	2.111.500	2.841.900	3.600.900	4.227.000
3.5.2	3.5.2 Other Contributions	25.700	39.900	42.400	49.400
3.5.6	3.5.6 Other revenues	1.000	1.000	1.000	1.000
	3.5 Total other revenues	2.140.700	2.877.800	3.645.300	4.278.400
3.	Total Revenues	3.866.600	5.194.900	6.584.500	7.731.900
LASTEN					
4.1.1	4.1.1 Wages and salaries	2.681.900	3.250.900	4.376.000	4.935.700
4.1.2	4.1.2 Additional staff costs Staff training	114.800 36.300	149.100 45.500	167.500 61.200	178.600 68.800
4.1.3	4.1.3 Benefits (unemployment etc.)	-	-	-	-
	4.1 Total staff costs	2.899.000	3.445.500	4.604.700	5.182.900
4.2.1	4.2.1 Depreciation buildings & estates	6.600	6.600	6.600	6.600
4.2.2	4.2.1 Depreciation furniture and equipment	64.000	204.800	285.200	215.800
	4.2 Total depreciation	70.600	211.400	291.800	222.400
	4.3 Total cost of accommodation	131.100	309.300	410.000	489.900
4.4.1	4.4.1 Administrative costs	14.900	25.500	36.500	38.500
4.4.2	4.4.2 Small furniture, fixtures and school materials	124.400	155.100	159.400	189.400
4.4.2.1	4.4.2.1 ICT-costs	63.000	93.700	148.500	147.000
4.4.4	4.4.4 Other Costs	458.300	509.200	550.000	589.500
	4.4 Total organizational expenditures	660.600	777.300	894.400	964.400
4.	Total Costs	3.695.300	4.737.700	6.201.800	6.835.600
5.	Total financial revenues and expenditures	-100	-300	-100	-200
	Total result	171.200	457.100	382.600	876.200

This budget is based o.a. on the points mentioned below:

Students (ILT 1st of October year before)	223	300	380	446
FTE 7/12 -5/12	36,3/36,3	36,3/58,3	58,3/65,3	65,3/73,3
Investments	31.900	755.000	1.255.000	1.005.000

Opinion of the Joint Teaching Committee

The Joint Teaching Committee expressed a favourable opinion on the dossier of conformity (years S6 and S7) of *Europese School Den Haag* and invited the Board of Governors to approve it.

