

Notulen MR-vergadering 18 januari 2021

16.30 - 17.45

Aanwezig: Teacher PO, Teacher PO, Estevan, Teacher VO, Parent PO, Parent VO, Student VO, Parent PO, Student VO, OOP VO.

Kijkt mee: Nelleke, Jean, Marjolein, Jens, Maria, Student VO.

1) Opening (16.30)

2) Vaststellen agenda -

- Point 7 first to agree on:

7. Vaststellen voertaal van de vergadering (EN of NL)

- i) Decided: Meetings in English, documents in Dutch/English.
- The agenda is approved.

3) Accorderen notulen vergadering van 5 januari 2021.

- Approved, and are considered part of the old MR documentation.

4) Korte terugblik op oude en vooruitblik op nieuw MR

- Previous meeting was looking back at the old MR. Now a fresh start with the new MR. We leave the documents of the past in the past.

5) Kennismakingsrondje

- English and Primary teacher group 5: view on working towards finding solutions. Constructive and positive should be the tenure.
- Primary teacher: Since 2 years DENISE, primary group 7 & drama ½ and secondary, where education takes shape - influence the school and progress in education transparency, work together to common goal.
- **Parent PO1**: From Tokyo, in NL since 2010. Rainbow family, diversity and inclusion. The more diverse, the better the kids can shine. She wants to bring in her experience regarding workplace inclusion.
- **Parent VO**: From Israel, 2 sons in PO (group 8) and VO (group 9).
Want to contribute to where the school is going.
- **Parent VO2**: Parent at DENISE since 2015. The atmosphere of the school has changed positively, and she wants to make sure this will stay.
- **Teacher VO**: Chemistry and Physics teacher. Has experience as MR member in previous school. Wants to help professionalise DENISE: keep the good, contribute to what can be improved. Work from collaboration and transparency.
 - **Teacher VO**: Teacher M&M in IMYC, IB History teacher and EE/PWS coordinator. Likes the school: very creative and inclusive. Now wants to contribute to professionalise the school now that it's growing, to set a clear framework that creates transparency and that keeps the creative mindset of the school.
- **Student VO**: 14i IB student, will be graduating in June. Wants to contribute to the school and gain new experiences.

- **Student VO:** 14havo, has gone through all the different classes of DENISE and wants to help improve the programs she knows through experience. Will be graduating in June.
- **OOP** (after being installed) wants to think about hygiene and safety and is now part of the VMR.

6) Eventueel mondelinge informatie / Updates over:

- **Notulen en documenten van de vorige MR**
 - i) We leave them archived.
- **DENISE Statuten en Reglementen**
 - i) 3 levels that show contradiction regarding the DENISE VMR:
 - (1) GMR reglementen: according to this reglement, DENISE has 2 different MRs with 2 different brin-numbers: PO = 24TC, VO = 17YS.
 - (2) Espritscholen MR reglementen: according to this reglement, only DENISE VO MR (17YS) exists.
 - (3) DENISE VMR reglementen: DENISE has a united PO-VO-MR.

These discrepancy between these rules regarding how the MR at DENISE is organised, might occur later.

- **MR Huishoudelijk Reglement**
 - i) Does not exist yet, is not developed in the previous 5 years by the old MR. We need to compile this. Teacher VO comes with a first proposal.
- **Veiligheid**
 - i) Corona: Principal compiled rules for corona (using Dutch laws), and the old MR has approved it.
 - ii) Safety of students, employees, school.
 - (1) Student and PO parent want to dive into this
 - (a) PO parent:
 - (i) rainbowgroup
 - (ii) How is bullying/safety organised at school
 - (b) Student: mental health awareness + bullying is still happening and rules are not followed?
 - (2) Teacher VO suggests that we put Safety (Corona and Social/mental) on the agenda every MR meeting
- **Taakverdeling in de MR is being mentioned.** We will come to it on point 8: i)
 - Voorzitter
 - ii) Secretaris
 - iii) GMR PO-lid
 - iv) GMR VO-lid
- **Vergaderplanning (t/m september 2021)**
 - i) Proposal: make plan until summer + one meeting after summer holiday.

- ii) Until Summer: meeting every 5-6 weeks (so 5-6 meetings until summer)
 - iii) Best days agreed on: Monday and Tuesday
 - iv) We set a date for the next meeting: **8 or 9 February 2021**
 - v) And for the last meeting planned so far: third week after summer.
- **Jaarplan MR**
 - We discuss the example format given by AOB.
 - i) Formatieplan is the first big thing we need to read through and accord.
 - Principal will lead us through the Formatieplan
 - ii) Teacher PO: PO related: personnel is allowed to decide on workload, division of hours etc. In CAO Primary it stands. Only MR PO personnel. This illustrates the difficulty regarding 1 or 2 MRs at DENISE. We need to look at this.
- **Scholing MR**
 - i) Union offers MR courses
 - (1) Invite someone to school
 - (a) Parent VO would like to follow in English - we can ask someone from the union
 - (2) PO/VO discrepancy, but teacher PO says the difference is not that big.
- **Verslaggeving MR ([huidige verslaggeving](#) op website moet geupdate worden)**
 - i) teacher PO would like to find out about how to put notes on the website.
- **Ingekomen stukken**
 - i) OOP would like to be the representative. He introduces himself. The VMR welcomes him.

7) Vaststellen voertaal van de vergadering (EN of NL)

- See Point 2.

8) Vaststellen rolverdeling van de MR

- Voorzitter - Teacher VO 1
- Secretaris - Teacher VO 2
- GMR PO-lid - Teacher PO
- GMR VO-lid - to be decided on later

9) Vaststellen vergaderplanning van de MR

- Datumprikker / list send around
 - i) Some MR members would like to have meetings later.
 - ii) Parent PO: online meetings better earlier; physical meetings better earlier
 - iii) OOP VO: from 17h
- Meetings for 2 hours

10) Update van de GMR (Sjaak Meerdink)

- Next time

11) Update van de ouders / Ouderraad PO

- Now organised via class parents. Discussion with directeur PO on how to organise this. Parents have proposed a plan.
- Point of attention instead of update

12) Update van de leerlingen / leerlingenraad

- Collaboration with AISC planned: opening a club for IMYC/MYP student
- Meetings with student council have been postponed due to the lockdown.

13) WVTTK

- Parent VO: marketing for potential group 9 students: why don't we try to attract more students for group 9? → ask principal to explain more about the current policy of not focusing on PR for group 9 students.
- Teacher PO: Let's have a borrel together to get to know each other and for a positive atmosphere. It is important to have a proactive atmosphere!

14) Rondvraag - no questions

15) Afsluiten - finished at 17.49

Actions:

- **Planning: Chair**
- **Website: teacher PO1**
- **Scholing: teacher PO2**
- **Vraag over PR van school: Chair**
- **Social/mental Safety: parent PO + student**
- **Always point on the agenda: (social/mental) safety.**
- **Ouderraad is point of attention**
- **Voorstel Huishoudelijk reglement opstellen: teacher VO**

MR-vergadering 2021-2-16

17.00 - 19.00

Agenda MR-vergadering-2020-2-16	
17.00 - 19.00	
1)	Opening (17.00)
2)	Vaststellen agenda
3)	Bespreken model van besluitvorming in de MR (BOB - Beschouwen - Oordelen - Besluiten) (In English: Consideration - Evaluation - Decision)
Principal neemt deel aan de vergadering (17.30)	
4)	Kennismaking Principal met MR
5)	DENISE in beeld: Schoolplan 2021-2025. Wat zijn relevante thema's?
6)	Vooruitblik op procedure rond Begroting - Formatie
7)	Toelichting Veiligheid Corona PO / VO
8)	Vragen
Principal verlaat de vergadering (18.00)	
9)	Accorderen notulen vergadering 18-1
10)	Mondelinge informatie / Updates over <ul style="list-style-type: none">o Communicatie met Achterbano Huishoudelijk reglement (concept) / Reglement MR DENISEo Taakverdeling in de MR (GMR-VO en penningmeester/plaatsvervangend voorzitter vaststellen)o Vergaderschema (16-2, 22-3, 26-4?, 14-6) + jaarplano Scholing MRo Info over (sociale) veiligheid groepsonderzoek effectory // Presentatie onderzoek // anti-pestprotocol // anti bully protocolo Schoolgids / English versiono Ingekomen stukken
11)	Besluit nemen op taakverdeling en vergaderschema
12)	Update van de ouders
13)	Update van de leerling / leerlingenraad
14)	WVTTK
15)	Rondvraag
16)	Afsluiting (19.00)
Interessante stukken van de rijksoverheid over Corona en onderwijs:	
<ul style="list-style-type: none">• https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/onderwijs-en-kinderopvang/basisonderwijs-en-speciaal-onderwijs• https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/documenten/publicaties/2020/11/27/servicedocument-voor-schoolbesturen-funderend-onderwijs-coronavirus-covid-19	

Present: everyone except 1 student

Present on invitation: principal

1) Opening (17.00)

Chair opens the meeting

2) Vaststellen agenda

Agreed upon.

3) Bespreken model van besluitvorming in de MR

(BOB - Beschouwen - Oordelen - Besluiten)

(In English: Consideration - Evaluation - Decision)

Apply on the different aspects / decisions that require our judgment.

For example: Formatie:

1) *Pose questions, get information from Principal*

- 2) *Decide by ourselves*
- 3) *Give advice / give consent*

4) Accorderen notulen vergadering 18-1

Agreed upon.

Actions set last meeting:

- Planning: Chair - *done*
- Website: Teacher PO1 - *works on it*
- Scholing: Teacher PO2- ?
- Vraag over PR van school: Chair - *Principal knows about this question*
- Social/mental Safety: Parent PO & Student - ?
- Always point on the agenda: social/mental safety.
- Ouderraad is point of attention - ?
- Voorstel Huishoudelijk reglement opstellen: Teacher VO - *done, will be addressed below*

Principal neemt deel aan de vergadering (17.30)

5) Kennismaking Principal met MR

Presentation by Principal. Presentation will be shared with MR members

6) DENISE in beeld: [Schoolplan](#) 2021-2025. Wat zijn relevante thema's?

Principal:

- *Shaping your future by knowing your past*
- *Schoolplan is the central focus around which all relevant documents are organised*
- *Parents and students have access to most documents, a lot are on the website of DENISE. If parents and students need access to some documents, please ask Principal.*

Suggestion Principal: with MR to talk about the indicators of the school process, results, quality and school climate. In several weeks a survey will be set out to parents and students of PO and VO.

Parent PO: data Kwaliteitscholen & Effectory are rawly interpreted?

Principal: We receive the data from the 2 companies. We can talk about this more in detail later.

7) Vooruitblik op procedure rond Begroting - Formatie

Budget:

Principal: Calculation date: October first. Difficult for DENISE because of new students coming in school during the year (newcomers)

86 staff members, almost 70 fte.

*We (MR) have the right to give advice; however law has changed and it will be now the **right of consent**.*

Chair: We would like to have the budget of the past 3 years.

Principal: Will be shared.

8) Toelichting Veiligheid Corona PO / VO

Action points are presented in the presentation.

9) Vragen

Parent VO: International mindedness. Group 9 is the main entree point for students. How this is done shows the vision of the school. Does it stay international enough? And do we make sure that DENISE doesn't turn into a mainly Dutch mavo-school? Higher level students should feel attracted to DENISE.

Principal: Will give information next time.

Parent PO: Corona protocol: mental health should be included. We should be proactive rather than reactive. Both PO and VO.

Principal: Please come up with suggestions.

Chair: Please fill in the surveys since these are meant to receive feedback from parents.

Principal: Parents' community in DENISE can play a role here.

Parent PO: Annual survey climate in school. Will take several months, maybe outcome just for or after summer holidays. I would like to check the bullying, also online, in secondary school. Would like to take initiative; analyse the data already now. Psychological safety. Would like to analyse the data of the past years. Can lead to revision of policy, data driven.

Principal: supports this very much. Will check when the data will be available. There is also a separate survey for secondary which is going on now.

Student VO made a survey with Student VO. Parent PO will help to see whether the questions can be improved to get a better response.

Principal: The questions of the Kwaliteit Scholen-survey are prefab, so well known, so secondary survey can be adjusted to it.

Principal verlaat de vergadering (18.18 uur)

Feedback by the MR members:

- *Chair: We got more time. A lot focused on safety from the MR due to the corona*
- *Parent PO: I work for datacompany, so I can use my experience for DENISE and would like to contribute to the quality of the school atmosphere. Kids should feel safe and have a feeling of belonging. Teacher VO likes to bring in some ideas at a later moment.*
- *Parent PO Jane: positive that Principal is a great communicator. Also finds mental health so important. I'm setting up a support group for parents with kids with mental health issues.*

- *Parent VO: How do we progress to actions? We shouldn't wait. PR should be made for expats who live in Amsterdam. DENISE is not well known enough in Amsterdam.*
 - *Teacher PO: We should come up with plans so Principal can knock it out of the park. For example: well being of students and process of group 9 needs to be done now.*
 - *Teacher VO: Create subcommittees that speed up to further actions and report back next time.*
 - *Teacher PO: No further comment, agrees with previous topics.*
 - *OOP VO: Hygiene - not many cases of Corona. Principal supports the OOP well.*
 - *Chair: put 2 committees together. I will be in the background for help*
1. **Mental health:** *Parent PO, Teacher VO, Parent VO (probably also Student VO and Student VO, but they are absent now)*
 - a. *Step 1: Sending questions to Principal*
 - b. *Step 2: Meet and develop ideas → give advice*
 2. **Inflow of students in DENISE:** *Teacher PO, Teacher PO, Parent VO and Parent PO*
 - a. *Step 1: Sending questions to Principal*
 - b. *Step 2: Meet and develop ideas → give advice*

10) Mondelinge informatie / Updates over

- [Communicatie met Achterban](#) (website)
- *Teacher PO explains that Principal wants to discuss topics that are announced to him in advance.*
- *Chair has compiled [a document](#) on how to compose the site on the DENISE. Everyone agrees.*
 - Huishoudelijk reglement ([concept](#)) / [Reglement MR DENISE](#)
 - *Huishoudelijk reglement to be agreed on next meeting*
 - *MR reglement to address next meeting.*
 - Taakverdeling in de MR (GMR-VO en penningmeester/plaatsvervangend voorzitter vaststellen)
 - *Still need to decide who would like to be*
 - *the replacing chair. Parent VO would like to. Everyone consents*
 - *Penningmeester: not for now.*
 - Vergaderschema (16-2, 22-3, 19-4, 14-6) + jaarplan
- *Jaarplan: Next time to be addressed*
 - Scholing MR
 - *Starting course in September facilitated by Esprit.*
 - *Parent VO: Language is an issue. Can we bring in someone to school who speaks English?*
 - *Parent PO: course all together in Dutch and English.*
 - *Chair: Conclusion: bringing someone to school to inform us about budget / finances. Soon but not too soon.*

- Info over (sociale) veiligheid [groepsonderzoek effectory](#) // [Presentatie onderzoek](#) // [anti-pestprotocol](#) // [anti bully protocol](#)

See above.

- [Schoolgids](#) / [English version](#)
- *We need to read this and discuss it next meeting.*
- Ingekomen stukken
- *Schoolplan to add next time.*

11) Besluit nemen op taakverdeling en vergaderschema

- *16-2, 22-3, 19-4, 14-6*

12) Update van de ouders

- *All good*

13) Update van de leerling / leerlingenraad

- *Student VO is offline, internet problems.*

14) WVTTK

Phone numbers of the MR members

- Chair: 06xxxxxx
- Teacher PO: 06xxxxxx
- Teacher PO: 06xxxxxx
- Teacher VO: 06xxxxxx
- OOP VO: 06xxxxxx
- Parent PO: 06xxxxxx
- Parent PO: 06xxxxxx
- Student VO: 06xxxxxx
- Parent VO 06xxxxxx
- Student VO: 06xxxxxx

15) Rondvraag

- *none*

16) Afsluiting

Monday 22 March is the new meeting.

Ending at 18.58

Actions:

- Committees come together and set up plans / pose questions to / acquire information from Principal
- Policy on document sharing with parents and students (Chair)
- Principal shares last years' survey of Kwaliteitscholen.
- Chair: Organise course on budget in English

Next agenda:

- Schoolplan
- MR reglement
- Huishoudelijk MR reglement
- Schoolgids / school guide
- School safety (corona and bullying) - subcommittee will bring in the steps taken
- Inflow students DENISE policy - subcommittee will bring in the steps taken

Interessante stukken van de rijksoverheid over Corona en onderwijs:

- <https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/onderwijs-en-kinderopvang/basisonderwijs-en-speciaal-onderwijs>
- <https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/documenten/publicaties/2020/11/27/servicedocument-voor-schoolbesturen-funderend-onderwijs-coronavirus-covid-19>

MR-meeting (without leadership)

12 March 2021

Present: VO-MR leden (President, secretaris), PO-MR leden (GMR lid), all MR parents, one MR student

Absent: MR student 2

1. Opening (17.00)

2. Vaststellen agenda

3. Accorderen notulen vorige vergadering

4. Data voor de cursus / MR vergaderingen vaststellen:

1. 18th May
2. 25th May
3. 31st May
4. 1 June
5. 10th May, not favored by 1 student and parent VO

Update: Floris is only available on 10 May and 1 June. So these are the 2 dates for the MR training.

5. Crash course the structure of DENISE and the rights of the MR (Chair, 20 minutes)

President explains the BOB-approach, how the MR is organised within the Esprit; what the rights are.

6. Informatie over:

1. Tevredenheidsonderzoek ouders [link1](#) [link2](#) (gedeeld door Principal)
2. [Brief NPO gelden \(landelijk\)](#)

President shows and explains the main line.

3. [Brief over zelftests \(landelijk\)](#)

President shows and explains the main line.

7. Update van de GMR (Teacher PO)

Complicated system where you have to prove for what goals you want to use the extra money.

8. Rondvraag

9. Afsluiting (18.00)

Notes MR-vergadering maandag 22 maart 2021

1) Opening (17.00)

Present: Chair (Chair), Teacher VO (SEC), OOP VO, Parent PO, Parent PO, Parent VO, Student VO

Absent: Teacher PO, Teacher PO (P-MR+GMR), Student VO

2) Vaststellen agenda / Determine the agenda

- In general for future MR meetings: postpone the time the principal joins and longer than 30 mins for the principal.

- Addition to 4: Population lower classes high school

Agenda is determined

3) Accorderen notulen vorige vergadering / Approval of the notes of previous meeting

- Phone number will be taken out before the notes will be published on the website - Notes accorded by all present

4) Mondelinge informatie / Updates about

○ Huishoudelijk Reglement

Chair goes through the Huishoudelijk Reglement and explains the points.

Agreed on by the present MR members.

○ Scholing / training of the MR members

AOb person will give two afternoons a course to us all on

- 19 April → changed to 12 April

- 10 May → Stays the same

Principal neemt deel aan de vergadering (17.30) / Principal joins the meeting 5) Directie mededelingen / Notices from management

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6) Update Corona van de Principal/Principal

Principal: Group 5 at home today. Group 7 and 8 can come back again. New protocol dictates that a sick student means the class has to quarantine 5 days.

VO parent is happy that school is more open again.

PO parent 1: hard to decide when to keep your kid at home. Some parents might not be sticking to the rules.

PO parent 2: Great how teachers, management (and their families) have done this for this past year, making lessons entertaining. Also great how parents manage, we have to keep up, we don't know how long it will take.

Student 1: What about self-testing kits?

Principal: It is being said to be available by the end of April, but we are not

sure. 7) Toelichting gevraagd aan Principal over

- **Survey vorige jaar kwaliteitsscholen (2020) / Survey Gemeente Amsterdam (kort)**

Principal: Questions in tevredenheidsonderzoek give us a lot of information. Response after 1 week of parents in PO and VO is 18%; can you help motivating other parents to fill in the questionnaire?

VO teacher: Last year data: 5 classes reacted; what has been done with the data? Principal: due to corona and lockdown not much was done. There has been talks with Health care coordinators about this. The classes with the most bullying were 14mA, 14mB which had almost finished with exams.

Student 2: We read the anti-bullying protocol; it didn't aim at teachers also bullying students. It should be updated. We think the protocol is not geared to VO students.

Principal: It is an effective protocol. Evaluate the protocol with a group of teachers, support team and students and parents (Action).

Parent PO2: I work with anti discrimination policy at my work. This bullying protocol puts a lot of responsibility with the bullied person. So there should be more whistleblowers' options in this. It works well for PO but should be more elaborated for VO students. In this protocol a conversation between bullied and bullier is used to solve the bullying. This is not always the best approach.

Chair: When will the results be in?

Principal: Routine is to get the result in April. In case parents and students don't fill in, perhaps I will extend the time the questionnaire can be filled in.

- **Vertrouwenspersoon (kort) / confidential counselor**

Principal: School guide will give the information about the vertrouwenspersoon. Summary will be added to the notes for clarity.

- **Coronagelden (kort)**

Principal: We already use the money provided by the state. Spend the money on lesson time, extra tutoring. More NT2 lessons, Maths+. Extending the contract of PO teacher. Nationaal Programma Onderwijs - how to spend this money? Incidental money, so how to spend it? We need to think about it. Not yet decided. Input MR is required.

- **Traject Begroting (2021) / Trajectory budget**

Chair: Pro forma, since we are already halfway the year. We will have a look with PMR first, and then the whole MR.

- **Traject Formatie (Voor '21-'22) ; Vacatures (teamleiders)**

Chair: Two vacancy for team leaders for PO and VO. Why extra team leader needed? What is the structure?

Principal: Current team leaders (Jutka, Gabriela, Merel, Jo) haven't got full time jobs as team leaders. A lot of vacancies on the website (Physics, NT2, biology, 2 team leaders)

In due time also find a conPrincipal. Budget is an issue here. Better to do investment in

middle-management. When the amount of students has increased sufficiently, we can have a look at conPrincipal.

Chair: There are so many team leaders now: doesn't that exclude the option for conPrincipal?

Principal: Now it doesn't; team leaders are part time, combined with teaching.

- **(dot en boot; promotietraject)**

Principal: MR should have a say in what the steps are to make promotion. Email sent about collaboration.

Chair: 3 points:

1. In the next meeting have a later timing → 17.45-18.30. Take 45 mins instead of 30.

Principal: Suggestions: Some topics can also be discussed via email. Pose questions beforehand. Choose your focus per meeting. Ask Nelleke for the agenda

2. Professionalising: great! Compliments, great step.

3. Advertisement in Parool to attract Dutch students for high school.

Parent VO: We would like to make a difference. How should we do this?

Principal: Come back to this for the next meeting.

Regarding questionnaire: not received? Email Nelleke to see if the correct email address is being used.

Principal verlaat de vergadering (18.17)

Evaluate meeting with Principal:

Chair: the course is very important to know as MR what influence we can have. We can have more often meetings, and have some with and some without principal as preparatory meetings, so the meetings can become more effective. I will send round a datumprikker to see what is possible.

PO parent 1: We need to learn what our rights are.

Chair: I want to create a vlog about the different rights and the structure of Esprit, that I will send round prior to the course.

VO parent: How the MR works, depends on the principal.

Chair: I don't entirely agree. We first have looked inside (communication, huishoudelijk reglement). We should think about our vision and mission of the MR, so we can decide what we want to focus on.

OOP VO: Rough start; we need to find out what we can do. Keep on banging the door.

- **Veiligheid (vast punt) / Safety**
 - i) Evaluatie survey mental health**
 - ii) Werkgroep mental health (uitstel survey)**
 - iii) Werkgroep bullying (uitstel survey)**

Student 1: There are data of the passed year. Would like to look at it. (Have been sent to the whole MR by the principal before)

Chair: 2 surveys have come through

1. Kwaliteitscholen

- PO parents → roll out was last week
- PO students → roll out was last week
- VO parents → roll out will happen this week
- VO students → roll out will happen this week

→ test survey was being sent to the whole MR by Chair

2. Amsterdam municipality survey

iv) Heropening VO

School is full of students, good for mental health, but some teachers are worried about getting corona since students don't stick to 1,5 m distance.

Student 2: 2 days online. Exam stress.

Student 1: 5 days a week. That is very helpful. Extra week for the exams is helpful.

- **Coronagelden**
 - Population lower classes high school**

Vo parent: Concerned about the future makeup of DENISE onderbouw. Discussion in Dutch/expat education group on Facebook. Much knowledge on education system in the Netherlands.

Comparison between Alasca and DENISE, DENISE also has mavo. If there are too many mavo students, then it becomes less attractive for havo and vwo students. Is the IMYC mostly mavo? There should be good PR.

Chair: We could formulate some questions. What is the influx in group 9 and 10 now?
Vision of the school: it is for newcomers. Let's put some questions together.

Student 2: Middle years classes with mixed levels was helpful for me. It motivates students to do havo after having finished mavo.

VO parent: Suggested questions:

Would it also be possible for the MR to receive from the school (non-personal) data about: a. Overview of gr9 and gr10 kids – demographic background/nationalities, postal code/neighbourhoods, mother tongue, and gr8 advies.

b. Last year's gr11 division at the end of the year to mavo/havo/IB. c. Does the school have

data about how many kids put Denise as their first choice in the lottery in the last two years, and also what were their advices's?

○ **Ingekomen stukken / Received documents**

8) Update van de GMR

PO teacher/GMR PO is not there.

Letter out to Esprit about the corona money: what is going to happen with it?

9) Update van de ouders...

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10) Update van de leerling / leerlingenraad = student council

We formulate a plan for input on regulations of corona.

11) WVTTK

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12) Rondvraag

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13) Afsluiting (19.03)

Notulen MR vergadering van 14 juni 2021

Aanwezig: Chair, Teacher PO, Parent PO, Teacher PO, Teacher VO, Parent PO, Student, Student VO, Student VO
Bas, Dominique, OOP VO, Student VO.

Afwezig: Parent PO

1) Opening (16.00)
Chair opens the MR meeting

2) Vaststellen agenda

Agreed upon.

3) Mondelinge informatie / Updates over
○ Communicatie binnen de MR

Teacher PO: Confusing, lots of topics, lots of emails to Principal. Principal got confused and I got confused. Feels like pressure cooker.

If you run with a team, you go as fast as your slowest team member.

Maybe we can use Trello. We should find a way in how to structure this.

Parent VO: I don't understand how things have gone last week.

Chair: We went faster than MRs usually go. We will be in a pressure cooker for a while to catch up.

Teacher PO: At the GMR they have a shared drive folder where everything is put in.

Tip: If there is one on one issue, then email personally.

Parent VO: There should be a system or app in which you can vote.

Teacher VO: One or two people should take the lead in finding information about an issue and formulating a question.

Chair: Principle of four eyes: always let another MR member check your question.

Formulate open questions.

Teacher PO: We should prioritise the questions for the MR meeting to pose to the principal.

Chair: Alternative proposal: Every 6 weeks MR meeting; questions decided on by week 3, to have enough time to do preliminary research and acquire information from the principal.

Parent VO: Dutch language is an issue for me.

Chair: For the principal, Dutch is the main language. Point of attention.

Teacher VO, Student VO: Questions should be done bilingual.

- **Selecteren vragen (en antwoorden) voor aan de Principal**

i) First question: Primary parents joining a school trip - was an urgent question.

Teacher PO: Trello would work well in those urgent cases

ii) Telefoons // verstorend gedrag // uitstuurbeleid: three questions about behaviour of students:

- MR agrees with his proposal of talking about this in the MT
- + proposal to include teacher, parents, students + we come back on it with the schoolgids

iii) Third question: Admission policy

-The right mix of levels in all the classes

- IMYC: mavo, havo, vwo mixture

- In DP: are the kids in the right place?

-How does the school ensure this?

-How are you going to solve the problem when a kid doesn't fit? What is the exit strategy?

- i) Speeltuinen // overstrooming (no priority)
- ii) NPO gelden (will be asked about to principal since no information has yet been sent to MR)

While waiting for principal, Chair addresses:

- Verkiezingen PO-lid
- GMR (a member for VO and a member for PO need to be selected)
- [Jaarplan MR + vergaderplanning](#)

→ Formatie 1e helft 2021-2022 has not been addressed.

Principal neemt deel aan de vergadering (17.08)

4)

- **NPO-gelden (instemmingsrecht)**

Principal: MR will receive proposal coming week.

180k for primary

320k for secondary

Money can be spent on OOP and OP.

MT proposal: almost 4 fte with NPO extra math, language, science, mental help for students.

Soon a PMR will be done about the proposal + brainstorm about the rest of the money.

(little intervention, present for principal)

Chair: shouldn't parents and students be involved as well?

Principal: Whole MR is most welcome. Must be before summer because it has to be sent to the Esprit board.

5) Bespreking geselecteerde vragen met Principal (zie punt 3, bolletje 2)

- Admission policy: How does DENISE find a good mix of levels in the IMYC classes, and how do we make sure that students enter the DP at the right level, to make sure that they will be successful?

Principal doesn't want to identify students with levels. When we think the newcomer is able to start the mavo program, we let them in. Decided by the MT.

Teacher VO: But teachers are struggling with providing a more and more heterogeneous class, while the curriculum is meant for mavo, not lower. Sometimes students can't handle this. Also quality of education is under pressure due to lowering levels in class. (lack of structure in school add up to this too...)

Principal explains that language students often don't have an advice when going to group 9. DENISE's vision is to provide opportunities that are given nowhere else.

Teacher VO, Parent VO: The mixture should be good to inspire students of lower levels.

Principal: We should have a look at how teachers define the level of students.

Outside students we only have 20 places. This year for the first time, divided in levels: 7 mavo, 7 havo, 6 vwo.

- 6) Indien genoeg tijd: tevredenheidsonderzoek (anders uitstellen) - no time, will be addressed next time.
- 7) Afscheid Student VO, Student VO en Teacher PO - presents given to them from principal and MR.

Principal verlaat de vergadering (17.45)

Parent VO expresses her worries about the descending levels in IMYC classes, fears the school will turn into a mavo/vmbo school.

Student VO, Student VO: We should have trust that the incoming students from abroad have different levels and high ambitions.

Chair: I want to create a place where we have dialogue with Principal. Not that things are closed.

- 8) Update van de GMR (Teacher PO, Chair) -
- 9) Update van de ouder / ouderraad (?)
- 10) Update van de leerling / leerlingenraad (Student VO)
- 11) Accorderen [notulen vorige vergadering](#)
- 12) WVTTK

Student VO: anti bullying protocol is not finished due to tevredenheidsonderzoek.

- Teachers don't know which students are in student council
- + can it be on the website
- Room for student council - we are for 24.

Teacher PO: Study council bulletin on the board

Student: idea of kader classes

Chair: MR should agree if that is the case.

13) Rondvraag

14) Afsluiting (18.00)

Actions:

1. Teacher PO dives in workable form of communicate
2. Chair, Teacher VO: Elections new PO member
3. Final report MR

Topics for the next agenda:

4. Schoolgids
5. Tevredenheidsonderzoek
6. Admission policy, doorstroom, levels in IMYC and DP programme

NOTES MR meeting 5 July 2021

at 17.00 MR

1. Lid van de GMR voor PO en voor VO

- VO: Chair chosen
- PO: Options: Absence coordinator? New PO MR member? IB coordinator? → next meeting

2. NPO instemmingsrecht MR

Chair proposed the following to principal, and he agreed. Does MR agree?

- We agree now with the 1 year plan
- Adviesrecht 1st of October
- Instemmingsrecht next school year

Long discussion. Parent VO and Parent PO find the current plan too vague and want further explanation.

Chair and Secretary explain that it was too busy the past 2 weeks to get this organised.

Parent VO and Parent PO wish to get extra explanation this week.

Eventually, this is agreed on:

- **Approval under conditions:**
 - Face to face meeting this week
 - We want an update on what is already allocated
 - What is not in place yet? → update needed
 - 130k we need to approve on → new plan needed
 - → new proposal 1 October 2021
 - Approval again by 1 November 2021

What if this is not possible?

- 3. Formatie instemmingsrecht PMR → no time, will be dealt with by PMR.
 - Question about 7th position of management team. What is the plan?