Dear AICS Community,

We are pleased to share the key discussion points from the Cycle 1 Consultation Meeting 2025/2026.

In an effort to keep the community informed and promote transparency, these minutes have been anonymised and summarised to focus only on the essential facts and actions.

Thank you for your continued engagement with the school community.

Discussion Points

Introduction

- A welcome was extended to everyone, including new members.
- PC members were reminded to familiarize themselves with the PC expectations.

Mistake in School Guide (Science Section)

- The issue regarding a mistake in the science section of the entry requirements was sent to members of the Senior Leadership Team (SLT).
- A Council member will reach out to SLT with the facts.

Study Days

- The first two Study Days were well received with good feedback.
- Subject teams were noted as useful.
- Concerns were raised about the food, but it was acknowledged the new catering team is learning and adjusting.
- Self-study, PLC teams, and sharing learning from last year were discussed.
- The entire year's Professional Development (PD) will be in support of the upcoming visit.
- Answers from SLT were clear, and the process is continuing to improve.

Overtime Teachers

- A Senior Leader confirmed the school works in a -30 and +30 hours range; if a teacher is over 30 hours, they are paid out from 0.
- It was noted that all other Dutch International Schools work with this number, and it is a "give and take".
- If someone is -30, they are not given an additional task to fill that time.
- Carrying over hours to the next year is not possible due to the requirement to track Full-Time Equivalent (FTE) usage.

Functiemix Secondary Teachers

- A Senior Leader mentioned that if changes are made for a year, the balance of lessons or tasks in following years is affected.

- A memo on this topic is coming in Cycle 2.
- A Council member noted that nationally, the feasibility of some scales (like LD for Primary) is questionable, and that OOP scales are being updated by the government.

Information about a New Platform

- The BOOT upgrade to TRIPS was discussed as a new platform.
- The school is a pilot school for the TRIPS system, which will replace the awkward DOT and BOOT systems.
- The staff appreciation process will not change.
- DOT and BOOT will run alongside TRIPS until it is fully operational, with a trial of the step-by-step process hoped to begin after the October holidays.

Student Representatives' Feedback

- Reported a "quiet week".
- SLT noted that a big point from the Student Council camp was the student voice, and the school needs to create a process to include purposeful student voice in a timely way.
- A separate PC meeting noted:
  - Positive feedback from a conference.
  - Concerns about the DP Room (glass walls removal, lack of communication).
  - Communication failures were noted (similar to a past bathroom issue).
  - A student protest occurred; communication happened, but the agreed process was not followed. Questions were raised about ensuring enforcement of the communication process.
  - The implementation of the device policy was positive.

Start of the Year - SLT Update

- The start of the year was more positive than the previous year, particularly in Secondary.
- The leadership team is stable, and leadership depth is working well.
- Work is focused on streamlining processes (e.g., staff evaluation, outside areas).
- The Southeast Campus had Secondary improvements, and the municipality is funding the adventure forest.
- Efforts are underway to remove the monumental status of the building to allow for better improvements.
- The focus this year is the upcoming CIS/IB visit.
- Language streaming and transitioning is still a development point but making progress.
- Student numbers are stable and slightly growing.
- Concerns from the PC meeting included:
  - Teachers must remember to accommodate MYP1 students without devices.
  - ManageBac logins were delayed for parents.
  - Students cannot check email during the day.
  - Teachers need more preparation time to coach MYP1 students.
  - The timetable, though improved, was released two days later than promised.

- ○ Primary parents had questions around Kiss & Ride.

Annual Report

- The requirement is for a public annual report at the end of the year.
- A Council member will reach out to a Management Team member to help format the document.
- Questions raised included:
  - ○ Can a separate version highlighting the PC's impact be created for the community?
  - ○ Should the PC's impact be shared through briefings or website links?
  - ○ Should the exact advice given by the PC be shared, given the current meeting instructions are very dry?

Endorsement & Policy Updates

- DP PAE (Policy for Assessment Endorsement): Endorsed. Concerns about the test week schedule, non-working links, and clarification on retakes/plagiarism/good standing were noted.
- CP PAE (Career-related Programme Policy for Assessment Endorsement): Endorsed.
- MYP Review Process - Update:
  - ○ Information has been sent out for a staff review group.
  - ○ The school will share a framework showing what can and cannot be discussed.
  - ○ The IB is changing the MYP, with enhancements to align early years with PYP and later years with DP.
  - ○ The possibility of getting rid of Statements of Inquiry was noted to allow for more freedom and relevance.
  - ○ The process is expected to take two years.
- Child Protection Policy - Update: The school is collating existing documents into one place as suggested by the CIS visit. This document has overlap with the Social Safety Policy.
- Inclusion Policy - Update: Noted as "the next big thing coming" and will be included in Cycle 2.
- Social Safety Policy (Anti-Bullying Policy) - Update:
  - ○ The policy is close to being ready and is for sure coming in Cycle 2.
  - ○ A previous working group found the old policy vague and lacking consequences.

Other Business (AOB)

- Technology: SLT is streamlining technology, with the aim that it should enhance education, not lead it. The phone policy is working, leading to more student interaction.
- Website Blocking: Feedback was given that some useful, appropriate websites are blocked. It was suggested to provide an alternative message and signpost what a student can do if they need an inaccessible website.

- Staff Feedback: Council members are encouraged to reach out to SLT with ideas directly, rather than waiting for a Council meeting.
- Reintegration Process: A Council member noted this process is not in the Staff Development Guide. A Senior Leader explained it is a foundation-agreed process but is always "custom work" ("maatwerk") for each teacher.
- Assessment Policy Feedback: It was noted that endorsed assessment policies had issues in practice, and feedback from the Staff Academic Council will be shared.
- Allergy Policy: Parent questions were raised about whether a policy/procedure exists, how allergies are communicated to teachers, and microwave safety.
- PC Training: A question was put to SLT about holding PC training with an external organisation.
- Visibility of PC: Concern was raised that the PC's work is not visible enough (e.g., only a tiny mention at parent info evenings), and a question was raised on how to raise awareness of the PC's role.
- Cycle 2 Workload: Given the heavy agenda (Anti-Bullying Policy, Budget), a request was made for SLT to bring items to the PC earlier.
- PC Re-election: Re-election is needed for four Council members at the end of the Academic Year.