

Dear AICS Community,

We are pleased to share the key discussion points from the Cycle 3 Participation Council 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.

#### Staff Council & Tasking Policy Updates

- Teaching Assistant Professionalization: Review plans are underway to align with the new Primary Collective Labour Agreement (CAO).
- Tasking Policy Review: The council is checking whether recent updates to the collective labor agreements require adjustments to the school's tasking policies.
- Personal Budget (Secondary): Inquiries are being made into whether Senior Leadership (SLT) would consider offering more flexibility for Personal Budget hours, such as the option to take them as days off, potentially guided by a staff survey.
- Allocation of Hours: The council is reviewing the equity of hours allocated to specific tasks, noting that some departments have significantly more staff than others despite having the same hours allocated.
- Staff Well-being & HR: Queries were raised regarding the availability of the Primary staff well-being budget (e.g., for yoga). Suggestions were also made to make HR updates on the dashboard more prominent and to ensure consistent application of leave rules across different line managers.

#### Policy Collaborations

- Inclusion Policy: A pilot program is being initiated where a council member will volunteer to help co-write the policy alongside leadership to streamline the future endorsement process.
- Social Safety Policy: Feedback from the council's committee has been shared with the authors of the policy draft, who welcomed the input for the next iteration.

#### General Formation Planning & Class Sizes

The council requested further clarification and data from leadership regarding average class size calculations, specifically asking:

- How the rolling enrollment in Primary Group 1 and the small class sizes of specialized groups impact the overall averages.
- For an overview of student numbers per class, as some Secondary averages are approaching the maximum threshold of 23 students.
- About future growth plans regarding the balance of Primary and Secondary classes across campuses.
- Whether places can be reserved in language acquisition groups for mid-year arrivals to ensure continuity in their language development.

### Survey Outcomes & Curriculum Feedback

- CIS Survey Results: The council provided constructive feedback on the presentation of the recent CIS survey data, noting a need for clearer graph labeling, demographic context, and specific action points rather than statements of intent. Questions were also raised regarding how the results benchmark against Dutch and CIS requirements.
- Diploma Programme (DP) Subject Choices: Feedback was submitted regarding minimum student numbers for standard and higher-level courses. The council highlighted concerns regarding language learning continuity from the MYP to the DP, subject clustering choices (such as History and Psychology), and the impact of adding new environmental courses to the options.

### School Calendar & Operations

- Holiday & Study Day Proposal: The council reviewed the upcoming calendar draft, raising questions about the scheduling of the May holidays around King's Day, the high number of independent study days, and the timing of school trips relative to exam grading deadlines to help manage teacher stress.
- Council Business: Internal preparations are underway for upcoming council elections, training sessions, and updates to member compensation. Primary parent-teacher student conferences (PSCs) scheduled for mid-February will be accommodated around council meeting times.