

MINUTES OF BOARD MEETING

Meeting date	Thursday February 26 th , 2026 (17.30-20.15)
Participants from the Board	Niclas Kvernørød, Henriette Gabel, Vibeke Tyrre Pedersen, Lukas Esterle, Sonny Hansen, Marie Kongskov, Nicole Mendelsohn, Laurent Prat and Michael Winther
Other Participants	Patrick Difford (until item 5), Kristina Nicholson (until item 5), Nicola Woodvine, Charlotte Jessen, Henriette Gabel (arrived after item 4) and Robert McCluskey
Regrets	Morten Holck Jørgensen and Lone Eibye Mikkelsen

Minutes	<ol style="list-style-type: none"> Attendance and approval of agenda and minutes: Attendance was taken. The new Kindergarten leader, Kristina Nicholson presented herself. Emilie Zelander was welcomed as new board member instead of Patrick Difford, who was also present to contribute to part of the agenda. The agenda for today's meeting was approved. Minutes were taken by Charlotte. Report from Head of School by Robert: Robert welcomed Kristina, who has had a good start and is already making a difference. The result of a staff workshop held in January was presented; the schoolwide behaviour blueprint. Internal training days on 5–6 January began with a review of the school's Behaviour Blueprint, reflecting the need to align values with recent growth and changes, with ongoing work toward a unified version supported by programme-specific addendums. The second day focused on inclusive teaching through Universal Design for Learning, led by an external specialist, and feedback on both days was very positive, with similar sessions planned for next year. On the student side, January included MYP5 mock exams, science fairs, progress on the MYP3 Community Project, and preparations for the PYP8 Exhibition in April. Together with the PTA, the school hosted several community events such as the Christmas Fair, Chinese New Year, and Fastelavn, with Ramadan, Book Week, and the Arts Festival coming up. The school has also begun work in the BELONG project, in collaboration with Erhverv Aarhus and Copenhagen Capacity, aiming to strengthen integration and wellbeing for international staff. Operationally, a winter snowstorm led to an unusual low-attendance childcare day. A smooth transition was ensured following the departure of the PYP Principal as an interim leadership had been established and the plan is now to recruit for August. Planning is underway for phase two of building renovations, focusing on ventilation replacement and adjusted schedules in June.
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Interest from prospective families remains strong, with an upcoming open house expected to attract those moving to Aarhus.

3. Financial update by Charlotte:

In Admissions we are seeing a few students leaving and coming in over the next few months. Especially kindergarten figures are positive.

A status was given of the current finances, where the school is on budget. There are still uncertainties about the salary regulations in 2026, which is expected to influence the budget positively. Leadership will continuously focus on ways to optimise. A contingency plan for the event that we have less students in September 2026 than expected was presented and is attached. We will also be focusing on ways to attract more students.

4. Reducing the length of the school day (pre-read, decision):

The proposed plan was presented and approved by the board.

5. Articles of association: update based upon new mandated legislation (decision):

Both the old and new articles have been sent as pre-reads. The important changes were highlighted and have to be approved by the board.

- It was decided to add the possibility of paying mileage reimbursement.
- The general assembly should not have the authority to decide on the closure of the school.
- Parent representatives are elected for a 2-year period.
- All appointed board members are elected for a 4-year period.
- An extraordinary general meeting shall be held when at least 3 of the Board members or at least 66% of the members of the general meeting so request.
- Five members may demand a written ballot.

The new articles has been adjusted and attached for approval at the next board meeting.

6. Strategy 2031 final wording (decision)

- Discussion of the new long-term strategy and key focus 2026.

A new strategy house with a few changes (the word “innovating” was replaced by “developing”) was presented and approved.

7. Preparation for General Assembly 2026

We will invite members to an online board meeting in March to approve the annual report. The General Assembly will start at 16.30 on April 23 followed by a board meeting with the current board members. We will advertise the meeting as best we can. We will look into streaming the event (without the ability to speak or vote).

8. School Calendar 2026/2027 by Robert (approval of dates)

The school calendar was approved.

9. Meeting dates board 2026/2027

The dates were approved except the February meeting, which will be moved forward 1-2 weeks in order to be able to approve the annual report.

10. Any other business

Vibe has decided to step down and the board thanked her for her 8 years of dedication. Henriette Gabel introduced herself and was present as a guest intending to become a board member.

The meeting adjourned at 20.10

Niclas Kvernød

Vibe Noordeloos

Marie Kongskov

Michael Winther

Lukas Esterle

Nicole Mendelsohn

Sonny Hansen

Laurent Prat

Vibeke Tyrre Pedersen

Robert McCluskey