

**Annual report  
2021 – 2022  
Participation council  
Wolfert van Borselen school group**



Dear Reader,

It gives me great pleasure to present the annual report of the Wolfert van Borselen school group's participation council for the 2021-2022 school year. In publishing this report our chief intention is to give an impression of the participation council's activities in this period.

This school year too, we were confronted with the consequences of the COVID-19 pandemic. The pandemic has clearly affected teaching at our schools. Last year we hoped that this would be a normal school year, in which we could catch up on learning deficits. Unfortunately, however, infection rates rose so quickly that the schools had to close once again. Each of our schools faced the challenge of coping with this as well as they could. And I think we can be proud of the results we achieved thanks again to everyone's efforts. Together we managed to stay on top of things in these turbulent times. So I would like to compliment and thank everyone for their hard work.

In this annual report you will find information on what the participation council did in this school year. The various delegations and working groups will also tell you in brief how they worked for the school this year.

I hope you enjoy reading this report. If you have any questions about our work, please do not hesitate to contact me or one of the other members of the council.

On behalf of the participation council,

Jelle Meens  
Chair

Dear Reader,

On behalf of the central management team of the Wolfert van Borselen school group, we would like to thank the members of the participation council for working so well with us this year.

We can look back on open, transparent collaboration and communication, and would like to express our appreciation for the council's commitment and constructive feedback.

Like the participation council, we understand that it is no easy matter to strike the right balance between representation at school group level and the interests of the individual schools.

We greatly appreciate our open conversation on this issue, and look forward to continuing it in the next school year. We hope to work in collaboration with the Staff Advisory Committee, the student council and the parents' council at each school to take further steps towards engagement and participation.

On behalf of Matthijs Ruitenbergh,

Bart Oremus

## **Introducing the Wolfert van Borselen school group's participation council**

### **The participation council**

Under the Participation (Schools) Act every school is required to have a participation council – a consultative body representing the interests of each stakeholder in the school. These stakeholders are as follows:

students

students' parents

teachers

support staff, e.g. office staff, caretakers and classroom assistants.

Wolfert's participation council comprises members representing the various stakeholders, with votes distributed as follows: four votes for the students, four for the parents and eight for the staff members of the school group.

Bart Oremus and Matthijs Ruitenbergh, representing the central management team and the competent authority, also attend the meetings of the participation council as our guests and discussion partners.

### **The participation council's work**

The participation council assesses and responds to the school leadership's policy plans on subjects such as the school plan, the budget, the staff establishment and the school holidays. The council may also initiate policy. In each case, the participation council possesses advisory powers, and in many cases powers of consent, i.e. the school may only introduce certain measures if the participation council has given its consent. The participation council can therefore exert a decisive influence on the school.

N.B. The participation council is responsible for monitoring procedures and general outlines, but not for assessing individual problems or disputes.



### **Members of the participation council**

#### Students:

Eveline Tan, Oemaima El Ouakili, Daniël Simon and Lina Amghar

#### Parents:

Cynthia Christiani, Luc Spitholt, Perry Nagelkerken and Esther van Oosten

#### Staff:

Inger de Wit, Freek Groeneweg, Piet de Zeeuw, Joey Niemantsverdriet, Jurrien Cremers, Philip Westra, Marthe Poot and Jelle Meens

The participation council aims to have a representative from every Wolfert school. This has proved difficult in the past, if too few people stand for election, or someone else gets more votes. This year, each school has at least one representative on the participation council.

An overview of the members and their term on the council is included in the annexe to this report. This was the last year on the participation council for Eveline Tan, Lina Amghar, Oemaima El Ouakili, Jelle Meens, Esther van Oosten, Marthe Poot, Philip Westra, Inger de Wit and Perry Nagelkerken. We would like to take this opportunity to thank them all for their work, their commitment and their contribution in the past few years. We'll miss them, and wish them a bright future!

In accordance with the results of the elections, the following members will join the participation council in the new school year:

- Maarten van Gulik (Wolfert Lyceum)
- Jaun-Mari Moraal (Wolfert RISS)
- Lisette Crooijmans (Wolfert Lyceum)
- Paulo Santos (Wolfert Dalton)
- Senne van Wijngaarden (Wolfert Bilingual)
- Aya Azirar (Wolfert College)
- Amelie Petersen-Guerra (Wolfert RISS)

We would like to welcome them to the council and look forward to working with them.

### **The participation council in the 2021-2022 school year**

As in previous years, the participation council worked with an annual agenda (see annexe), so that certain subjects were discussed at set times in the year. These included

- the school prospectus and school plans,
- the management statutes
- the job mix,
- norms for moving up and rules of conduct
- the staff establishment plans,
- the school holidays,
- the annual financial report,
- setting and accounting for the parental contributions.

Two members of the current participation council also hold seats on the joint participation council, which represents all public-authority secondary schools in Rotterdam. They are responsible for communications between the Wolfert participation council and the joint participation council.

### **Main points**

This year, the participation council focused on a number of schools, while government decisions led to some interesting issues. The schools/issues were as follows:

- The arrival of a new executive principal.
- Communications between the participation council and the various schools.
- The wish expressed by the participation council to set up sub-councils.
- Adjustment of the examination syllabuses in the wake of the COVID-19 pandemic.
- Online teaching and the quality of teaching during the pandemic.
- Expenditure of National Education Programme (*Nationaal Programma Onderwijs*), funds.
- Appointment of a new head at Wolfert Lansing.
- Pressure of work on staff.
- Mobile phone policy at Wolfert RISS,
- The war in Ukraine and the possible arrival of Ukrainian students.

Each school is discussed in more detail further on in this report.

### **Activities of the various delegations and working groups**

The staff, the students and the parents each have advisory powers or rights of consent on various issues. To ensure recommendations were thoroughly prepared, we again worked

with various delegations and mixed working groups. These working groups dealt with various subjects, fleshing them out for discussion in the participation council. We introduce the various delegations below, and then discuss the work of the various working groups. The various delegations introduce themselves below,

### **Students' delegation**

The students are represented in the participation council by four delegates. Lina Amghar (Wolfert Lyceum), Oemaima El Ouakili (Wolfert Bilingual) and Daniël Simon (Wolfert Lyceum) joined us last year, replacing Eva Lindner, Nisa Özen and Sara van der Woude.

Our aim is to represent every student in the Wolfert school group to the best of our ability. We take part in the various working groups so that we can set out our viewpoints to the other members of the council. The subjects that were discussed included COVID-19, the examination syllabuses, the norms for moving up a class, and the students' charter. Together with the chair and secretary of the participation council, we proposed adjustments to the new students' charter for the 2022-2026 period.

The COVID-19 pandemic led to learning deficits. To take account of them, we focused more sharply on the examination syllabuses and norms for moving up a class. This was of particular importance for students in the upper years at the various schools.

Contacts: Eveline Tan (Wolfert Bilingual), Lina Amghar (Wolfert Lyceum), Oemaima El Ouakili (Wolfert Bilingual) and Daniël Simon (Wolfert Lyceum)

### **Parents' delegation**

The past school year was again marked by measures to deal with the COVID-19 pandemic – in particular on how to provide high-quality blended teaching, despite all the restrictions. After their experiences in the first year of the pandemic, the schools were better prepared, and they also focused specifically on vulnerable target groups. Issues such as whether we had the target group clearly in focus, and how we could support them, were the subject of discussion during the participation council meetings.

The parents' delegation is aware of considerable differences between the schools in relation to a number of issues. Widely differing approaches to issues such as cancellation of lessons and use of resources continue to give cause for concern, as do the differing scores for parent satisfaction. The results of the annual survey of students and staff also show that there is room for improvement in some areas. Since in the past year the schools' full attention was devoted to complying with the COVID-19 measures and to safeguarding the continuity of teaching, the results of this year's surveys showed no improvements. As the representatives of the parents, we will continue to monitor developments both critically and constructively, and seek a healthy match between quality of teaching and available resources at all Wolfert schools.

We devoted special attention to the future of the participation council within the Wolfert school group. The MR. 2.0 working group is exploring how a different structure – at a lower position in the organisation – could enable more impact to be generated at the specific schools. For the parents' delegation, this would mean we could focus both our thinking and work more sharply on themes such as quality of teaching. We will continue to pay close attention to this development.

In the next school year we will continue to work with the students' and staff delegations and the central management team to support the Wolfert school group and, in particular, to promote the interests of the students at this very special stage in their lives.

Contacts: Cynthia Christiani (Wolfert College), Perry Nagelkerken (Wolfert Lyceum), Luc Spitholt (Wolfert Lyceum) and Esther van Oosten (Wolfert Lyceum)

### **Staff delegation**

The staff delegation comprises eight members of staff. Each school is currently represented within the staff delegation, and we regard this as a great advantage. COVID-19 played a role during this school year too, but fortunately it was not as dominant as in previous years.

The school group had to close its doors for a short period before the Christmas holidays, but then was able to forge ahead with its plans to ensure high-quality teaching. It did however continue to devote attention to the physical and mental health of both students and teachers.

In the next school year too, the staff delegation plans to work with the parents' and students' delegations to ensure quality of teaching and promote staff members' personal development.

This year a number of staff members will take their leave of the participation council, having completed their terms in office. We would like to thank Jelle, Philip and Marthe for their commitment in the past years.

Contacts: Jelle Meens (Wolfert College), Joey Niemantsverdriet (Wolfert College), Inger de Wit (Wolfert Dalton), Freek Groeneweg (Wolfert Lyceum), Piet de Zeeuw (Wolfert Lansing), Philip Westra (Wolfert RISS), Jurrien Cremers (Wolfert Bilingual), Marthe Poot (Wolfert Bilingual)

### **Participation council working groups**

#### **Participation Council (MT) 2.0 working group**

Parents, students and staff are represented in the Participation Council (MT) 2.0 working group. The working group's aim is to explore scope for representation at a lower level within the organisation, i.e. at school level, through participation sub-councils, enabling the participation council to function as effectively as possible. This aim is widely supported by the participation council, with each delegation clearly aware of the advantages.

We had several meetings this school year in which we discussed various scenarios. Unfortunately we now have to conclude that bringing about change is more time-consuming than we had hoped. In the coming year, we will explore and flesh out our preferred scenarios in order to produce a sound proposal. The working group wants participation to be organised at the lowest possible level in the organisation, so that the various delegations can exert real influence at school level.

In the coming school year, we will devote extra attention to the various advisory councils each school is required to have – a staff advisory council (PAR), a students' council and a parents' council, each operating effectively. However, since this is not the case at every school, we need to look into the matter more closely.

Contacts: Cynthia Christiani (parent, Wolfert College), Eveline Tan (student, Wolfert Bilingual), Jelle Meens (staff member, Wolfert College) and Freek Groeneweg (staff member, Wolfert Lyceum)

### **Working group on finance**

The working group on finance works with Matthijs Ruitenbergh, the financial director of the Wolfert van Borselen school group, on the budget and acts as a sounding board in decision-making on financial issues. In this school year, the working group focused on the following subjects

- the budget and financial planning,
- the 2020 financial report

This year – partly in response to calls from the parents’ delegation within the participation council – we devoted explicit attention to the parental contribution and accountability for it. Reports on expenditure of the parental contribution are now more extensive, and are easily accessible both at the schools and on the website.

This school year, the participation council also discussed at length expenditure of the substantial funds released under the National Education Programme (NPO) to enable schools to catch up on learning deficits in the wake of the COVID-19 pandemic. The council examined how the grants will be used at each school to provide students with the best possible support. The council will of course carefully monitor distribution of these funds.

Contacts: Perry Nagelkerken (parent, Wolfert Lyceum), Philip Westra (staff member, Wolfert RISS), Piet de Zeeuw (staff member, Wolfert Lansing) and Freek Groeneweg (staff member, Wolfert Lyceum)

### **Staff working group**

In this school year, the staff working group mainly focused on annually recurring themes. We discussed the interview cycle, and also devoted attention to expenditure of National Education Programme (NPO) funds at the various schools and the extra allowance for Wolfert College staff. The participation council urged clear communication with Wolfert College staff on the introduction of the additional salary allowance.

We also devoted specific attention to pressure of work on staff, and the use of timetabled days for educational development at each school. Since some schools were still unclear about the use of these days, the participation council urged attention for this issue. After all, this measure was introduced under the collective labour agreement to support staff members.

Apart from these recurring themes, we also discussed and approved the introduction of Heads of Year at Wolfert Bilingual. Members of the participation council were involved in the application procedures for new team leaders at various schools and for a new head of school.

Contacts: Inger de Wit (staff member, Wolfert Dalton), Jelle Meens (staff member, Wolfert College) and Marthe Poot (staff member, Wolfert Bilingual)



## **The election committee**

There were many changes this year to the various participation council delegations. Four staff members, one parent and three students completed their terms in office. And one parent announced that they would be stepping down from the participation council before completing their term. The election committee – as of this year Jurriën Cremers and Joey Niemantsverdriet – made a list of the elections that needed to be called, and emailed the letters inviting candidates to stand for the participation council elections to the various schools. At the time of writing, two staff members have applied. Given the limited number of candidates, Maarten van Gulik (Wolfert Lyceum) and Jaun-Mari Moraal (RISS) were automatically elected to the council. The participation council is still looking for two staff members and two parents, and has therefore extended the period in which potential candidates may apply.

This year too, a considerable number of members took their leave of the participation council and the election committee. This led to the question of how continuity in terms of both knowledge and expertise could be safeguarded within the participation council. It is of crucial importance that persons with experience fulfil key roles, e.g. that of chair. In consultation with the competent authority, we have decided to amend the participation council regulations, thus enabling a member to extend their term in office by twelve months so that they can take on the role of chair in the coming year.

Contacts: Jurriën Cremers (staff member, Wolfert Bilingual) and Joey Niemantsverdriet (staff member, Wolfert College)

## **The participation council and the various Wolfert schools**

The participation council holds meetings at each Wolfert school in turn. Unfortunately, due to the COVID-19 pandemic, we had to meet a few times online this year too. However, the majority of meetings could be held in person. This enables the council to foster its links with the various schools and council members to chat with each other before and after meetings.

Below you will find a summary of the main challenges confronting the individual schools in the 2021/2022 school year

### **Wolfert Dalton (WD)**

Wolfert Dalton is currently represented on the participation council by a single staff member. After the last elections, no new parent or student members were elected for this school.

As was the case at other schools, COVID-19 and the National Education Programme funds were the hot issues for Wolfert Dalton this year. The participation council also devoted considerable attention to the new school building, growth, new norms for moving up a class, and the annually recurring topics.

Apart from a staff member in the participation council, Wolfert Dalton also has an active students' council, parents' council and staff advisory council, of which the staff member on the participation council is also a member. All these groups have regular contact with the school management team on topics that are also discussed in the participation council.

Contact: Inger de Wit (staff member)

### **Wolfert Bilingual (WT)**

Wolfert Bilingual is represented on the participation council by staff members, parents and students.

Various changes passed the review at Wolfert Bilingual in the past school year. In the next school year, we will introduce a new job. Six staff members will be appointed Head of Year. This change was discussed at length with the participation council, which gave its approval.

Two new team leaders also started work on 1 May of this year, which means that as of the 2022/2023 school year, the Wolfert Bilingual school management team will again be fully operational..

The following subjects were discussed during the participation council meetings:

- Problems with the timetable – long days and increasing pressure of work on students;
- Disappointing examination results in the 2020/2021 school year;
- Support for vulnerable students during the pandemic;
- Travel during the pandemic;
- Use of timetabled days for educational development.

Of course, we also discussed recurring issues, including the staff establishment plan, the budget and the size of and accountability for the parental contribution. In addition, the students' charter was amended, in consultation with the students' and parents' delegations, and approved for the next four years.

Contacts: Jurriën Cremers, Marthe Poot (staff member), Cynthia Christiani (parent), Eveline Tan and Oemaima El Ouakili (students)

### **Wolfert Lansing (WLa)**

Wolfert Lansing is represented on the participation council by a single staff member.

The school year started in the old building, but in January 2022 we finally moved to our sustainable new building.

Specific themes discussed in the participation council which were of particular relevance to the students, parents and staff members of this school included the aftermath of the COVID-19 pandemic, and responsible expenditure of the National Education Programme funds allocated by the government. The satisfaction surveys, the growth of student numbers at Lansing, a new lower years' team leader, professional development of the teachers and the school's financial report were also subjects of discussion. The input of the participation council delegations often proved to be both inspiring and supportive.

The participation council was also involved in the search for a suitable successor to our current head of school. In April, the central management team announced that as of the 2022/2023 school year Robert-Jan Oranje would lead Wolfert Lansing in its efforts to meet the organisation's growth targets.

Contact: Piet de Zeeuw (staff member)

### **Rotterdam International Secondary School (RISS)**

RISS could finally get the current school year off to a normal start, without online lessons. This year, evaluation of the school's mobile phone policy was on the agenda. Because of the lockdown and the various surveys that had to be carried out, the evaluation was postponed to January 2022. The results show that there is still very little support for this policy, especially among the students. The participation council advised the school to take action in response, for example by investigating why this was the case, and how more support could be generated.

Topics calling for the attention of the participation council in the coming years include MR 2.0, the International Campus and a potential merger with Blijberg international school.

In the next school year, RISS will be represented by a new staff member. Jaun-Mari Moraal will replace Philip Westra, who decided not to stand for a second term.

Contact: Philip Westra (staff member)

### **Wolfert College (WC)**

Wolfert College is represented on the participation council by two staff members.

As was the case in the previous school year, we devoted much attention to the consequences of the COVID-19 pandemic for teaching and the wellbeing of both the students and staff of Wolfert College and the other schools. The participation council discussed the challenges arising from the nation-wide lockdowns. We will need to work hard to address the social and emotional consequences, and the impact on executive skills. The participation council discussed these challenges, and proposed possible solutions.

Wolfert College is the only school in the Wolfert school group to be eligible for a temporary staff allowance from the National Education Programme funds. The allowance was discussed in the participation council, and the staff delegation gave its approval. Apart from the pandemic and expenditure of the National Education Programme funds, we also discussed annually recurring issues including finances, the annual plan and the staff establishment plan.

Contacts: Jelle Meens and Joey Niemantsverdriet

### **Wolfert Lyceum (WL)**

Wolfert Lyceum is represented on the participation council of the Wolfert van Borselen school group by a staff member, two students and three parents.

In the past school year, we talked about the staff establishment plan and also discussed the activity plan. Apart from the participation council, head of school Peter Wind also holds talks with the students' council, the parents' council and the Staff Advisory Council (PAR). These councils regularly discuss the topics on the participation council's agenda.

Contacts: Freek Groeneweg (teacher), Daniël Simon (student), Lina Amghar (student), Perry Nagelkerken (parent), Luc Spitholt (parent) and Esther van Oosten (parent).

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### **CONTACT DETAILS**

**You can contact the participation council at:**

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[mrsecretariswvb@wolfert.nl](mailto:mrsecretariswvb@wolfert.nl)

**ANNEXE: members of the participation council 2022/2023**

<b>Teaching/support staff</b>	<b>School</b>	<b>Working group</b>	<b>Member from</b>	<b>Term ends</b>	<b>2nd term ends</b>
Inger de Wit	WD	Staff	2015.09	2019	2023
Freek Groeneweg	WL	Finance	2014.09	2018	2022
Joey Niemantsverdriet	WL	Insurances	2017.09	2021	
Philip Westra	RISS	Finance	2018.09	2022	
Marthe Poot	WT	Staff	2018.09	2022	
Jelle Meens	WC	Staff, MR 2.0	2018.09	2022	
Jurrien Cremers	WT	Elections, Quality of teaching	2018.09	2022	
Piet de Zeeuw	WLa	IT, Finance	2020.09	2024	
<b>PARENTS</b>					
Luc Spitholt	WL		2019.09	2023	
Cynthia Christiani	WC	MR 2.0, Quality of teaching	2019.09	2023	
Perry van Nagelkerken	WL	Finance, Parent involvement	2019.09	2023	
Esther van Oosten	WL	Quality of teaching, Parent involvement	2019.09	2023	
<b>LEERLINGEN</b>					
Daniël Simon	WL		2022.09	2026	
Lina Amghar	WL		2022.09	2022	Interim
Oemaima el Ouakili	WT		2022.09	2022	Interim
Eveline Tan	WT	MR 2.0	2018.09	2022	

**ANNEXE: participation council 2021-2022 annual plan**

	<b>Date</b>	<b>School</b>	<b>Subjects 2021/2022</b>
1	13-09-2021	WT	<ul style="list-style-type: none"> <li>● Examination syllabus (PTA) - 5 schools (excluding RISS)</li> <li>● School prospectuses 2020-2021</li> <li>● Participation council aims (working groups + training for participation council members)</li> <li>● Norms for moving up at WD + WL + WLa</li> <li>● WL activity plan</li> <li>● Dress code</li> </ul>
2	13-10-2021	WC	<ul style="list-style-type: none"> <li>● 2022 budget</li> <li>● 2020 financial report</li> <li>● Job mix</li> <li>● Communication with participation council's grassroots</li> <li>● Interview cycle (fact-finding)</li> <li>● Koers VO school profiles</li> <li>● WL activity plan</li> </ul>
3	24-11-2021	WLa	<ul style="list-style-type: none"> <li>● 20/21 annual report</li> <li>● 22/23 training plan</li> <li>● School holidays</li> <li>● Participation council rotation schedule</li> <li>● Examination programme - extra funds (COVID-19)</li> <li>● 2022 budget – recommendations</li> </ul>
4	11-01-2022	WL	<ul style="list-style-type: none"> <li>● Participation council evaluation</li> <li>● Preparations for elections</li> <li>● Building projects</li> <li>● Evaluation of RISS mobile phone policy</li> <li>● Participation council regulations &amp; school rules</li> <li>● MR 2.0</li> <li>● COVID-19</li> </ul>
5	15-02-2022	ONLINE	<ul style="list-style-type: none"> <li>● Procedure for 18-22/22-26 students' charter</li> <li>● Participation council budget</li> <li>● Participation council 21/22 annual report</li> <li>● Elections</li> <li>● Accountability for expenditure of 2021/2022 parental contribution and approval of 2022/2023 parental contribution</li> <li>● Adjustments to examination syllabuses in connection with COVID-19 (information)</li> </ul>
6	17-03-2022	RISS Junior	<ul style="list-style-type: none"> <li>● Enrolments – current status</li> <li>● Participation council annual report (distribution of tasks)</li> <li>● Rotterdam Teacher Training School (OSR) annual report</li> <li>● Accountability for expenditure of 2021/2022 parental contribution and approval of 2022/2023 parental contribution</li> <li>● Staff establishment plan (preview)</li> </ul>
7	19-04-2022	WC	<ul style="list-style-type: none"> <li>● Enrolments – current status/update and consequences for staff establishment</li> <li>● Discussion of 2022-2026 school plan</li> <li>● 22-26 students' charter</li> <li>● Reflections on interview cycle at each school (in light of coming year)</li> </ul>

			<ul style="list-style-type: none"> <li>● Revision of participation council regulations and school rules</li> <li>● Satisfaction surveys</li> </ul>
8	24-05-2022	WT	<ul style="list-style-type: none"> <li>● 22/23 norms for moving up (preview)</li> <li>● Staff establishment plan</li> <li>● Participation council annual report (draft)</li> <li>● Interview cycle findings</li> <li>● Participation council PR working group</li> <li>● Activity plans</li> <li>● Reflections on satisfaction surveys</li> <li>● Students' charter</li> <li>● IT pilot project</li> </ul>
9	21-06-2022	WL	<ul style="list-style-type: none"> <li>● Draft 2022-2026 school plan</li> <li>● Approval staff establishment plan</li> <li>● Activity plans to be submitted (for approval in the first participation council meeting of the new school year)</li> <li>● Election results</li> <li>● Participation council agenda for the new school year</li> <li>● Activity plans (6 schools)</li> <li>● Annual plans – special needs and training</li> <li>● Rules of conduct</li> <li>● 22/23 norms for moving up</li> </ul>
10	30-06-2022	Dinner	