

# General Assembly

## Byens Steinerskole

Wednesday 26 May 2021

*Otto Busses Vej 47, 2450 Copenhagen SV*

### -- Minutes --

#### **1. Welcome, election of facilitator (Sebastian Rottmair) and minutes (Morten Øyen Jensen)**

#### **2. The board reports on the school year 2020/21**

Sebastian Rottmair spoke about the school year from the board's point of view - a year marked by corona, relocation and working hard on getting the finances of the school in better shape. It's been a hard year and it makes the joy of now finally being on Otto Busses vej, even greater.

More children are joining the school all the time. Now with a new location, we can start advertising for the school. Student numbers look really reasonable, there is a good foundation for the school to grow in the coming years.

#### **3. The school's financial situation**

Ole Hückelkamp talked about the school's finances. The school has a deficit, but that is not surprising in a start-up project. It needs to be dealt with, and it has been over the past year. Parents have prepaid school fees and several have also given loans. This has meant we could get through a turbulent time with corona, a temporary address in the Northwest that dragged on for longer than planned, construction cases and relocation.

It has taken a great deal of effort to make it work and gain the bank's trust, but we have succeeded.

You could say that we have perfect timing today: the first real school day on Otto Busses Vej and the general assembly heralding a new era.

Ole went on to give a brief overview of the school's finances now and for the next three years. The yearly financial report can be found in Appendix 1.

It is normal for entrepreneurial companies to need funds to get started. After a turbulent start, we can now start paying off the three million that the "entrepreneurial period" has cost.

Now the school is ready to grow, but must be careful with the economy - the only way to raise capital to invest in the school is by earning it ourselves. So we must show now - both for ourselves and for the outside world, not least the bank - that we can build capital. It should enable us to move on from Otto Busses Vej when required or stay and expand if that is an opportunity.

The way to do that is basically to get more students. The market is there and we have a large waiting list.

Ole has developed an economic model that includes many variables and is closely monitored every quarter. The first quarter of this year went better than expected, but it remains to be seen what all the relocation costs will be. The financial model shows nice profits in the coming years. Many of the costs in the start-up phase have been non-recurring costs, including relocation. It is manageable and positive for the school's future finances.

#### **4. Management's report, by interim school principal Frederikke Larsson**

Frederikke started by telling about a 'Fri-skole' on Funen, which started at the same time as us, but has since gone bankrupt due to growing too fast. They had taken in too many students, which meant that the cost of teacher salaries exceeded the support they get from the government for teachers.

The story was used to emphasize that the 5th of September is an important day for us, as it is the date that determines the government support due to the number of students on this day. We were 111 students on September the 5th, 2020, we were 55 when we started the year before.

The number of students is slowly rising but we would like to have them start at the beginning of the school year, so that we can receive government support which will help on the financial side.

In the Kindergarten there are 20 children, we would like it to be 55. It grows slowly and the economy in the kindergarten is different, as the government support here is adjusted continuously, opposite to the school, where one day a year decides the entire year's government support.

Stine Guldmann took over as administrative manager after Jan Magnussen stopped. Stine is an amazing workforce that we are very lucky to have.

Newcomers are also Joen, who was supposed to start as a class teacher, but since then and under the corona has concentrated on crafts, janitor and activity club. He is in the picture of the teachers' college ready for change at this time.

In the kindergarten class, we got three new employees; Tina Hofbæk as kindergarten class leader and Sarah Christensen and Martina Oliart as teachers. There were enough students for two classes before school started, but a number of students dropped out just before and after school started, primarily due to our rehousing in the Northwest. For many parents, it was not possible to make everyday life stick to the longer transport time. As no more students came in during the school year, we had to admit that the planned two classes were not sustainable with 24 students. We therefore decided that the two classes should be merged into one class with Martina as class teacher in 2021. Sarah should stay in the kindergarten class in the school year 2021/22 and be the class teacher for the upcoming 1st class in 2022.

Heidi, who was a class teacher in 1-2. class is on maternity leave. The class was taken over by Rie Fridorf in August.

Tom in the after-school center had to stop during the summer, but there has been a stable and skilled team of teachers and experienced pedagogical assistants in the after-school center, also for the international line.

Many of the employees in the after-school center have also had temporary and support hours at the school. In this way, it has been ensured that the children met familiar faces and a connection was created for the children between school and after-school care.

The manager of the holiday home was taken over by Tina when Vibeke stopped at the turn of the year.

It's been a wild year with corona. Hear from other schools that teachers are exhausted after this year. On top of that, our teachers have had the temporary building on Tomsgaardsvej and a relocation.

Heidi who was a class teacher in 1-2. class is on maternity leave, the class is taken over by Rie.

Tom in the after-school club had to stop during the summer, but there has been a stable and skilled team of teachers and experienced pedagogical assistants in the after-school center, also for the international line. Many of the employees in the after-school club have also had substitute classes and support classes at the school. In this way, it has been ensured that the children met familiar faces and a connection was created for the children between school and after-school care.

The manager of the activity club was taken over by Tina when Vibeke stopped at the turn of the year.

### **Coronary restrictions and two relocations**

It has been a difficult and challenging year with both corona restrictions, online teaching and many adjustments for both children, parents and teachers. On top of this, we also had a move to Tomsgårdsvej, where we had to be rehoused, as we unfortunately could not get our lease on Frederiksberg extended, and our own building application for Otto Busses Vej was delayed due to technical challenges with a road in front of the school.

The lease in Frederiksberg was suddenly terminated prematurely at short notice, and the school had to pack everything down and was without physical premises in June. The school year therefore ended with an extraordinary amount of outdoor school and many extra trips to our small country house in Grønholt, where the students had outdoor mathematics, gardening, food knowledge and more. Again, the teachers showed incredible flexibility and readiness for change, and adapted the teaching to the physical framework, without compromising on the academic level. In addition, there was another move during the school year now to Otto Busses Vej. An extra big hand must go to Anneli and her class, who managed to systematically pack the whole school down in Frederiksberg and for moving coordination to Otto Busses Vej. Impressive work.

So the school year has been marked by everyone being extra challenged!

### **We have missed our seasonal parties**

Our seasonal parties, which are a very important part of the school's life and pedagogy, we have unfortunately not been able to hold due to the corona. This year we only managed to hold an autumn party in September - and there we had to divide the school into two teams, so we complied with the assembly ban.

We can feel that the school lacks the community of which the parents are a part. Parents are an important part of the school's pulse in everyday life and for the seasonal parties, and it has been difficult that we have not been able to meet each other. It has been a great loss and extra challenging when we are at the same time a new school, where the supporting spirit and culture is still in its infancy.

Especially for the newly arrived parents, have noticed that community was lacking as they did not manage to be a part of the school before the coronary restrictions. Parental cleaning, parent meetings and relocation have also been challenged by the assembly ban.

So we look forward to everyday life returning.

### **Music life and collaboration with the Royal Danish Academy of Music**

The year has also offered a new music venture. We have string instrument teaching from 1st grade in collaboration with the Royal Conservatory of Music. It suddenly went very fast when it was all arranged and had to go up in a month. It pretty much fell into place.

The collaboration with the Conservatory has been eminent. Now there is an orchestra every week. For next year, the collaboration will continue and be expanded, so that Elisabeth Zeuthen, who is a professor there, will be connected. You will soon hear more about that.

### **Pedagogical development work: Evaluation**

The teachers have focused on our form of evaluation. There has been a tradition in the Steiner movement that teachers make a testimony about each child, which is given at the end of each school year. This form of evaluation is both labour-intensive and does not meet the child's learning and the need for ongoing feedback and evaluation.

Frederikke is part of an international steiner collaboration (European Council for Steiner Waldorf Education), where across several countries work is being done on how we can adapt the evaluation form, where there is more focus on the child's needs and learning, - without grades and exams of course. We are now reaching a form, and we will receive a visit from the Steinerskolen in Berlin, who will tell us about how they have worked with and integrated another form of evaluation, which is based more on dialogue with parents and students in combination with portfolio work. We look forward to developing the evaluation work from next year.

### **School food on the shelf for a while**

We have been really happy with our school meals. It has not been easy, and there have been many practical and sometimes also pedagogical challenges, but it has been part of our vision to be a sustainable school with a professional focus on "Earth to table". The difficult financial situation in the autumn meant that we unfortunately had to put school meals on pause, as school meals are a very expensive item. It is still our hope that it can come again and we are working intensely on other solutions until we can offer school meals again.

Frederikke ended with good news: We have received 150,000 kroner from the Robbert Foundation to make the schoolyard and school garden. We have also received 30,000 from the Helge Foundation for the purchase of musical instruments, 55,000 kroner from the Foundation for Entrepreneurship for workshops to strengthen the school's vision and future strategy, and 30,000 have also been applied for from the Nordea Foundation for the school garden. We have a tenacious fundraising group.

## **5. The pedagogical supervisor presentation**

*It is part of the legislation that a 'Fri-skole' must have a supervisor who observes the teaching, talks to the pupils and teachers and monitors that the school "meets the requirements" of what is required in the primary school. After each school year, the supervisor submits a report to the ministry, the report will then be available on the school's website.*

Annelise Dahlbæk is our supervisor. Annelise has a master's degree in education and music and general pedagogy, has written several books on pedagogy, and has previously taught pedagogy and psychology at the Royal Danish Academy of Music and been an associate professor at the teacher education Zahle.

The pedagogical supervisor reported on the past year. Annelise said that she keeps an eye on "what the children are learning". Also looks at the concept of democracy at school, how to work with democratic formation and equality, how the dialogue is, how teaching material and teaching methods are, how to work with differentiation and variation in teaching. And also offers sparring with teachers about their teaching.

Annelise will make an inspection report by the 30th of June, which will then be available on the website.

She needs to observe more teaching at OBV, to be included in this year's report.

Annelise said the past year has been wildly turbulent with corona. And she thinks it's wildly impressive how the teachers, for example, have managed it.

After this, there was an opportunity for the parents to ask questions about Annelise's work and assessment of the school.

## **6. Amendments to the Articles of Association**

Amendments to the articles of association must be adopted at two different general meetings.

Trine Ostergaard reviewed the changes to the articles of association proposed by the board, and there was an opportunity to ask questions. The bylaw changes are sent out within these minutes for the second review.

The general meeting agreed with the board's proposals for changes. The Board of Directors will convene another general meeting so that the changes can be finally adopted.

## **8. Election of school leader.**

The board proposed that acting school principal Frederikke Larsson be elected as school principal.

The general meeting agreed with the board's recommendation.

Congratulations to Frederikke!

## 9. Election of board members

Nikhil Thakur from the Board, could tell that Alma Oliveros and Morten Øyen Jensen are not going for re-election, thus at least two new board members have to be elected.

Ole Hückelkamp wanted to run for the board. Ole is the grandparent of Nicolas and former CFO.

Henrik Nielsen volunteered for the board. He is the parent of Charlie in the kindergarten class and a business developer.

Caroline Boutrup also volunteered for the board. She is the mother of Ellen in second grade and Liv in kindergarten class. Among other things, she is a trained professional journalist.

All three were elected and the current is as follows:

Henrik Nielsen (Board Chair)

Catharina Thiel Sandholdt (Vice Board Chair)

Ole Hückelkamp (Treasurer)

Caroline Boutrup (Secretary)

Jari Due Jessen

### **Deputy Board Directors**

Nikhil Thakur

Sebastian Rottmair

Trine Ostergaard

## 10. Incoming items

a) Can anything be done to get school food back?

There was talk about whether it might be possible with a food truck, the municipality has EAT, which is 90-100 percent organic. The neighboring school has it. Could be a good start. Banegaarden our neighbour, maybe we can do something there? It opened up a major debate about the role of school food and what opportunities the school has.

Claire Bugni will head up a school food working group.



b) The Activity club's opening hours.

Can management reconsider the opening hours so that it opens at 8 o'clock? Was given recommendation that the board can take up the subject again and perhaps with a more engaging process next time.

c) The farm trips - will they come back again?

Frederikke Larsson said that we would like that, but right now it is a financial issue. It requires us renting a bus to get there, we don't have the economy for it right now. However, there have been small visits up there. Frederikke added that it will also be good to focus on Otto Busses Vej, where we have just arrived and will get to know and fall in love with. We are still welcome up on the farm. Will enter into dialogue with teachers about it could be an option later.

d) Swimming lessons are a wish for the school.

Frederikke could tell that the coming school year we got a swimlane in Vesterbro's Swimming Hall for one hour a week all year. It's not much, but it's a start. We will be offering swimming classes for class 4 and 5 during school time.

## 11. Optionally

According to the Byens Steinerskole's bylaws, the next general meeting will be held before the end of April 2022.

# GENERAL ASSEMBLY OF THE SUPPORT ASSOCIATION

Byens Steinerskole

Wednesday 26 May 2021

*Otto Busses Vej 43, 2450 Copenhagen SV*

-- Minutes --

## Summary

*The purpose of the support association is to support the City's Steiner School, both financially and as a catalyst to create an increased commitment and support for the activities that take place at the school.*

Catharina Thiel Sandholdt said that the Support Association has unfortunately not really worked the past year. But that needs to be changed now. Therefore, new forces with new energy are needed.

After presentation and voting, the following have been elected to the Support Association's board:

Claire Bugni

Anna Sandholt Busch

Marie Holck Gregersen

Nanna Isabell Bringstrup

## Appendix 1

<b>Financial overview year 2020 WISC</b>			
In 1000 kr			
Source: Annual report 2020			
<b>School operation:</b>	<b>2019</b>	<b>2020</b>	<b>Planned 2021</b>
Income: state and municipal subsidies, parental fees, etc.	2,956	10,519	17,881
Tuition costs	2,177	7,809	11,505
Contribution margin	779	2,710	6,376
Fixed costs: property, administration, etc.	1,302	2,966	5,605
Operating surplus	-523	-256	771
One time costs: Establishment costs and 2 relocations	0	1,391	246
Surplus	-523	-1,647	525
Number of pupils in the Danish department	55	111	153
Number of pupils in the International department	0	22	32
Kindergarten	0	18	44
<b>Assets</b>	<b>2019</b>	<b>2020</b>	
Inventory m.m.	137	738	
Debtors	648	271	
Liquid assets in the bank	597	938	
Total assets	1,382	1,947	
<b>Liabilities</b>	<b>2019</b>	<b>2020</b>	
Provision for holiday pay	134	511	
Loan in the bank	532	0	
other debts	1297	3664	
<b>Own funds</b>	<b>-581</b>	<b>-2228</b>	
Total	1382	1947	