

Annual Report 2024–2025

Participation Council
Published October 2025



International
School
Utrecht

Introduction

In this Annual Report of the Participation Council you can find the members, topics discussed, and advice/consent given. For more detailed information, please read in conjunction with the meeting notes, which can be found in the For Parents section on the school website.



Members – parents & students

Name Parent	Term	Dates
Andrea Bisso	1	January 2024 – January 2027
Jonny Hankins (Chair)	2	June 2024 – June 2027
Juli Behrendt Bexkens	1	June 2024 – June 2027
Laura Rossi	1	June 2024 – June 2027
Swati Jain	2	June 2023 – June 2026

Name Student	Term	Dates
Kay	1	December 2023 – December 2025
Nimar	1	December 2024 – December 2026



Members – staff

Name Staff member	Term	Dates
Anne Logman (chair) Secondary representative	2	January 2022 – January 2025
Annika Doornenbal Primary representative	1	June 2022 – June 2025 (not up for re-election)
Irene Rooks Primary representative	1	January 2024 – January 2027
Jorrit Riphagen Support Staff representative	1	June 2024 – June 2027
Josefina Moreno Secondary representative	1	January 2025 – January 2028
Lourine Ikink-karanja Primary representative	2	June 2023 – June 2026
Thomas Middleton Secondary representative	2	June 2024 – June 2027
Ingrid Schmoutziguer		External Secretary since June 2022



Topics discussed

PC1

- Offering Design Technology as a DP subject. Discussed implication for subject packages for DP students.
- Safeguarding and Child Protection policy. Discussed safeguarding lead and child protection training for staff.
- PC Annual Report 2023-2024. Overview of PC discussions/advice/consent in the 2023-2024 academic year.

PC2

- Budget and budget rationale. Appointed a budget committee to work with the Head of School (HoS) on the yearly budget.
- LPB hours for staff at ISU; open discussion. LPB hours are meant for workload reduction and differ for primary, secondary and support staff. The PC was asked by the HoS to come up with a plan to create more clarity and fairness for all staff.
- Goodbye and thank you to Anne Logman who served 2 terms (6 years) as secondary representative in the PC. Anne also was our chair since June 2022.



PC3

- Provide leadership with an advice of how LPB hours for staff could work at ISU (please view explanation under PC2)
- Protocol information to separated/divorced parents. This protocol states the rights of separated/divorced parents to receive information about their child and responsibilities of the school providing such information.
- Advise on school holidays 2025–2026. There are several options this year, including a 3-week Winter Break and a 10-day May Break. The representatives will gather opinions.
- Appoint a PC member to the BAC (Benoemingsadvies Commissie) for the new Head of Logistics & Learning.

PC4

- School holidays 2025–2026. Upon the advice of the PC, leadership has decided against the 3-week Winter Break and 10-day May Break.
- Complaints Procedure. Updated complaints procedure to make it clearer for parents and students how to raise a concern or file an official complaint.
- Magister – Officially parents of students who turn 18, no longer have access to their child's Magister. The PC agreed with school leadership that the school will encourage students who turn 18 to give their consent to their parents accessing Magister.
- School fees 2025–2026
- Academic Integrity Policy. Updates were made to include the use of AI.
- Rainbow class. The PC was asked for their consent to extend the Rainbow Class pilot with 2 extra school years.
- Formation Plan version 1. The HoS talked us through the first draft of the Formation Plan.



PC5

- Standard Terms and Conditions 2025-2026. The PC needs to give consent to the yearly update of the Standard Terms and Conditions.
- Formation Plan version 2. HoS informed PC about progress on the Formation Plan. The Formation Plan needs consent only from the staff representatives in the PC. We decide to have a short meeting after the May Break with just the staff representatives.
- e-Assessments. We received a memo to inform the PC that e-Assessments will remain optional for Grade 10 students in the coming years. Originally, we aimed to register the Grade 10 cohort for all e-Assessments from 2026. However, recently, the International Baccalaureate has released new plans to restructure the teaching and learning framework in the MYP. This significant restructure will impact the way we assess and teach, moving from four criteria to three. This is called “enhancing the MYP”. With this new development set to go live in 2026 and fully implemented by 2027, we would like to keep the e-Assessments optional for Grade 10 students for 1 – 2 two more years (as we have done in the past eight years) and keep compulsory the mandatory Personal Project and the additional Interdisciplinary.
- All school policies are updated at least once every 4 years, in line with the School Plan (4-year strategic plan) cycle. Following on from the publication of the School Plan in the spring of 2024 and the update of our Learning Policy, this year has been used to update the following policies: Academic Integrity Policy, Admissions Policy, Assessment Policy & Inclusion Policy. Next year, the Language Policy will be updated to include the whole school developmental work on multilingualism this school year. By editing the Language Policy all obligatory IB policies will be updated. The CIS policies: Safeguarding and Child Protection was created at the start of the school year, and the Social Wellness Policy will be rewritten in the 2025-2026 school year.



PC6

- School Guide 2025-2026. Every year, in June the PC is asked to provide consent for the updated School Guide. The School Guide is a legal document in the Netherlands that every school is required to publish at the start of a new academic year. We follow both the model guide of SPO Utrecht for primary and the model guide of NUOVO for secondary.
- LPB hours for OOP (support staff). Please view an explanation under PC2.
- Crisis Management Procedure and Crisis Communications Procedure. The PC is informed of the newly created crisis management procedures. These followed from a crisis management training this school year. Now that this document is finalised, the Crisis Management Team will have yearly practice sessions.



Consent/Advice

Meeting	Consent	Yes/No	Advice	Pos/Neg
PC1	Offering Design Technology as a DP subject	Yes		
PC1	Safeguarding & Child Protection Policy	Yes		
PC2			Budget 2025	Pos
PC3			LPB hours	Written advice provided
PC3	Protocol information separated/divorce parents	Yes		
PC4	Complaints Protocol	Yes		Pos
PC 4	Extending Rainbow Class pilot with 2 school years	Yes		Pos



Meeting	Consent	Yes/No	Advice	Pos/Neg
PC4	School holidays 2025-2026	Yes		
PC4	Academic Integrity Policy	Yes		
PC4			Increasing school fees	PC opts for 1 of the choices
PC4			Formation Plan 2025-26	PC advises to close 1 KG1 class and 1 KG2 class
PC4	Formation Plan 2025-26	Yes (only staff representatives)		
PC5	Standard Terms & Conditions 2025-26	Yes		
PC5	Admissions Policy	Yes		
PC5	Assessment Policy	Yes		
PC5	Inclusion Policy	Yes		
PC6	LPB hours for staff	Yes		
PC6	School Guide 2025-26	Yes		

