



Esprit Schools HRM Programme 2025 - 2028

Summary

Esprit Schools believes that good education starts with engaged and healthy staff in a learning-oriented organisation. Therefore, through our 2025–2028 HRM Programme, we've made clear choices rooted in Esprit's Education Manifesto. Together, we will make those choices come to life one step at a time. For more information, consult the [Amsterdam Teaching Agenda](#). Together, we can create an inspiring, inclusive and sustainable future for students and staff. This is a summary of our HRM programme.

Connection to the Education Manifesto: shared values

The HRM programme has three focus areas linked to the five focus areas of our [Education Manifesto](#), in which we have embedded our broader educational aspirations. The programme serves to lay a robust foundation for further growth and development by translating our ambitions into concrete actions, allowing for flexibility and focusing on building strong, connected teams within a learning-oriented organisation.

Our three key focus areas are:

1 Recruitment & Onboarding

We are committed to being an attractive employer, and creating an inclusive recruitment and strong onboarding process so that new employees feel welcome and connected.

2 Sustainability & Vitality

We invest in wellbeing, sustainable employability and professional development, focusing on reducing workload and maintaining a healthy work-life balance and personal growth.

3 Leadership & Succession planning

We are strengthening leadership through targeted talent development initiatives and by effectively organising succession to ensure Esprit remains future-proof.

1 Recruitment & Onboarding: Esprit as a talent magnet

 Competition for education professionals in the labour market is intense. Esprit Schools has therefore chosen to position itself clearly as an attractive employer.

Our campaign 'Got Esprit? Challenge education and yourself' emphasises our innovative and international environment. We will strengthen our employer brand with authentic, inclusive communication, making sure to ensure a positive application experience throughout the process.

 We train hiring committees and screen job postings for inclusive language, helping to reel in a diverse pool of applicants.

Our digital onboarding programme helps new staff feel welcomed from day one, connecting them both to their school and the broader Esprit community. This approach meets the expectations of the new generation of education professionals, who value flexibility and sustainability.

 Our teacher training school plays a key role in recruiting new employees.

Through partnerships with teacher education institutions, we ensure a steady stream of well-prepared new and transitioning teachers. In 2025, we will use the reaccreditation of our training school as an opportunity to strengthen our programme even further.

2 Sustainability & Vitality: investing in wellbeing and development

 Employee health and sustainable employability are high on the agenda. We want our employees to feel healthy, motivated and engaged. We strive to foster a culture in which professional development is a given, with the Esprit Academy playing a key role.

 The Esprit Academy is being expanded to include training on diversity, social safety and digital skills.

As new technologies continue to reshape the educational landscape, we ensure our staff are equipped with up-to-date pedagogical and didactic expertise. The development dialogue will replace the traditional assessment cycle and encourage employees to take ownership of their own development, with the support of their manager. This process will be made more accessible and understandable through digitisation.

 We offer an employee wellbeing programme and train managers to proactively monitor high workloads.

We also encourage green mobility by promoting bicycle use and making our travel expense scheme more environmentally friendly. Through active participation in Amsterdam-based networks, we share knowledge and implement evidence-informed practices in our schools. By fostering exchange between schools, we can build a culture of learning, sharing and improving.

3 Leadership & Succession planning: building strategic continuity

 Strong leadership is the driving force behind boundless learning and is essential for a future-proof organisation.

Esprit Schools approach succession planning as a structural and strategic process. By investing in the development of today's and future leaders, we ensure that the right people are ready to step into key roles.

 We use potential analysis to map out talent and development potential.

Based on these insights, we offer personalised development pathways. Our leadership programme consists of development assessments, training in coaching-based and inclusive leadership, management skills, and inclusive communication.

 We encourage international exchange and knowledge sharing to learn from best practices.

Three times a year, we host sessions for school leaders focused on networking, learning, and in-depth dialogue. Through targeted investment in leadership development, we ensure continuity, strengthen organisational culture, and contribute to high-quality education.

Do you have questions or comments, or would you like more information on certain topics?

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