

# Focus on recovery

2022 annual report summary

esprit  
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## International

At Esprit, every student is a citizen of the world, which is why all our schools are involved in internationalisation in their own way. For example, De Verwondering works with its sister school, St. Andrew's, in Mwingi, Kenya. Last year it raised € 3,000 for a water truck. De Verwondering was nominated for the Dutch National Education Award for this special project.



## Sustainable employment

All our staff benefit from tax-free 'vitality products and services'. Think about buying a bicycle or taking out a gym membership. In 2022, we also set up the Esprit bike pool with 32 e-bikes across all schools. Together with the city of Amsterdam, we are doing everything we can to recruit more people into teaching. For example, we are deeply involved in the Amsterdam Teacher Shortage Taskforce (Amsterdamse Taskforce Lerarentekort), both at management level and from an HR perspective.



## Sustainability

Sustainability plays a key role in our education, our organisation, and our buildings. In 2022, we brought together our sustainable ambitions to create the Esprit Sustainability Manifesto. Each school is at the forefront of sustainability in its own way. The Berlage Lyceum is the first secondary school in the Netherlands to offer 'sustainability' as a subject. A number of schools have been equipped with solar panels, and the Mundus College has phased out the use of gas for heating. Since 2022, every Esprit school now has an electric 'test bike' for teachers. Several school cafeterias only offer vegetarian food or are committed to 'zero waste'.



## Quality of education

At Esprit, we believe it is important that colleagues from different schools meet each other. In our Collegiaal Waarderend Kwaliteitsonderzoek (Collegial Appreciative Quality Survey), directors, managers, and teachers help to improve the quality of education. In 2022, colleagues visited four schools.



## NPO Results

### Primary education

NPO stands for the Dutch National Programme for Education, and in 2022 it made extra support staff available to schools. These extra hands delivered immediate results. Our teachers were able to give more lessons and their workload was reduced. Outside school hours, support staff helped with grading, preparing the class, and all kinds of jobs in the school. The extra sports, cultural education and group activities proved popular. We will continue this in 2023.



### Secondary education

Staff were given additional teaching time to help students, class sizes were reduced, and timetables were adjusted so teachers could spend more time on welfare-related questions. Both students and parents said the extra attention and teaching materials were very welcome. Group dynamics and teaching are returning to 'normal', and we feel positive about the social and emotional development of our students.



## Esprit Academy

In 2022, Esprit invested in a digital learning environment for the entire Esprit Academy, enabling all our staff to gain new insights and skills based on their own needs. The Esprit Academy is helping to build a highly professional organisation. We will be expanding the learning platform to accommodate the sharing of knowledge between schools. In the future, Esprit will use the platform to organise the II&I (Inspiration, Innovation & Internationalisation) conference.



## Collaboration & innovation

The 4e Gymnasium and the Mundus College represent us in Community Urban Education, an association in which 10 pioneering schools collaborate with other schools to share knowledge about teaching in an urban environment.



## Training school

In 2021/2022, Esprit's teacher training school trained approximately 200 new teachers. To train even more people, we have launched the Educational Master of Primary Education (EMPO) with Vrije Universiteit Amsterdam. Under this programme, students with a university bachelor's or master's degree can qualify as primary school teachers. The first students are currently doing their internships at our primary schools.



## TASC

In 2022, we made real progress in terms of finding a building, a director, and a public campaign. In 2023, TASC will move, temporarily, into the AICS building in Amsterdam-Zuidoost. The TASC educational concept reflects the major challenges facing Amsterdam and covers all technology subjects, from care to construction, entertainment to mobility and energy to food. The education it will offer will focus on both the practical and the academic. More to follow soon!

