



**esprit**  
SCHOOLEN

## Annual report 2025 Featured

### Improving the Quality of Education

In 2025, Esprit Schools continued to improve the quality of education. Schools, school leaders, and the school board hold meetings on this topic throughout the year, analyse results, and discuss what is going well and what could be improved. To that end, we combine data, practical experience, and feedback from students, parents, and staff. Schools have the latitude to pursue their own educational philosophy, while the board establishes clear guidelines, monitors progress, and provides support.

In 2025, we also developed a new governance quality framework to help set our shared goals regarding quality of education, equal opportunity, and quality awareness. The finalised framework will be incorporated into our schools' quality cycle, discussions, and tools in 2026. The framework will improve the visibility and specificity of quality improvement measures, making them an integral part of daily teaching practice.

### Learning Together

This year's annual Esprit Day was all about hope. More than a thousand colleagues

filled the Johan Cruijff ArenA, where the board and district chair Tanja Jadnanansing opened the event. British education expert James Nottingham demonstrated how meaningful feedback deepens learning, while philosopher and futurist Ruud Veltenaar discussed how we can help students grow into adaptable global citizens. In the afternoon, colleagues chose from a diverse selection of 33 workshops, most of which were led by our own colleagues. The day ended with drinks and music by the WSV house band.

### Sustainable Procurement

What can Esprit do to move towards more sustainable procurement practices? Which choices have the greatest impact? And how can we translate our ambitions into day-to-day operations? To answer these questions and more, we analysed our procurement impact. What we found was that electronics/hardware and furniture, in particular, have a significant impact on our environmental footprint. Based on these insights, we are now working with Phi Factory to develop a sustainable procurement handbook, a practical and dynamic document with tips, guidelines, tools, certifications, and real-world examples for our procurement officers.

### Training Educational Talent

Esprit Teacher Training remains an important tool for attracting new teachers to our schools. In 2024–2025, we mentored 263 students and 26 career changers in primary and secondary education. In 2025, our training school completed the accreditation process through a development-oriented peer review, the results of which are used to improve our training policy. We now seek to encourage greater exchange between students and schools, strengthen collaboration on diversity, and improve site visits, new student interviews, and our internal organisation. We are also helping to develop a joint Amsterdam training school.

### Promoting Preventive Healthcare

In 2025, Esprit offered all employees the opportunity to undergo a preventive medical examination in order to promote employee wellbeing and sustainable employability, as we are legally obliged to do. Four hundred employees participated in the health check, which included online questionnaires and physical tests, such as for blood pressure and cholesterol. Participants received a personalised report with recommendations. The results show that employees want more attention to be paid to well-being, work-related stress, and anxiety symptoms. At the individual level, blood pressure, stress at home, and physical activity are key areas of focus. At the same time, 99% feel supported by their colleagues, 93% feel their workload is manageable, and 83% feel their work offers enough variety. We use these insights to guide our initiatives through the Esprit Academy and our discussions about workload and well-being.

### Teaching Key Skills

Esprit schools deliver students who are well prepared for further education and life in society. This requires a strong foundation in language and math, as well as a coherent approach to sustainably improve learning outcomes. DENISE, for example, harnesses proven interventions to improve language and math skills and is collaborating with Vrije Universiteit Amsterdam to further develop NT2 teaching for newcomers. Mundus College integrates language development into all subjects, encourages reading, and offers targeted additional support for language and math. WSV analyses learning performance and translates it into targeted classroom interventions, using an evidence-based approach. Through ongoing evaluations, the school also strengthens foundational skills in a sustainable way.

### Major Maintenance Funds

Esprit uses the component method to budget for major maintenance. This means that, for each school building, we assess and budget for individual components – such as roofs, facades, systems, interiors, and grounds – separately, based on their expected useful life. These components are recorded in multi-year maintenance plans in accordance with the NL-SfB classification. In 2025, we updated these plans, applying a maximum maintenance period of fifty years per building. This ensures that the provision for major maintenance aligns well with expected maintenance costs and allows us to stay in control of future maintenance expenses.