

**Q&A – British School of Amsterdam  
May 26 2010**

**1. Why is Mike Roberts leaving?**

He feels it is time to move on, to let the school move forward.

**2. When will he leave?**

The school will announce an interim Principal to succeed Mr. Roberts as soon as possible.

**3. Is his departure going to make such a difference?**

Mr. Roberts has been at the school for 27 years. He felt now was the right time to move on, as the school was in the process of establishing a new management structure intended to equip it to best meet the challenges of an educational institute of its size and ambition and to properly prepare it to take the next step in its development and growth.

**4. Why are you appointing an *interim* Principal?**

Given the timing of Mr. Roberts decision, it has not proved possible to secure a permanent replacement immediately. Permanent candidates are under contract until the end of the calendar year. However, the appointment of an interim Principal will not delay governance and administrative changes at the school.

**5. Who is the interim Principal?**

The candidate is an educationalist of the highest calibre and has extensive experience managing and organising schools such as ours.

**6. What are you doing to address issues in the Senior and Junior Schools?**

The Supervisory Board is in the process of appointing two Vice-Principals, responsible respectively for primary and secondary education. We intend announcing these appointments in the very near future. Furthermore, the establishment of a new Managing Board will improve the governance and administration of the entire school.

**7. How will the changes proposed improve the way the school is run?**

The management structure will become simpler, more transparent and therefore more effective, led by and including high-quality people in teaching and administrative roles with wide experience of educational institutions such as ours.

**8. How can we be sure this will resolve governance issues?**

We are confident that, with a Managing Board comprising experienced educational specialists with significant organisational, management and leadership expertise and a mandate to strengthen the operational and administrative management of the school, we will have laid the foundation for change at the BSA.

**9. Why has it taken so long for the Supervisory Board to address the concerns of parents?**

The Supervisory Board is acutely aware of the concerns of parents. We appreciate that change cannot come soon enough for everyone, but these are complex issues that Dutch Law requires be resolved by the Managing Board. It is for that reason that the Supervisory

Board has focused on bringing new leadership to the BSA and building a management and administrative team structure that can best serve the needs of the school going forward. The actions announced on May 24 2010 are the first concrete steps along this road.

**10. Why has there been a lack of communication between the school and the parents?**

We acknowledge that some parents feel there has been at times inadequate communication. It is a priority of the new Managing Board, Chaired by the interim Principal, to improve that situation.

**11. What is the status of the school's finances?**

The 2008/2009 audit by Deloitte disclosed a budget deficit of around €800.000. We have appointed a new finance manager who is the process of conducting a major review of the schools' administrative and financial functions. He will publish the results of that process soon.

**12. Why was the British School of Amsterdam suspended by COBIS?**

Regrettably, COBIS, the Council of British International Schools, suspended the BSA's membership, citing a breach of its Code of Governance. This move came as a result of various governance issues being brought to the attention of COBIS.

**13. What is the School doing about the suspension?**

This is not a permanent situation, and indeed COBIS has proposed, and the Supervisory Board has accepted, a meeting to discuss these issues and the circumstances in which our membership may be re-instated. We are confident that once we have had an opportunity to present the facts and background to this situation, COBIS will move to re-instate our membership. Indeed, it has indicated it is open to that outcome and is supportive of the school and its aims.

**14. What is the effect of this move?**

While regrettable, the COBIS decision has no bearing on the school's ability to function or its legitimacy.

**15. Why are you delaying the Annual General Meeting?**

It is essential that the school presents to parents a *comprehensive* overview of its plans and actions for the BSA. That process has begun but it will take a few weeks to complete. Therefore, the Annual General Meeting will be held on Monday June 28 2010.