



2019-2023

SCHOOLPLAN DE VLIETE



Albero

Inhoudsopgave schoolplan 2019-2023

Inleiding

% " **Uitgangspunten van het bestuur**

% "% =b`Y]X]b[V`n" `+`
% "&" 8Y`a]gg]Y`	V`n" `+`
% "' " 8Y`j]g]Y`	V`n" `+`
% "(" GhfUHY[]Y†b	V`n" `;`

&" **De opdracht van onze school**

&" "% =b`Y]X]b[V`n" `-'`
&" "&" CbnY`a]gg]Y`	V`n" `-'`
&" "' " CbnY`j]g]Y`	V`n" `-'`
&" (" =bhYfbY`Yb`YI hYfbY`UbU`mgY	V`n" `;%\$`
&" ") "? k U`]hUh]YZXcY`	V`n" `;%%`
&" * "? k Ubh]hUh]Yj Y`XcY`Yb	V`n" `;%%`
&" + " GhfUHY[]Y†b	V`n" `;%&`
&" , " A YYhdi bhYb	V`n" `;%`
&" - " Cbg`gWcc`d`Ub`cd`%`5(V`n" `;%*`

' " **Onderwijskundig beleid**

' "% =b`Y]X]b[V`n" `;%`
' "&" K YhY`^`_Y`cdXfUW`hj Ub`\\Yh`cbXYfk]^g	V`n" `;%`
' "&" "%`8ccf`cdYbXY`YYf`]b	V`n" `;%`
' "&" "&"`6i f[YfgW`UdgcYbXYfk]^g	V`n" `;%`
' "&" "' "Cbtk]__Y`]b[`]b`VYY`X	V`n" `;%`
' "&" ("`CbXYfk]^gh`]X	V`n" `;%-`
' "&" "'`5bXYfghU`] [Yb`	V`n" `;%-`
' "&" *`Gdcbgcf]b[V`n" `;%-`
' "' "? YfbXcY`Yb`Yb`fYZYfYbh]Yb]j YUi`g	V`n" `;%&`
' "(("?)bXYfYb`a`Yh`YI hfU`cbXYfghYi`b]b[gVY`cYZhYb	V`n" `;%&`
' ") "CbXYfk]^g`UUb`Ub[Xi`f][`n]Y`_`_]bXYfYb	V`n" `;%&`
' "*" "J Y`] [\Y]X	V`n" `;%*`
' "+" DYXU[c[]gW`Yb`X]XUW]gW`_`]a`UUh	V`n" `;%*`

(" **Personeelsbeleid**

(" "\$`9j YbfYX][Y`j YfhY[Ybk`ccfX][]b[`]b` `XY`gWcc`Y]X]b[`	V`n" `;%+`
..... ("%"`J]g]Y`cd`dYfgcbYY`	V`n" `;%+`

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("&"N]W'h'cd'VY_k UUa \XYb'
.....dfcZYgg]cbY'Y'cbhk]__Y`]b[V`n" '& ,`

(" " "K Yf_Yb'UUb'VY_k UUa \XYb'Yb'cbhk]__Y`]b[V`n" '& ,`

(" ("A YYF^UfYbd'Ubb]b[V`n" '\$`

) " " " **Kwaliteitszorg**

) "% =b`Y]X]b[V`n" '\$` %`

) "&"<cY`k]^cbXYfk]^g_k U`]hY]h'XYZ]b]†fYb V`n" '\$` &`

) "&"% =XYbh]hY]h V`n" '\$` ' `

) "&"&" GcWU`]gUh]Y V`n" '\$` ' `

) "&" " DYfgccbgj cfa]b[V`n" '\$` (`

) "&" (`? k U`]Z]W]h]Y V`n" '\$` (`

) " " "N]W'h'cd'cbXYfk]^g_k U`]hY]h V`n" '\$`) `

) (" "<cY`k]^k Yf_Yb'UUb'cbXYfk]^g_k U`]hY]h V`n" '\$` , `

) (" "<cY`k]^cbg]j YfUbhk ccfXYb'cj Yf`
.....XY'cbXYfk]^g_k U`]hY]h V`n" '\$`

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⇒b`Y]X]b[`

Doel schoolplan`

8]h]gW`cc`d`Ub`]g`\`Yh`VY`Y]XgXcW`a`Ybh]j`ccf`XY`gW`cc`d`UbdYf]cXY`&\$%-`!`&\$&`"``

<Yh`]g`cd[`Ygh`X`V]bbYb`XY`_`UXYfg]j`Ub`\\`Yh`ghfUHy[`]gW`VY`Y]Xgd`Ub`j`Ub`cbg`VYg`hi`i`fz`
k`Y`_`Y`]g`gUa`Yb[`Yj`Uh]b`\`ccZg`hi`_`%"`<`ccZg`hi`_`&`[`UUh`cj`Yf`\`Yh`cbXYfk`]`g`cd`cbnY`
gW`cc`Yb`\`cY`k`Y`XUh]j`YfXYf`k`]`Yb`cbtk`]`_`Y`Yb`]b`XY`dYf]cXY`j`Ub`&\$%-`!`&\$&`"``8]h`
\`ccZg`hi`_`]g`j`YfhUU`X`b`UUF`YYb`]gW`cc`d`Ub`cd`%`5`(`XUh`cbg`\`Y`dh`ca`cbnY`f]W`h]b[`Yb`
ZcW`g`gW`Yfd`hY`\`ci`XYb`"``8]h`d`Ub`]g`hYfi`[`h`Y`j`]bXYb`U`g`V]^`U[`Y`"``
⇒b`\`ccZg`hi`_`"``VYgW`f]`j`Yb`k`Y`XY`k`]`nY`k`Uufcd`k`]`^`]bj`i`"``]b[`[`Yj`Yb`UUb`j`ccfgW`f]Z`hYb`
X]Y`XY`⇒bgdYW`h]Y`\`YYZi[`Ygh`X`"``<`ccZg`hi`_`(`VYgW`f]`Zi`cbg`dYfgcbYY`gVY`Y]X`"``CbnY`
`k`U`h]h]gncf[`k`cfXh`VYgW`fYj`Yb`]b`\`ccZg`hi``)"``

<Yh`gW`cc`d`Ub`k`]`Y`_`Y`VY`Ub[`\`YVVYbXY`Xi`]XY`]^`\`Y]X`[`Yj`Yb`cj`Yf`k`Uh`k`Y`k`]`Yb`
VYfY]_`Yb`a`Yh`\`Yh`cbXYfk`]`g`cd`XYnY`gW`cc`Yb`\`cY`k`Y`XUhXU[`Y`]^`g`j`cfa`ni`"``Yb`[`Yj`Yb`"``

Totstandkoming`

K`Y`\`YVVYb`U`g`hYUa`XY`a`]gg]Y`Yb`j`]g]Y`\`Yf`^`h`z`cbg`XcY`VYgW`fYj`Yb`j`ccf`&\$&`"``Yb`XY`
ghfUHy[`]Y`†`b`[`YgY`YW`YfX`k`Uufa`YY`k`Y`cbnY`j`]g]Y`]b`XY`UfYb`&\$%-`h`ch`&\$&`"``k`]`Yb`
fYU`]gYfYb`"``

8`Uufb`UUh`n]b`[`Y[`Yj`Ybg]j`YfnUa`Y`Xz`X]Y`Xi`]XY`]^`a`UU`hYb`z`k`Y`_`Y`dcg]h]Y`XY`gW`cc`
UUb`\`Yh`Y]bX`j`Ub`XY`j`cf][`Y`gW`cc`d`UbdYf]cXY`]bbUa`cd`XY`j`YfgW`]`YbXY`
VY`Y]XghYffY]bYb`"``8`UufV]^`g[`YVfi`_]`[`Ya`UU`h]j`Ub`XY`j`c`[`YbXY`[`Y[`Yj`Ybg`"``

- !`8`Y`Yj`U`i`Uh]Y`j`Ub`\\`Yh`gW`cc`d`Ub`&\$%)`!`&\$%-`j`Ub`XY`gW`cc`"``
- !`8`Y`a`YYgh`fYW`bhY`]bgdYW`h]YfUddcfhYb`"``
- !`HYj`fYXYb`\`Y]Xga`Yh]b[`Yb`j`Ub`ci`XYfgz`YYf`]b[`Yb`Yb`a`YXYk`Yf`_`Yfg`"``
- !`8`Y`Uuf`]^`gY`Yj`U`i`Uh]Yg]j`Ub`XY`UW`h]Yd`UbbYb`"``
- !`5bU`mgY`j`Ub`XY`cdVfYb[`ghYb`Yb`#`cZ`fYgi`h`hYb`j`Ub`a`Yh`cXYcbUZ`Ub`_`Y`]^`_`Y`
hcYhgYb`"``

8Y`UbU`mgY`j`Ub`XYnY`[`Y[`Yj`Ybgz`gUa`Yb`a`Yh`cbnY`a`]gg]Y`Yb`j`]g]Y`\`YYZi[`YfYgi`h`YfX`]b`
YYb`UUb`h`ghfUHy[`]Y`†`b`z`X]Y`j`ccf`cbg`hYUa`"``Y]XYbX`Yb`f]W`h]b[`]Yj`YbX`n]b`j`ccf`XY`
VYcc[`XY`W`bW`YhY`XcY`Yb`"``

<Yh`gW`cc`hYUa`ghY`h`n]W`cbXYf`Y]X]b[`]j`Ub`XY`X]fYW`h]Yj`YfUbtk`ccfXY`]^`j`ccf`XY`
i`]h]cYf]b[`]j`Ub`X]h`gW`cc`d`Ub`]b`XY`_`ca`YbXY`j`]Yf`UUF`"``

<Yh`VYj`cY[`X`[`YnU[`ghY`h`n]W`X`ccf`a`]XXY`j`Ub`XY`U`ccfXj`Yf`_`Uf]b[`]j`YfUbtk`ccfXY`]^`
j`ccf`\`Yh`cbXYfghYi`bYb`Yb`VYk`U`_`Yb`j`Ub`\`Yh[`YYb`]b`\`Yh`gW`cc`d`Ub`]g`VYgW`fYj`Yb`"``

<Yh`VYj`cY[`X`[`YnU[`ghY`h`n]W`[`UfUbhj`ccf`\`Yh[`Yf]W`h]bnYhYb`j`Ub`a`]XXY`Yb`j`ccf`\`Yh`
cbXYfghYi`bYb`j`Ub`X]h`gW`cc`d`Ub`"``

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8Y`X]fYVW]Y`ghY`h`Yh`gW`cc`VYghi`i`f`^Uuf`]^_g`cd`XY`\cc[hY`j`Ub`XY`VYfY]_hY`XcY`Yb`Xccf`
\Yh`fk`YY`_YYf`dYf`^Uuf`j`cYfYb`j`Ub`YYb`A`5F`5D`[`YgdfY`_`"

Samenhang met andere documenten

8Y`gW`cc`[`]XgYb`i`]b`XY`dYf]cXY`&\$%-!&\$&`'`k`cfXYb`gUa`Yb[`YghY`X`cd`VUg]g`j`Ub`XY`
]b`ci`XYb`j`Ub`Yh`gW`cc`d`Ub`"

⇒X]h`gW`cc`d`Ub`j`Yfk`]`nYb`k`Y`bUuf`XY`j`c`[`YbXY`XcW`a`YbhYbž`X]Y`UUb`k`Yn][`n]`b`cd`
cbnY`gW`cc`."

- ! [k`U`hY\]hg\UbXVcY`](#)
- ! [gW`cc`\[`\]Xg`](#)
- ! [Vcf`\]b`\]gXcW`a`Ybh`Vi`f`\]YfgW`Ud`](#)
- ! [fY\[`Y`\]b\[`Yb`YYf`\]b\[`YbcbXYfghYi`b\]b\[`](#)

Vaststelling

Het schoolplan is vastgesteld in de vergadering van het schoolteam d.d. ...

W. Mandel directeur



De MR heeft instemming verleend met het schoolplan d.d. 30-8-2019

Sy Dea voorzitter van de MR.



Het schoolplan is vastgesteld door het bestuur van de school d.d. ...

A.H. Vis Voorzitter van het bestuur van Albero



1. Uitgangspunten van het bestuur

1.1. Inleiding

HYf'j ccfVYfY]X]b['cd'XY'gW'cc'd'UbdYf]cXY'&\$%-!&\$&' \YYZh\YhVYghi i f'j c[Ybg'YYb' Vchca 'i d' dfcW'g'XY'ghfUHy[]Yt'b'cd'VYghi i fgb]j YUi 'VYdUU'X'j ccf'XY'_ca YbXY' gW'cc'd'UbdYf]cXY'"5''Y'hYUa g'\YVVYb'\YfV]^\i b]bVfYb['[Y\UX'"<Yh'GhfUHy[]gW' VY'Y]Xgd'Ub'fG6DŁ']g'_UXYfghY''YbX'j ccf'\Yh'cd'hY'ghY''Yb'gW'cc'd'Ub'j Ub'cbnY'gW'cc'"''

5'j cfYbg'\Yh'ghfUHy[]gW'VY'Y]X'XYZ]b]h]YZj Ugh'hY'ghY''Yb']g'\Yf'c] Yf'c] Yf'Y[X'a Yh\Yh' X]fYVW]YVYfUUXž'XY'; A F'Yb'XY'F UUX'j Ub'HcYn]W'hYb'\YVVYb'hYUa g'XY'[Y'Y[Yb\Y]X' [Y\UX'UX]j YnYb'i]h'hY'VfYb[Yb'"''

8Y'; A F'\YYZh]bghYa a]b['j Yf'YYbX'UUb'X]h'ghfUHy[]gW'VY'Y]Xgd'Ub'j ccf'XY'dYf]cXY' &\$%-!&\$&' ""

<Yh[YYb'\Y]fbU'j c[h'n]'b'XY'YggYbh]Yg'j Ub'\Yh[YZcfa i 'YYfXY'VY'Y]X'"''

1.2. De missie

8Y'gW'c'Yb'j Ub'5'VYfc'V]YXYb'j Ubi]h'fYgdYVh'Yb'j Yfh'ci k Yb'Xi i fnUua 'cbXYfk]'g'UUbž' k UUFV]^X]h'cbXYfk]'g']bh'fYggUblž'VcY]YbXž'a ch]j YfYbXž'i]h'XU[YbX'Yb'VYh'Yb']g'j c']gž' [Y]^_Y'_UbgYb'V]YXh'UUb'U'Y'_]bXYfYb'Yb'j ccfVYfY]Xh'cd'XY'hcY'_ca gh'\<Yh'cbXYfk]'g' k cfXh'Xccf' d'fcZYgg]cbY'Y'a YXYk Yf_Yfg'j Yfncf[X']b'YYb'] YncbXYž'j Y'] [Y'Yb'dUggYbXY' gdYY! Yb''Yfca [Yj]b[""8Y'Y][Yb]XYbh]hY]h'j Ub'XY'Už'cbXYf']^_Y'gW'c'Yb']g'Y]XYbX'"''

1.3. De visie

5'VYfc']g'YYb'dfcZYgg]cbY'Y'cf[Ub]gUh]Y'j ccf'df]a U]f'cbXYfk]'g'"GW'c'Yb' j Yfncf[Yb'_k U']hUh]YZ\cc[k UUFX]['cbXYfk]'g'j Ubi]h'XY'Y][Ybž'gW'cc'[YVcbXYb']XYbh]hY]h'Yb'a Yh'fYgdYVh'j ccf'XY']XYbh]hY]h'j Ub'UbXYfY'gW'c'Yb'"

8Y'a YXYk Yf_Yfg'j Ub'5'VYfc'n]'b'dfcZYgg]cbU'gž'X]Y'j Ubi]h'YYb'W'YVh]Yj Y' j YfUbhk ccfXY'^_\Y]Xž'[Yf]W'h'n]'b'cd'XY'cbhk]__Y']b['j Ub''YYf']b[Yb'j Ubi]h' \c[Y'j Yfk UW'h]b[Yb'Yb'a cfYY'VYgYZ'N]^XY'Yb'YI dYfh]gY'j]U'W'Y'Y[]U'Y' W'bg'i 'hUh]Yž'bYhk Yf_Ybž'_Ybb]g_f]b[Yb'Yb'fY'Yj UbhY'gcW]U'a YX]Už'hYbY]bXY'XY' _k U']hY]h'j Ub'\Yh'cbXYfk]'g'j ccfh'Xi fYbX'hY'cbhk]__Y'Yb'"N]^a U_Yb'[YVfi]_j Ub']bh'fYb'Y'Yb'YI hYfbY'gW'c']b[ga c[Y'^_\YXYbž'nck Y'']bX]j]Xi YY'U'g']b' hYUa j YfVUbX'"? YfbVY[f]ddYb'\YfV]^n]'b'f d'fcZYgg]cbY'Y'fi]a hY'Yb'f'YYb'Y'j Yb' 'Ub[''YfYb]'"''

5'VYfc'j cYfh'YYb'[YncbX'Yb'Xi i fnUua 'Z]bUbW]YY'VY'Y]Xž'ca 'bi 'Yb']b'XY' hcY'_ca gh'\cc[k UUFX]['cbXYfk]'g'hY'_i bbYb'j Yfncf[Yb'j ccf'U'Y'_]bXYfYb']b'XY' fY[]c'"

8Y'gW'c'Yb'j Ub'5'VYfc'n]'b'[Yj Ygh[X']b'Xi i fnUa Yž[cYX'cbXYf\ci XYb' [YVci k Yb'"'; YVci k 'Yb'ca [Yj]b['j cfa Yb'YYb'gh]a i 'Ubg'ca 'hY'_ca Yb'hch' gdY'Yb'Yb''YfYb'"

5'g'YfYbXY'cf[Ub]gUh]Yg'f]W'hYb'XY'gW'c'Yb'j Ub'5'VYfc'n]W'cd'XY'ca [Yj]b['Yb' Ubh]W]dYfYb'dfcUW]YZ'cd'cbhk]__Y']b[Yb']b'XY'a UUh'gW'Udd]"''

5'VYfc'U'g'[Y\YY'']g'YYb''YfYbXY'cf[Ub]gUh]Y''8Y'gh]W'h]b['k Yf'h'dfcUW]YZ'gUa Yb' a Yh'UbXYfY'cf[Ub]gUh]Yg'cd''c_UU'ž'fY[]cbUU'Yb''UbXY'^'_b]j YUi '"''

5'VYfc'gdYY'h'YYb'VY'Ub[f]^_Y'fc'']b'Yb'j ccf'XY'fY[]c'"

8Y']bh'fYb'Y'Yb'YI hYfbY'W'ca a i b]W]h]Y'ghUUh'U'h]X']b'\Yh'VY'Ub['j Ub'\Yh'_]bX'"8]h' j fUU[h'j Ub']YXYfYb'VYh'fc__Yb\Y]Xž'cdYb\Y]Xž'hfUbgdUfUbh]Y'Yb'YYb'dfcUW]Yj Y' \ci X]b['"

5'VYfc']g'YYb'dfcZYgg]cbY'Y'cf[Ub]gUh]Yž'k UUFV]^XY'VY'Ub[Yb'j Ub'_]bXYfYbž' ci XYfg'Yb'a YXYk Yf_Yfg'W'bh'fUU'gh'UUb'"

1.4. Strategische keuzes

8Y`bY[Yb`j]g]Y! ghUhYa Ybhg`n]`b`i]h[Yk Yf`h]b`XY`VY`Y]XghYffY]bYb`cbXYfk]^g`dYfgcbYY`z`
Z]bUbW]t bž`i]gj Ygh]b[`Yb`cf[Ub]gUh]Y``8Y`cbtk]__Y`f]VX h]b[`j Ub`XY`gh]VX h]b[`k cfXh`
`]YfV]^dYf`VY`Y]XghYffY]b`VYgVXfYj Yb`UUb`XY`UbX`j Ub`i`g`Yi hY`g`hchj YfUbXYf]b[i`.

6Y`Y]XghYffY]b`cbXYfk]^g. !`]bWi`g]Yj Yf`cbXYfk]^g/
!`a`YX]Uk]^g`Y]X/
!`_k`U`]hY]hgVY`Y]X/
!`hU`Ybhcbtk]__Y`]b[/
!`dYXU[c[]gVX`UbXY`Yb`

6Y`Y]XghYffY]b`dYfgcbYY`. !`<FA!VY`Y]X`]b`(`_k`UXfUbhYb/
!`dfcZYgg]cbYY`_Ud]hUU`/
!`]bhYfj]g]Y`Yb`fhY`ZfYZYWh]Y/
!`dYfgcb]`^_Y`a`YYghYfgVX`Ud/
!`hYUa`YfYb`

6Y`Y]XghYffY]b`Z]bUbW]t b. !`dfcZYgg]cbU`]gYf]b[/
!`Xi`i`fnUa`Y`VYXf]^Zgj`cYf]b[/
!`Yf]^_Yb`VY`Y]X/
!`d`Ubb]b[`Yb`Vcbtk`

6Y`Y]XghYffY]b`i]gj Ygh]b[. !`hchUU`dU`_Yh`Yi`d`c]hUh]Y`Yb`VY`YYf`/
!`i`]hXU[YbXY`k`Yf`!`Yb`YYfca`[Yj]b[/
!`j`YfV]bXYb`V]bbYb`Yb`Vi`]hYb`/
!`Xi`i`fnUUa`Y]X`

6Y`Y]XghYffY]b`cf[Ub]gUh]Y. !`Vca`a`i`b]WWh]Y`/
!`=?`7!`cbtk]__Y`]b[/
!`df]a`U]f`cbXYfk]^g`!`j`ccfh[YnYh`cbXYfk]^g`/
!`cbXYfk]^g`!`ncf[/
!`_k`U`]hY]hgVY`Y]X`

8Y`g`Yi`hY`g`hchj`YfUbXYf]b[`k`cfXYb`j`YfhUU`X`]b`U`Ufd`UbbYb`k`UUf`UWWh]`]hY]hYb`]b`
cd[Ybca`Yb`k`cfXYb`ca`XY`[Yk`YbghY`j`YfUbXYf]b[Yb`hY`fYU`]gYfYb`

2. De opdracht van onze school

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2.1. Inleiding

8]h\ccZxghi _]g'XfU[YbX'j ccf'cbg'k Yf_]b'XY'_ca YbXY'gW'cc'd'UbdYf]cXY'"K Y' j YfUbhk ccfXYb'\]Yf'j Ubi]h'k Y'_Y'cdj Uhh]b[Yb'cbg'cbXYfk]'g'j Yfncf[X'k cfXh'"8YnY' cdj Uhh]b[Yb'n]b'[YVUgYfX'cd'XY'j]g]Y'j Ub'\Yh'gW'cc'hYUa' Yb'XY'W'cbW' g]Yg'X]Y'k Y'U'g' gW'cc'hYUa' [Yhfc__Yb'\YVVYb'i]h'XY'j YfnUa' Y'XY' [Y[Yj Ybg'"8]h'U'Yg'V]bbYb'XY'_UXYfg' j Ub'\Yh'Xccf'\Yh'VYghi i f'j Ugh[Ygh'X'ghfUhy[]gW'VY'Y]X'"8UufbUUgh]g'YYb']bhYfbY'Yb' Yl hYfbY'Ub'mgY'j Ub'cbnY'gW'cc'i]h[Yj cYfX'"8Uh'\YYZi[YfYgi' hYfX']b'YYb'UUbhU' ghYf_Y'Yb'nk U__Y'_UbhYb'j Ub'cbnY'cf[Ub]gUh]Y'Yb'_UbgYb'Yb'VYXfY][]b[Yb']b'XY'bUV]Y' hcY'_ca gh'"

5'XYnY' [Y[Yj Ybg'gUa' Yb'n]b'[YVfi]_h'ca' XY'a' YYgh'dUggYbXY'ghfUhy[]Y'tb'hY'_]YnYb' j ccf'XY'_ca YbXY'j]Yf'UUF'"

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2.2 Onze missie

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8Y'J']YhY']g'YYb'cdYbVUFY'gW'cc'z'YYb'h'i]g'j ccf'XY'_]bXYfYb'i]h'K]ggYb_Yf_Y'Yb' ca [Yj]b["K Y'k Yf_Yb'U'g'hYUa' 'a Yh'\UfhYb'n]Y']b'YYb'fi]a' [YVci k' 'a Yh'YYb' dfUW'h][Y'gW'cc'hi]b'z'Yb'j cY'Yb'cbg'bUi k' j YfVcbXYb'a' Yh'\Yh'Xcfd'Yb'XY' [Ya'YYbgW'Ud'"

Cbg'cbXYfk]'g'\YYZi'U'g'XcY'a' Yh'\Yh'k Y'VYj]bXYb'U'g'VUg]gj ccfk UUFXYz'XY'YYf']b[Yb' [cYXY'cbhk]__Y']b[] Ub'XY'VUg]gj U__Yb'hY'YfYb'z'fi]a' hY'hY' [Yj Yb'j ccf'WYUhh]]hY'hYb']YZY'j ccf'bUhi i f'"

2.3. Onze visie

⇒b'cbnY'j]g]Y' [Yj Yb'k Y'UUb'\cY'k Y'cbg'cbXYfk]'g'k]'Yb'j cfa [Yj Yb'"8Y'VYgW'fYj Yb' i]h[Ub[gdi bhYb'VYgW'ci k Yb'k Y'U'g'_k U']hY]hgW'hYf]U'k UUFUUb'k Y'cbg'cbXYfk]'g']b'XY' _ca YbXY'dYf]cXY'k]'Yb'hcYhgYb'"

Visie op identiteit en pedagogisch klimaat

8Y'J']YhY']g'YYb'cdYbVUFY'gW'cc'z'hcY[Ub'_Y'^_j ccf'U'Y'_]bXYfYb'z'ncbXYf'cbXYfgW'Y]X' j Ub' [cXgX]Ybgh'cZ'Yj Ybgcj Yfhi] []b["K]^Yj Yb']b'YYb'a' UUh'gW'Udd]^X]Y']b[Yk]__Y'X']b' Y'_UUF'n]hYb'i]hYfgh'j YY'n]X][]g'"K]^k]'Yb'gUa' Yb'a' Yh'i' U'g'ci XYf#] Yfncf[Yf'i k']_]bX' [cYX'j ccfVYfY]XYb'cd'\i b'UhYfY'Z' bW]cbYfYb']b'X]Y'j YY'n]X][Y'Yb'j YY'_Yi f][Y' a' UUh'gW'Udd]^"K Y'YfYb'XY'_]bXYfYb'hY'_]YnYb'a' Yh'fYgdYW'h] ccf'XY'cj Yfhi] []b[] Ub' UbXYfYb'"

Cd'cbnY'gW'cc'\YYfgh'YYb'UUb[YbUa' Y'Yb'hc'YfUbhY'gZYf'k UUFXccf'Yf'YYb'j Y][]' YYf_]a' UUh'VYgh'UUh'F'YgdYW'h'gh'UUh'V]^cbg'\cc[]b'\Yh'j UUbXY'">Y'a' U[]UbXYfg'n]b'z'Y' a' U[]UbXYfg'XYb'_Yb'"<Yh'k Y'VYj]bXYb'j Ub'YYf']b[Yb']g'j ccf'cbg'\Yh'i]h[Ub[gdi bh'ca' cdh]a' UU'hY'_i' bbYb'dfYghYfYb'"

Visie op ontwikkeling en leren

K]^ [Yj Yb']YXYf'_]bX'XY' 'i]ghY'UUbXUW'h'z'cd'a' UUh'z'k UUFXccf'nY'U'\i b'a' c[Y'^_YXYb' _i' bbYb'VYbi' hYb'"K Y'VY[Y'Y]XYb'_]bXYfYb'a' Yh'YYf! Yb' [YXfU[ga' cY][]^_YXYb']bX]j]Xi'YY'cZ']b'_Y']bY [fcYd'Yg'"Cc'_]bXYfYb'X]Y'a' YYf! 'cZ'\cc[VY[UUX'Z'n]b'z'j c[Yb' cd'cbnY'gW'cc'YYb'i]hXU[YbX'Yb'dUggYbX'hfU'YW'"

Ca' XY'cbhk]__Y']b[] Ub'YYf']b[Yb'hY'_i' bbYb'j c[Yb'z'gh' fYb'Yb'gh]a' i' YfYb'z'j]bXYb'k Y' \Yh'VY'Ub[f]^_XUh'Yf'YYb'cdYb'z'W'bg'hf' W]Yj Y'Yb'hf'Ubgd'Uf'UbhY'W'a' a' i' b]W]h]Y']g'h' ggYb' nck Y'ci XYfg'z'YYf']b[Yb'Yb'YYf'_fUW'hYb'"8UUFV]^]g'YYb' [cYXY'fY'Uh]Y'bcX][]h' ggYb'

X]fYVh]Y! hYUa`YXYbz`X]fYVh]Y! ci XYfgz`YYf_fUWx h`YYf`]b[z`YYf_fUWx h`ci XYfg`Yb`
 `YYf_fUWx hYb`cbXYf`]b[``

6i]hYb`YfYb`_f]`[h`YYb`W`bhfU`Y`d`UUhg`]b`cbg`cbXYfk]`g``J`YfV`]`Z`]b`XY`bUhi`i`f`]g`[cYX`
 j`ccf`cbhgdUbb]b[z`Y`h`_Ub`XY`YfgYbYb`ifYgYhhYbB`BUhi`i`f`^`_Y`ca`[`Y`j`]b[`Yb`gh]a`i`YfYb`
 `Y`h`gdYY`gY`YfYb`j`Ub`_]bXYfYb``6i]hYb`YggYb`n`]b`[`cYX`ca`XUhi`Y`Vi`]hYb`a`YYf`
 VYk`YY`[`h`9f`]g`YYb`ghYf`_Y`fY`Uh]Y`hi`ggYb`a`YbhU`Y`Yb`Zmg]Y`_Y`[`YncbX`Y]X``6i]hYb`YggYb`
]]b`XY`dfU`h]^`Dn]b`Y`Yb`VYhY`_Yb]gj`c`Y`UUbj`i`]]b[`cd`XY`YggYb`V]bbYb``

Visie op maatschappelijke positionering.

8Y`gW`cc``]g`U`g`YYb`k`YV`]b`XY`cbtk`_]`_Y`]b[`j`Ub`XY`YYf`]b[``5`Y`g`ghUUh`a`YhY`_UUf`]b`
 j`YfV]bX]b[z`XY`cbtk`_]`_Y`]b[`cd`dYfgccb`]^!`z`W`[`b]h]YZ`Yb`gcWUU!`Ya`ch]cbYY`j`_U``

K`^]`]bXYb`Y`h`VY`Ub`[`f]^`XU`h`K`]ggYb`_Yf`_Y`YYb`gW`cc``VY`ci`Xh`ncXU`h`XY`YYf`]b[`Yb`
 X]W`h`V`^`i`]g`b`UUf`gW`cc``_i`bbYb``8`UUfV`^`k`]`Yb`k`Y`XY`gUa`Ybk`Yf`_]b[`a`Y`h`XY`
 dYi`hYfgdYY`nUU`]b`cbnY`gW`cc``cd]h]a`U`]gYfYb`X`a`"j`"Y`Yb`VfY`YX`VYfY`XYb`YYfX`UUbVcX`
 j`ccf`YYb`[`cYXY`Xccf`[`UUbXY`cbtk`_]`_Y`]b[`g`]b`h`ggYb`dYi`hYfg`Yb`_`Yi`hYfg`K`Y`k`Yf`_Yb`
 gUa`Yb`a`Yh`?`]VYc`ca`j`ccf`_]bXYfYb`j`Ub`\$!`%&`^`UUf`XY`d`UUhg`hY`n]b`k`UUf`nY`
 gUa`Yb`_ca`Yb`]b`YYb`fi`]a`[`YVci`k`Yb`[`YVfi`_]`_i`bbYb`a`U`_Yb`j`Ub`gW`cc`d`Y]bYb`Yb`XY`
 bUhi`i`fhi`]b``

@YfYb`Yb`k`Yf`_Yb`j`]bXh`cc`_`bU`gW`cc`h`X`d`UUhg`"8`UUfca`k`]`Yb`k`]^`YYb`nc`VfY`YX`
 a`c`[`Y`]^`_`bUgW`cc`g`UUbVcX`WY`fYb`k`UUf]b`bU`gW`cc`h`X`fi`]a`hY`]g`ca`XY`hU`YbhYb`j`Ub`
 `YYf`]b[`Yb`hY`cbtk`_]`_Y`Yb``

8]hYfYgi`hYfYh]b`cbnY`_Yfbk`UUfXYb`.
 K`Y`VYj`]bXYbz`j`Y`][`Y]Xz`j`UUfX][`YXYbz`VYhfc`_`Yb`Y]X`Yb`a`j`]Yi`VYk`i`gh`

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2.4. Interne en externe analyse

8Y`VY`Ub`[`f]^`_ghY`ZUW`cfYb`j`Ub`XY`]bhYfbY`UbU`mgY`.

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Sterke punten van onze school	"Zwakke" of ontwikkelpunten van onze school
%K`Y`n]b`Y`Yb`ghYf`_`hYUa`Yb`k`Yf`_Yb`a`Yh` a`cXYfbYz`UW`i`Y`Y`a`Yh`cXYg`	%K`Y`a`cYhYb`cd`ncY`_`bUUf`a`YYf`VU`Ubg`]b` dfYghU]Ygz`k`Y`VYj`]bXYb`Yb`WYU]h]`]hY]h`
&K`Y`k`Yf`_Yb`]b`Y`Yb`Z]b`z`fi`]a`[`YVci`k`Yb` k`Y`n]b`h`f`ch`g`cd`cbnY`bUhi`i`fhi`]b`k`UUf` _]bXYfYb`j`c`cd`_i`bbYb`gdY`Yb`Yb`k`Yf`_Yb`	&8Y`bUXfi`_`][`h`bi`b`bccX`[`YXk`cb`[`Yb`hY` j`UU`_`cd`YYfdYghU]Yg`Yb`hY`k`Y]b][`cd`Y`h` k`Y`VYj`]bXYb`j`Ub`cbnY`_]bXYfYb`
`K`Y`n]b`UU`[`XfYa`dY`][`Yb`_`Y]bgW`U`][`z` XU`h`dUgh`V`^`Y`h`_`UfU`hYf`j`Ub`Y`h`Xcfd`	`8Y`gW`cc`h`]b`nci`XYb`k`Y`bc`[`j`YY`a`YYf`]bhY`[`fUU`]b`cbnY`YggYb`_i`bbYb`[`YVfi`_]`_Yb`

8Y`VY`Ub`[`f]^`_ghY`ZUW`cfYb`fk`UUf`k`Y`[`YYb`]bj`cYX`cd`Y`V`VYb`L`j`Ub`XY`Yi`hYfbY`UbU`mgY`.

Kans voor onze school	Bedreiging voor onze school
%K`Y`n]Yb`gUa`Ybk`Yf`_]b[`a`Yh`j`ccfU`XY` ci`XYfg`Yb`XUufbUUgh`XY`ci`XYfYb`j`Ub`XY` 5a`U`]U`c`ZYb`a`Yh`j`YfYb][`]b[`Yb`]b`Y`h` Xcfd`U`g`[`f`chY`_`Ubg`	%8Y`_`f]a`d`j`Ub`YYf`]b[`Yb`nci`j`ccf`cbg` _i`bbYb`VYhY`_YbYb`XU`h`k`Y`cd`hYfa`]b`j`Ub` (`bUUf`" `[`fcYdYb`[`UUb`fla`]bXYf`Z]bUbW]t`Y` fi`]a`hY`
&8Y`J`]YhY`]g`cbXYfXY`j`Ub`5`VYfcz`YYb` cf`[`Ub]gU]Y`a`Yh`j`YY`gW`c`Yb`z`Yb`XU`h`	&J`YY`ci`XYfg`Y`V`VYb`a`]bXYf`h`X`j`ccf` _i`g`Y`g`cd`gW`cc`z`gca`a`][`Yb`n]b`

a UU_hj ccfn]Yb]b[Yb'a c[Y]^_X]Y'k Y' ncbXYf'XYnY'gh]W'h]b['b]Yh'nci XYb'\YVVYb''	a cbX][Yf'Yb'Y]gYb'gca g'\YY'j YY'j Ub' \i b'_]bXYfYb'Yb'j Ub'cbg'
' K Y'nci XYb' [fUU['YYb'Vi]hYb'c_UU' k]''Yb'\YVVYb']b'cbnY'gW'cc'hi]b'	' '@fUfYbhY'_cfh'
	('8ccfXUh'YYb' [fcch[YXY'hY'j Ub'\Yh' hYUa 'U''Ub['cd'XYnY'gW'cc''k Yf'_h'z'_i b'^Y' gbY''Yf'XYb'_Yb']b' [Yk ccbhYg'XUb']b' cbXYfk]^g_k U']hY]h''

A Yh'XYnY'UbU'mgY'\YVVYb'k Y'dcg]h]Y'j Ub'XY'gW'cc''j Ugh[Ygh'X''8YnY'ZJW'cfYb''UhYb'k Y' hYfi [_ca Yb']b'YYb'W'ebZ'fcbhUh]Ya Uhf]l ''''

%" CbnY'gW'cc''\YYZi'YYb'dfUW'h][Y'bUhi i fhi]b'X]Y'k Y' [fUU['bc['a YYf'nci XYb' k]''Yb']bnY'hYb'Xccf'cbnY''YggYb'hY'j YfV]bXYb'UUb'XY'hi]b'Yb'YYb'Vi]hYb'c_UU''hY' a U_Yb''''

&" K Y'n]b'YYb'\YW'h'z'ghYf'_hYUa 'a Yhj c'XcYbXY'_Ybb]g'z'Yfj Uf]b['Yb'W'YU'hj]hY]h' ca 'hY'_i bbYb'k Yf'_Yb'UUb'cd'cgg]b[Yb'j ccf'XY'_f]a d'j Ub'\Yh'UUb'hU''YYf']b[Yb''

' " K Y'_i bbYb'XY'gUa Ybk Yf'_]b['a Yh'XY'ci XYfg'z'_]bXYfYb'Yb'gW'cc'']bnY'hYb'ca ' YYb'VY'hYfY'VU'Ubg'hY' [UUb'j]bXYb']b'dfYghUh]Yg'z'W'YU'hj]hY]h'Yb'k Y'VYj]bXYb'j Ub' XY'_]bXYfYb''

(" A]bXYf''YYf']b[Yb'nci '_i bbYb'VY'hY'_YbYb'XUh'k Y'bc['YZ]W'tbhYf'cbnY'h]X'Yb' YbYf[]Y']b'a cYhYb'nY'hYb'Yb'\Yh'k Yf'_Yb'a Yh'UhY']Yfg'V]bbYb'cbg'cbXYfk]^g'YYb' d'Y'_a cYhYb' [UUb' [Yj Yb''

2.5 Vertaling van onze visie naar een kwalitatief doel voor 2019-2023

<Yh'hYUa 'j Ub'XY'J']Yh'ncf[h'j ccf'XY'VU'Ubg'hi ggYb' [cYXY''YYfdYghUh]Yg'Yb' k Y'VYj]bXYb'Xccf'\Yh'YfYb'nc'hY'cf[Ub]gYfYb'XUh'YYb'cbXYfncY'_YbXY'\ci X]b['z' W'YU'hj]hY]h'Yb'VY'hfc__Yb'\Y]X'YYb'VY'Ub[f]^_Y'd'Y'_f]^ [Yb'z'nc'k Y''V]bbYb'\Yh' [YVci k 'U'g'Xccf[YVfi]'_j Ub'XY'gW'cc'hi]b'z'cc'_U'g'\Yh'UUb'hU''YYf']b[Yb'j YfUbXYfh'' 8Y'gUa Ybk Yf'_]b['a Yh'ci XYfg'Yb'_]bXYfYb']g'XUuf]b'VY'Ub[f]^''8YnY'gUa Ybk Yf'_]b[' k cfXh[YfYU']gYYfX'Xccf'a]XXY'j Ub'YYb'cdYb'z'W'ebghfi W]Yj Y'Yb'hfUbgdUfUbhY' W'ea a i b]W]h]Y'a Yh'Y'_UUf''

2.6. Kwantitatieve doelen

<Yh'_k U']hUh]Yj Y'XcY''\YVVYb'k Y'j YfhUU'X']b'XY'j c'[YbXY'_k Ubh]hUh]Yj Y'XcY'Yb.'

=b'XY'gW'cc'z'\Yh'd'Y]b'Yb']b'XY'hi]b']g'n]W'hUUf'XUh'_]bXYfYb''YfYb'z'Yfj Uf]b[Yb' cdXcYb'Yb'cbXYfncY'_Yb'z' [Y\$&hY[fYYfX']b'\Yh'cbXYfk]^g'Yb'\Yh'XU[Y]^_gY'fccghYf'' <Yh'fccghYf']g'nc']b[Yj i 'X'XUh'\Yh'UUb'hU'' [fcYdYb'_Ub'j Uf]t'fYb' [YXi fYbXY'XY'XU[' Yb'XY'k YY_'' ; cYXY''YYfdYghUh]Yg'#fYgi 'hUhYb'_]bXYfYb'/k Y'ghfYj Yb'YfBUf'cbnY'gW'cc'bcfa Yb' gW'Yfd'hY'ghY''Yb'Yb'XYnY'hY'fYU']gYfYb''

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=>bgfhi Wñ]Y`Xccf`XY`YYf_fUW`h`XcYh`Yfhc`Yž`k`Y`[`YVfi`_]`Yb`\\`Yfj`ccf`\\`Yh`98`=>a`cXY`"
N=9B`gW`ç`fh`V`^,`$i`_`j`Ub`XY`YYf`]b`[`Yb`fi`]a`_`j`c`XcYbXY`"
<Yhj`ccfd`Y]b`[`g`n]W`h`V`U`U`f`[`fcYbYf`X`U`b`]b`g`W`cc`^`U`U`f`%`!`%-`Yb`g`i`]h`X`U`U`f`a`Y`Y`U`U`b`c`d`
c`b`n`Y`j`]g`Y`j`Ub`6`i`]h`Y`b`Y`f`Y`b`"
9f`]g`Y`Y`b`X`c`c`f`[`U`U`b`X`Y`"b`j`c`c`f`d`Y`i`h`Y`f`g`#`_`Y`i`h`Y`f`g`"
B`U`U`g`h`U`Z`g`h`Y`a`_`a`]b`[`_`j`Ub`U`U`b`V`c`X`k`c`f`X`Y`b`a`U`h`Y`f`U`Y`b`X`]Y`X`Y`X`c`c`f`[`U`U`b`X`Y`"b`
V`Y`j`c`f`X`Y`f`Y`b`j`Ub`[`fcYd`&`b`U`U`f`[`fcYd`"U`U`b`[`Y`g`W`U`Z`h`Y`b`]b`[`Y`n`Y`h`"

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2.7. Strategieën

C`b`n`Y`g`h`f`U`h`Y`[`]`Y`t`b`[`Y`j`Y`b`X`Y`k`Y`[`Y`b`U`U`b`k`Y`_`Y`k`Y`_]`Y`n`Y`b`c`a`_`c`b`g`d`i`b`h`c`d`X`Y`\\`c`f`]`n`c`b`ž`
 \\`Y`h`_`k`U`]`h`U`h`Y`Z`X`c`Y`ž`h`Y`V`Y`f`Y`_`Y`b`"N`Y`n`]`b`c`b`n`Y`f`c`i`h`Y`d`U`b`b`Y`f`b`U`U`f`g`i`W`W`g`"
 C`d`V`U`g`]`g`j`Ub`c`b`g`_`k`U`]`h`U`h`Y`j`Y`X`c`Y`ž`X`Y`i`]`h`c`a`g`h`Y`b`j`Ub`X`Y`W`ç`b`ž`c`b`h`U`h`Y`a`U`h`f`]i`Y`b`c`b`n`Y`
 U`a`V`]`h`Y`g`Z`c`W`g`g`Y`b`k`Y`c`b`g`c`d`X`Y`j`c`[`Y`b`X`Y`g`h`f`U`h`Y`[`]`Y`t`b`."

%	K`Y`n`c`f`[`Y`b`j`c`c`f`_`k`U`]`h`U`h`Y`Z`[`c`Y`X`c`b`X`Y`f`k`]`g`a`Y`h`U`U`b`X`U`W`h`j`c`c`f`Y`Y`b`V`U`U`b`g` h`i`g`g`Y`b`d`f`Y`g`h`U`h`Y`g`ž`k`Y`V`Y`j`]`b`X`Y`b`Y`b`W`Y`U`h`j`]`h`Y`]`h`j`Ub`YYf`]b`[`Y`b`f`Y`b`a`Y`X`Y`k`Y`f`_`Y`f`g`k` X`c`c`f`a`Y`h`]`b`n`Y`h`j`Ub`V`Y`g`W`X`_`V`U`f`Y`Z`]`b`U`b`W`f`t`Y`a`]`X`X`Y`Y`b`c`b`g`h`Y`c`f`]`t`b`h`Y`f`Y`b`c`d`Y`b`h`Y` k`Y`f`_`Y`b`U`U`b`Y`Z`]`W`f`t`b`h`Y`f`Y`a`Ub`]`Y`f`Y`b`c`a`X`Y`g`W`cc`Y`b`\\`Y`h`Y`f`Y`b`h`Y`c`f`[`Ub`]`g`Y`f`Y`b`"
&	K`Y`k`Y`f`_`Y`b`U`U`b`Y`Y`b`c`d`h`a`U`Y`V`Y`h`f`c`_`_`Y`b`\\`Y`X`j`Ub`YYf`]b`[`Y`b`Y`b`\\`i`b`c`i`X`Y`f`g`X`c`c`f` \\`Y`h`]`b`n`Y`h`Y`b`j`Ub`a`c`X`Y`f`b`Y`W`ç`a`a`i`b`]`W`h`Y`a`]`X`X`Y`Y`b`Y`b`X`j`Y`f`g`Y` c`b`h`a`c`Y`h`b`[`g`j`c`f`a`Y`b`"
"	K`Y`g`h`a`i`Y`f`Y`b`W`Y`U`h`j`]`h`Y`]`h`ž`Y`Y`b`c`b`X`Y`f`n`c`Y`_`Y`b`X`Y`\\`c`i`X`]b`[`Y`b`V`Y`k`i`g`h`k`c`f`X`]b`[`_`j`Ub` b`U`h`i`f`Y`b`X`i`i`f`n`U`U`a`\\`Y`X`V`^`c`b`n`Y`YYf`]b`[`Y`b`X`c`c`f`V`]`b`b`Y`b`(`U`U`f`X`Y`g`W`cc`h`i`]b`h`Y`]`b`h`Y`[`f`Y`f`Y`b`]b`c`b`g`c`b`X`Y`f`k`]`g`Y`b`c`c`_`\\`Y`h`j`c`c`f`d`Y`b`Y`Y`b`[`fcYbY`i`]`h`g`h`f`U`]b`[`h`Y` [`Y`j`Y`b`"
(K`Y`[`Y`j`Y`b`_]`b`X`Y`f`Y`b`Y`Y`b`[`c`Y`X`Y`g`h`U`f`h`c`d`g`W`cc`X`c`c`f`g`U`a`Y`b`a`Y`h`?`=69C`h`Y`k`Y`f`_`Y`b` U`U`b`Y`Y`b`X`c`c`f`[`U`U`b`X`Y`"b`j`c`c`f`d`Y`i`h`Y`f`g`#`_`Y`i`h`Y`f`g`"

2.8. Meetpunten

Strategie	Meetpunten 2019-2020	Meetpunten 2020-2021	Meetpunten 2021-2022	Meetpunten 2022-2023	
	<p>K Y ncf [Yb j ccf _k U]hUh]YZ [cYX cbXYfk]g'a Yh UUbXUW h j ccf YYb VU Ub g h i ggYb dfYghUh]Ygž k Y VYj]bXYb Yb WYUhj]hY]h j Ub 'YYf']b [Yb fYb a YXYk Yf_Yfgt Xccf'a Yh]bnYh j Ub VYgVX]_VUFY Z]bUbWt Y a]XXY Yb cbg hY cf]t bhYfYb cd Yb hY k Yf_Yb UUb YZZ]Wt bhYfY a Ub]YfYb ca XY gWcc Yb \Yh 'YfYb hY cf [Ub]gYfYb"</p>	<p>< i]X] [Y g]h Uh]Y j UUFX] [\XYb 98 =]b _UUFh VfYb [Yb" -bgd]fUh]Ya]XXU 98 = VYncY_Yb" 8 Y YYf_fUW hYb Zcfa i YfYb dYfgccb]^_Y XcY Yb" ; fcYdgVYncY_Yb Xccf =6 Yb#cZ X]fYW]Y k cfXYb (_YYf dYf UUF]b [Yd UbX" 6]^XY]bghfi W]Y XY YYf]b [Yb VYhfY_Yb V]^ \Yh 'YYfXcY" N]W hVUUF a U_Yb j Ub XcY Yb j ccf 'YYf]b [Yb Yb ci XYfg" K Yf_VYncY_UUb gWcc a Yh UbXYfY a Ub]Yf j Ub cf [Ub]gYfYb" I]hdfcVYfYb Yb Yj U i YfYb j Ub [fcYdgXccfVfY_Y bX k Yf_Yb" A YYh]bghfi a YbhY b n] b cbtk]_Y X ca XcY Yb Yb fYgi hUhYb 'YYfdfYghUh]Ygž WYUhj]hY]h Yb j YfV]bX]b [hY a YhYb" K Y VY_] ^_Yb cZ =9D YYb VYhfYfY a Ub]Yf j Ub hcYhg]b [g dUggYbX V]^cbg cbXYfk]gUUbVcX Ci XYfUj cbX ?K =B?</p>	<p>8 Y dYfgccb]^_Y XcY Yb k cfXYb [Ytj U i YYfX" 8 cY Yb k cfXYb cdb]Yi k [YZcfa i YYfX" ; fcYdgVYncY_Yb Yb Xccf =6 Yb#cZ X]fYW]Y k cfXYb (_YYf dYf UUF]b [Yd UbX 6]^XY]bghfi W]Y XY 'YYf]b [Yb VYhfY_Yb V]^ \Yh 'YYfXcY" N]W hVUUF a U_Yb j Ub XcY Yb j ccf 'YYf]b [Yb Yb ci XYfg" A YYh]bghfi a Y bhYb n] b cbtk]_Y Yb ca XcY Yb Yb fYgi hUhYb 'YYfdfYghUh]Ygž WYUhj]hY]h Yb j YfV]bX]b [hY a YhYb" K Y Yj U i YfYb a YhfY [Y a UUh XY VU Ub g h i ggYb 'YYfdfYghUh]Ygž WYUhj]hY]h Yb k Y VYj]bXYb"</p>	<p>8 Y dYfgccb]^_Y XcY Yb k cfXYb [Ytj U i YYfX" 8 cY Yb k cfXYb cdb]Yi k [YZcfa i YYfX" ; fcYdgVYncY_Yb Yb Xccf =6 Yb#cZ X]fYW]Y k cfXYb (_YYf dYf UUF]b [Yd UbX 6]^XY]bghfi W]Y XY 'YYf]b [Yb VYhfY_Yb V]^ \Yh 'YYfXcY" N]W hVUUF a U_Yb j Ub XcY Yb j ccf 'YYf]b [Yb Yb ci XYfg" K Y \YVVYb]bn]W h]b \cY j UU_ž k UhYb Xccf k]Y k Y 'YggYb [fcYdgXccfVfY _YbX k] Yb]bj i Yb"</p>	<p>=YXYfY 'YYf_fUW h [YVfi]_h j ccf XY VUg]g j U_Yb XccfXUW hY 'YggYb j Ubi]h \Yh 98 = a cXY k UufV]^ a]b]a UU, \$i j c XcYh UUb XY W]hYf]U 8 Y \cYj YY \Y]X j U_Yb Yb \Yh fccghYf n] b nc]b [Yj i X XUh \Yh UUbhU [fcYdYb _Ub j Uf]t fYb [YXi fYbXY XY XU [Yb XY k YY_</p>

	<p>cf[Ub]gYfYb"</p> <p>?K =B? j c`[Yb` j c`[Ybg` a Yh\cXY"</p> <p>6Y\ci XYb`j Ub` d`i g_`Ug#UUbVcX` cbXYfk]g`a YYf` VY[UUZXY` `YYf`]b["</p> <p>5UbVcX` j cfa]b[g!cbXYf` k]g"</p>			
<p>K Y`k Yf_Yb`UUb` YYb`cdh]a U`Y` VYhfc__Yb\Y]X` j Ub`YYf`]b[Yb`Yb` \i b`ci XYfg`Xccf` \Yh]bnYhhYb`j Ub` a cXYfbY` W`a a i b]W]h]Ya]X` XY`Yb`Yb`X]j YfgY` cbha cYh]b[gj cfa` Yb"</p>	<p>K Y`cf]t`bhYfYb` cbg`cd` j YfgW]`YbXY` cbha cYh]b[gj cf` a Yb`Yb` dfcVYfYb`XYnY` i]h`f`d`Yf`^UufL`"</p> <p>K Y`\ci XYb`V]^` k Uh`XY`cd_ca gh`]g"</p> <p>?`Ub_VcfX[fcYd` ci XYfg`cdnYhhYb`"</p> <p>66E`cf[Ub]gYfYb` UUb`\Yh`VY[]b` j Ub`\Yh` gW`cc`^Uuf"</p> <p>?]^_XU[`cbXYf` gW`cc`h`X"</p> <p>=bZcUj cbX` cf[Ub]gYfYb`"</p> <p>?]bXYfYb`[f` , `V]^` Y]bX[YgdfY_`"</p> <p>DUffc`Udd` i]hcY_Yb`Yb`]bhfcXi W`fYb`"</p>	<p>5`Y`[fcYdYb` [YVfi]_Yb` DUffc`"</p> <p>J Yfj c`[` cbha cYh]b[gj` cfa Yb`f`d`Yf` ^UufL`"</p> <p>?`Ub_VcfX[fcY` d`_ca h`(`_YYf` V]^Y`_Uuf`d`Yf` ^Uuf`"</p> <p>@Yf`]b[Yb`j Ub` [fcYd` `h`#a` ,` UUbk Yn][`V]^` fUddcfh[YgdfY` __Yb`"</p> <p>@Yf`]b[Yb`j Ub` [fcYd` `+`#` ,` UUbk Yn][`V]^` fUddcfh[YgdfY` __Yb`"</p>	<p>J Yfj c`[` cbha cYh]b[gj` cfa`f`d`Yf` ^UufL`"</p> <p>@Yf`]b[Yb`j Ub` [fcYd` `h`#a` ,` UUbk Yn][`V]^` fUddcfh[YgdfY` __Yb`"</p>	<p>; fchY`cd_ca gh` j Ub`ci XYfg`V]^` gW`cc`UW]j]hY]hY` b`Xccf`VYk i ghY` _Yi g`j Ub` UW]j]hY]hYb`"</p> <p>6Yhfc__Yb`Yb` [cYX` [Y`\$Zcfa YYfXY` ci XYfg`"</p>
<p>K Y`gh]a i `YfYb` WYUhj]hY]hZ`YYb` cbXYfncY_YbXY` \ci X]b[`Yb` VYk i ghk cfX]b[` j Ub`bUh`i f`Yb` Xi i fnUUa \Y]X`V]^` cbnY`YYf`]b[Yb` Xccf`V]bbYb`(` ^Uuf`XY`gW`cc`h`]b`</p>	<p>K Yf_VYncY`UUb` gW`cc`k`UufV]^` 6i]hYb`YfYb` [Y`\$hY[fYYfX`]g"</p> <p>HYUa gW`c`]b[` 6i]hYb`YfYb`"</p> <p>Gi Vg]X]Y`k cfXh` UUb[Yj fUU[X`V]^` XY` ; Ya YYbhY`</p>	<p>HYUa gW`c`]b[` 6i]hYb`YfYb`"</p> <p>J ccf`d`Y]b`]g` _`Uuf`"</p> <p>K Y`cbh] Ub[Yb` j][bYh` ; YncbXY` GW`cc`"</p>	<p>HYUa gW`c`]b[` 6i]hYb`YfYb`"</p> <p>9`_Y`[fcYd` _f]^`h` a]b]a UU`%` Vi]hYb`Yg`d`Yf` k YY`_`"</p>	<p>9`_Y`[fcYd` _f]^`h`a]b]a UU` &`Vi]hYb`YggYb` dYf`k YY`_`"</p>

<p>hY`]bhY[fYfYb`]b` cbg`cbXYfk]^g`Yb` cc_`Yhj`ccfd`Y]b` YYb`[fcYbY` i]hghfU`b[`hY` [Yj`Yb`"</p>	<p>j`ccf` UUbdUgg]b[Yb` gW`cc`d`Y]b`" J][bYh`; fcYbY` gW`cc`" UUb[Yj`fUU[X`Yb` k`Yf`d`Ub` cd[YnYh`a`Yh` cbXYfghYi`b]b[` j`Ub`[YncbXY` gW`cc`UXj`]gYi`f` ;`8`" HYfi`[_YfYbX` U[YbXUdi`bh`cd`]b`ci`XY`^`Y` j`Yf[UXYf]b[`" 8Y`YYf`fUW`hYb` `Y[[Yb`YYb`a`Ud` Vi`]hYb`YggYb`UUb` dYf` gW`cc`#[fcYd`" Cd`gW`cc`]g`Yf` XY`dfU`h]gW`Y` a`c[Y`]^`Y]X`ca` XU[Y`]^`g`a`Yh`XY` _]bXYfYb`bUUf` Vi`]hYb`hY`[UUb` fXYb`_`UUb` `UUfnYb` l`]hmcY`Yb`cZ` gUa`Ybk`Yf_]b[` a`Yh`XY`A`97` a`c[Y`]^`Y]X`]g`" 6i`]hYb`c`UU` cbXYfncY`Yb`k`Uh` XY` a`c[Y`]^`Y]XYb` n]`b`"</p>	<p>K`Y`_i`bbYb` Y`_j`U`_Vi`]hYb` UUbV]YXYb`" GUa`Ybk`Yf_]b` [`a`Yh`A`97`XY` 6Yj`Y`UbXYb`" FYU`]gYfYb` Vi`]hYb`c`UU`"</p>		
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<p>K Y`[Yj Yb` _]bXYfYb`YYb` [cYXY`ghUfh`cd` gW`cc`Xccf` gUa`Yb`a`Yh` ? =69C`hY`k`Yf`_Yb` UUb`YYb` Xccf`[UUbXY`]'b` j`ccf` dYi`hYfg#`_Yi`hYfg`"</p>	<p>K Y`X]YbYb` gUa`Yb`a`Yh` ?]VYc`YYb` UUb`j`fUU`[`]b`V`^ XY`[Ya`YYbhY` j`ccf`Z]bUbW]t`Y` cbXYfghYi`b]b[`] ca`YYb` dYi`hYf`[fcYd`cd` hY`ghUfhYb`"</p> <p>8Y`d]`ch`j`Ub`XY` dYi`hYf`[fcYd` [UUh`ghUfhYb` 9f`n]`b`U`ZgdfU`_Yb` cj`Yf`XY` Xccf`[UUbXY`]'b` XYnY`k`cfXYb` h`ggYb`Y`_Y` gW`cc`j`U`_Ubh]Y`]b`[Ytj`U`i`YYfX` Yb`]bX]Yb`bcX][`] UUb`[YdUgh`"</p>	<p>8Y`d]`ch`[fcYd` k`cfXh` i`]h`[YVci`k`X` a`Yh`h`k`YY` a`ca`YbhYb`]'b` XY`k`YY`_` dYi`hYf#`_Yi`hYf` [fcYd`" .</p> <p>8Y`U`ZgdfU`_Yb` k`cfXYb`h`i`ggYb` Y`_Y` gW`cc`j`U`_Ubh] Y`[Ytj`U`i`YYfX` Yb`]bX]Yb` bcX][`] UUb`[YdUgh`"</p>	<p>8Y` dYi`hYf#`_Yi`hYf`[fcYd`]g`YYb` ghfi`W]i`fYY` UUbVcX`Yb`[cYX` UZ`YghYa`X`cd` Y`_UUF`"</p>
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Cd`[fcbX`j`Ub`Yh]`j`ccf`[UUbXY`nU`^UUF`]^g`dYf`ghfUhY`[]Y`YYb`[YXYhU`]'YYfX`UW]Yd`Ub`
k`cfXYb`cd`[Ygh`X`."

A`YYhdi`bhYb`/`5W]Yg`ca`X`YnY`XcY`Yb`hY`fYU`]gYfYb`/`J`YfUb`h`k`ccfXY`]^_Y`dYfg`ccb`V`]bbYb`
XY`gW`cc`j`ccf`XY`i`]h`cYf]b[/`=b`k`Y`_Y`dYf`]cXY`j`Ub`Yh`gW`cc`^UUF`XY`UW]Yg`i`]h`[Yj`cYfX`
k`cfXYb`/`9j`Yb`h`YY`.'k`Y`_Y`Z]bUbW]t`Y`a`]XXY`Yb`Xccf`XY`gW`cc`]'b[YnYh`a`cYhYb`k`cfXYb`
ca`XY`j`YfUbXYf]b[`i`]h`hY`j`cYfYb`"

8]h`UW]Yd`Ub`k`cfXh`k`YYf`j`Yfk`Yf`_h`]b`Yh`i`GW`cc`d`Ub`cd`%`5`(`Ø`"

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<p>?k`U`]hU]YZ`XcY`" <Yh`hYUa` `]`Ub`XY`J`]YH`ncf`[`h`j`ccf`XY`VU`Ubg`h`i`ggYb`[`cYXY`YYfd`fYghU]Yg`Yb`k`Y`VY`]bXYb`Xccf`Yh`YfYb`nc`hY` cf`[`Ub`]gYfYb`XUh`YYb`cbXYfncY`_YbXY`^ci`X]b[`z`WYU]j`]h`]h`Yb`VYhf`c`_`Yb`Y`X`Y`Yb`VY`Ub`[`f`^`Y`d`Y`_`f`]^`Yb`z`nck`Y`" V]bbYb`Yh`[`YVci`k`U`g`Xccf`[`YVfi`_]`j`Ub`XY`gW`cc`h`]b`z`cc`_`U`g`Yh`UUb`h`^YYf`]b[`Yb`j`YfUbXYfh`" 8Y`gUa`Ybk`Yf`_]b[`a`Yh`ci`XYfg`Yb`_]bXYfYb`]g`XUUF`b`VY`Ub`[`f`^`_`8YnY`gUa`Ybk`Yf`_]b[`k`cfXh`[`YfYU`]gYfYX`Xccf`a`]XXY` j`Ub`YYb`cd`Yb`z`W`bghfi`W]Y`Y`Yb`hfUbgdUfUbhY`W`a`a`i`b]W]h`Y`a`Yh`Y`_UUF`"</p>					
<p>?k`Ub]hU]Y`Y`XcY`Yb` . =b`XY`gW`cc`z`Yh`d`Y]b` Yb`]b`XY`h`]b`]g`n]VW`h`UUF` XUh`_]bXYfYb`YfYb`z` Yfj`Uf]b[`Yb`cd`XcYb`Yb` cbXYfncY`_Yb`z` [`Y`h`h`[`fYfYX`]b`Yh` cbXYf`j`g`Yb`Yh` XU`[`Y`]^`gY`fccghYf`" <Yh`fccghYf`]g`nc`]b[`Yj`i`X`XUh`Yh`UUb`h`" [`fcYdYb`_Ub`j`Uf]t`fYb` [`YXi`fYbXY`XY`XU`[`Yb`XY` k`YY`_`" ;`cYXY` YYfd`fYghU]Yg`#Ygi`hU]Yb` _]bXYfYb`" =bghfi`W]Y`Xccf`XY` YYf`_fUW`h`XcYh`Yf`c`Y`z`"</p>	<p>GfUHY`[`]Yt`b` K`Y`ncf`[`Yb`j`ccf` _k`U`]hU]YZ`[`cYX` cbXYfk`]g`a`Yh`UUb`XUW`h` j`ccf`YYb`VU`Ubg`h`i`ggYb` d`fYghU]Yg`z`k`Y`VY`j`bXYb` Yb`WYU]j`]h`]h`j`Ub` YfYf`]b[`Yb`fYb` a`YXYk`Yf`Yfgt`Xccf`a`Yh`]bnYh`j`Ub`VYgW`_]VUFY` Z]bUbW]t`Y`a`]XXY`Yb`cbg` hY`cf]t`bhYfYb`cd`Yb`hY` k`Yf`_Yb`UUb`YZZ]W]t`bhYfY` a`Ub]YfYb`ca`XY`gW`cc` Yb`Yh`YfYb`hY` cf`[`Ub]gYfYb`"</p>	<p>A`YYhdi`bhYb`&`\$`%`-`#`&`\$`\$` <i`]X`[`Y`g`]h`U]Y` j`UUF`X`[`Y`XYb`98`=]b` _UUF`h`VfYb`[`Yb`" =bgd]fU]h`Ya`]XXU`[`98`= VYncY`_Yb`" 8Y`YYf`_fUW`hYb` Z`c`f`a`i`YfYb`dYfg`ccb`]^_Y` XcY`Yb`" ;`fcYdgVYncY`_Yb`Xccf`=6` Yb`#`c`Z`X`]fYW]Y`k`cfXYb`(` _YYf`dYf`^UUF`]b[`Yd`Ub`X`" 6]^XY`]bghfi`W]Y`XY` YfYf`]b[`Yb`VYhfY`_Yb`V`^ Yh`YfYXcY`"</p>	<p>>JUfd`Ub` &`\$`%`-`#`&`\$` \$`</p>	<p>K`]Y`</p>	<p>K`Ubb`YYf`</p>

<p>k Y [YVfi]_Yb \]Yfj ccf' \Yh98 ð a cXY""</p> <p>N=9B`gWcfcfhV]^, \$i` j Ub` XY`YYf]b[Yb`fi`ja` j`c`XcYbXY"</p> <p><Yh`j`ccfd`Y]b`]g` n]W`hV`UUF` [fcYbYf`XUb`]b` gW`cc`^UUF`%`!`%-`Yb` g`i`]h`XUUfa`YY`UUb`cd` cbnY`j`]g]`j`Ub` 6i`]hYb`YfYb""</p> <p>9f`]g`YYb`Xccf[UUbXY`]`b`j`ccf` dYi`hYfg#`_`Yi`hYfg""</p>		<p>N]W`hV`UUF`a`U`_Yb`j`Ub` XcY`Yb`j`ccf`^`YYf]b[Yb`Yb` ci`XYfg"</p> <p>K`Yf`_VYncY`_`UUb`gW`cc`^` a`Yh`Ub`XYfY`a`Ub]Yf`j`Ub` cf[Ub]gYfYb""</p> <p>I`]hdfcVYfYb`Yb`Yj`U`i`YfYb` j`Ub` [fcYdgXccfVfY`_YbX` k`Yf`_Yb`"</p> <p>A`YYh]bghfi`a`Yb`hYb`n`^`b` cbtk`]`_`Y`X`ca`^`XcY`Yb`Yb` fYgi`^`h`hYb`^`YYfd`fYghU]YgZ` W`YU`h]j`]hY]h`Yb`j`YfV]bX]b[`]` hY`a`YhYb`"</p> <p>K`Y`_VY`_]^`_Yb`cZ`=9D`YYb` VYhYfY`a`Ub]Yf`j`Ub` hcYhg]b[`]`g`dUggYbX`V]^` cbg`cbXYfk`]`g`UUbVcX`</p> <p>Ci`XYfUj`cbX`?`K`=B`?` cf[Ub]gYfYb""</p> <p>?`K`=B`?`j`c`[`Yb`j`c`[`Ybg` a`Yh`cXY""</p> <p>6Y`^`ci`XYb`j`Ub` d`i`g`_`Ug`#`UUbVcX` cbXYfk`]`g`a`YYf`VY[`UUZY` ^`YYf`]b[`"</p> <p>5UbVcX` j`cfa`]b[`g`!`cbXYfk`]`g`"</p>			
	<p>K`Y`k`Yf`_Yb`UUb`YYb` cdh]a`U`Y`VYhfc`_`Yb`^`Y`X` j`Ub`^`YYf]b[Yb`Yb`^`i`b` ci`XYfg`Xccf`^`Yh]bnYhYb` j`Ub`a`cXYfbY` W`ta`a`i`b]W`h]Ya`]XXY`Yb` Yb`X]j`YfgY` cbha`cYh]b[`gj`cfa`Yb`"</p>	<p>K`Y`cf]t`bhYfYb`cbg`cd` j`YfgW]`^`YbXY` cbha`cYh]b[`gj`cfa`Yb`Yb` dfcVYfYb`XYnY`i`]h`fl`^`dYf` ^`UUF`^`" K`Y`^`ci`XYb`V]^`k`Uh`XY` cd`ca`gh]g`" ?`_`Ub`_`VcfX[`fcYd`ci`XYfg` cdnYhYb`" 66E`^`cf[`Ub]gYfYb`UUb`^`Yh` VY[`]b`j`Ub`^`Yh`gW`cc`^`UUF`" ?`]^`XU[`^`cbXYf`gW`cc`h`^`X`" =bZcUj`cbX`cf[`Ub]gYfYb`" ?`]bXYfYb`[`f`^`V]^` Y]bX[`YgdFY`_"` DUFFc`Udd`i`]mcy`_Yb`Yb`]b`hfcXi`W`fYb`"</p>			
	<p>K`Y`g]h]a`i`YfYb` W`YU`h]j`]hY]h`^`YYb` cbXYfncY`_Yb`XY`^`ci`X]b[` Yb`VYk`i`g`h`c`fX]b[`j`Ub` bUhi`i`f`Yb`^`Xi`i`fnUUa`^`Y]X` V]^`cbnY`^`YYf]b[Yb`Xccf` V]bbYb`(`^`UUF`XY` gW`cc`hi`]b`hY`]bhY[`fYfYb`]b`cbg`cbXYfk`]`g`Yb`cc`_` ^`Yh`j`ccfd`Y]b`YYb`[`fcYbY` i`]hghfU]b[`hY`[`Y]`Yb`"</p>	<p>K`Yf`_VYncY`_`UUb`gW`cc`^` k`UUFV]^`^`6i`]hYb`YfYb` [`Y`\$`hY[`fYfYX`]g`" HYUa`gW`c`]b[` 6i`]hYb`YfYb`" Gi`Vg]X]Y`k`cfXh` UUb[`Y]`fUU[`X`V]^`^`XY` ;`Ya`YYbhY`j`ccf` UUb`dUgg]b[`Yb`gW`cc`d`Y]b`"</p>			

		<p>J] [bYh; fcYbY`gWcc` UUb [Yj fUU [X`Yb`k Yf_d`Ub` cd [YnYh`a` Yh` cbXYfghYi` b]b [`j` Ub` [YncbXY`gWcc`UX]]gYi` f` ; ; 8`</p> <p>HYfi [_YfYbX`U [YbXUdi` bh` cd`]b\ci` XY`]^_Y` j` Yf [UXyf]b [``</p> <p>8Y`YYf`_fUW`hYb`Y [[Yb` YYb`a` Ud`Vi`]hYb`YggYb` UUb`dYf`gWcc`# [fcYd`</p> <p>Cd`gWcc`]g`Yf`XY` dfU`h]gWY`a` c [Y`]^_Y`X` ca` XU [Y`]^_g`a` YhXY` _]bXYfYb`bUUf`Vi`]hYb`hY` [UUb`fXyb`_`UUb` ``UUfnYb`</p> <p>I`]mcY`_Yb`cZ` gUa` Ybk`Yf_]b [`a` YhXY` A`97`a` c [Y`]^_Y`X`]g`</p> <p>6i`]hYb`c`UU`cbXYfncY`_Yb` k`UhXY`a` c [Y`]^_Y`XYb` n]`b`</p>			
	<p>K`Y` [Yj` Yb` _]bXYfYb`YYb` [cXY`ghUfh`cd`gWcc` Xccf`gUa` Yb`a` Yh`? =69C` hY`k` Yf`_Yb`UUb`YYb` Xccf [UUbXY`]`b`j`ccf` dYi`hYfg#`_Yi`hYfg`</p>	<p>K`Y`X]YbYb`gUa` Yb`a` Yh` ?]Yc`YYb`UUb] fUU []b`V` XY [Ya`YYbhY`j`ccf` Z]bUbW]t`Y`cbXYfghYi` b]b [` ca`YYb`dYi`hYf [fcYd`cd` hY`ghUfhYb`</p> <p>8Y`d]`chj`Ub`XY` dYi`hYf [fcYd` [UUhghUfhYb`</p> <p>9f`n]`b`UzgdFU`_Yb`c]`Yf`XY` Xccf [UUbXY`]`b`XYnY` k`cfXYb`h`ggYb`Y`_Y` gWcc`j`U`Ubh]Y`]b` [Ytj`U`i`YfX`Yb`]bX]Yb` bcX] [`UUb [YdUgh`</p>			

3. Onderwijskundig beleid

3.1. Inleiding

⇒ X]h\ccZg] _`k`cfXh]UUb [Y [Yj`Yb`\cY`\Yh`cbXYfk`]g`cd`XY`gWcc`]`cfa` [Y [Yj`Yb`
 k`cfXh`

⇒ XY`VYgWf]`j`b [`j`Ub`X]h\ccZg] _`k`cfXh`Xi`]XY`]^_ [Ya`UU`h`cY`]bj`i`]b [` [Y [Yj`Yb`
 k`cfXh]UUb`XY`k`YhY`]^_Y`cdXfUW`h]`Ub`\Yh`cbXYfk`]g`

9Yb` [cXY`dYXU [c []gWY`VYbUXYf]b [`ncf [hij`ccf`YYb`j`Y`] [Y`VUg]g`ca` `YfYb`Yb`
 cb]k`]_Y`Yb`a` c [Y`]^_hY`a` U`_Yb`Ca [Ub [gj`cfa`Yb`ž`fYgdYW]j`ccf`UbXYfYb`ž`Vi`f [YfgW`Udž`
 gUa`Ybk`Yf_]b [`Ybn`n]`b`k`YnYb`]^_Y`UgdYWYb`j`Ub`cbg`cbXYfk`]g`

3.2. Onze ambities in relatie tot de wettelijke opdracht van het onderwijs

⇒ XY`k`Yh`cd`\Yh`df]a`U]f`cbXYfk`]g`gh]UUh`VYgW`fYj`Yb`UUb`k`Y`_Y`Y]gYb`\Yh`cbXYfk`]g`
 a`cYh]`c`XcYb`C`c`_XY`k`Yh`DUggYb`X`C`bXYfk`]g`ghY`h`Y]gYb`UUb`XY`]bf]W`h]b [`j`Ub`cbg`
 cbXYfk`]g`

⇒ XY`\`Yfb]U`j`c [`YbXY`dUfU [fUZYb`k`cfXh]UUb [Y [Yj`Yb`cd`k`Y`_Y`k`]hY`k`]^_]bj`i`]b [` [Yj`Yb`UUb`XYnY`k`YhY`]^_Y`Y]gYb`

%Æ

' "&" 8ccf`cdYbXY`YYf`]b`fCD%Æ

5fh]_Y` ,`X`%j Ub`XY`k dc`[YYZh`UUb` <Yh`cbXYfk`]g`k cfXh`ncXUb`[]b`[Yf]Wk`hž`XUh`XY`
`YYf`]b`[Yb`YYb` **ononderbroken ontwikkelingsproces** _i bbYb`Xccf`cdYb`<Yh`k cfXh`
UZ` YghYa` X`cd`XY`j ccfh`[Ub`[]b`XY`cbtk`]_Y`]b`[] Ub`XY`YYf`]b`[Yb`"
Cd`cbnY`gWkcc`[Yj` Yb`k`Y`\\YfUUb`U`g`j`c`[hj`cfa` .`

N]Y`\\Yfj`ccf`\\Yh`?k`U`]hY`]hg`UbXVcY`_z`\\ccZXghi`_`&`

' "&" 6i f[YfgWUdgc bXYfk`]g`fCF &Æ

8]h`[Yj` Yb`k`]^cd`XY`j`c`[YbXY`k`]hY`j`cfa` .`

N]Y`\\Yfj`ccf`\\Yh`Vcf`[]b`[gXcW`a` Ybh`6i` f[YfgWUd`8Y`J`]YhY`"

' "&" "Cbtk`]_Y`]b`[]b`VYY`X`fCD&Æ

8Y`a` Ub]Yf`k` Uufcd`k`]^XY`cbtk`]_Y`]b`[] Ub`YYf`]b`[Yb`j`c`[Yb` .`

B`U`U`gh`XY`XU`[Y`]^gY`k` U`U`fb`Ya`]b`[Yb`j` Ub`XY`YYf`_fUWk`hYb`z`\\Yh`k` Yf`_j` Ub`XY`YYf`]b`[YbYb`
XY`a` Yh`cXY`hc`YhgYb`k` cfXh`Yf`tk` YY`_YYf`dYf`gWkcc`U`Uf`YYb`i`]h`[YVfY]XY`UbU`mgY`j` Ub`XY`
a` Yh`cXY`cbUZ`Ub`_Y`^_Y`hc`YhgYb`f17`=HC`E`cd`gWkcc`!`Yb`[fcYdgb]j` YUi`[Ya`UU`h`]b`\\Yh`
5bU`mgYXcW`a` Ybh`cdVfYb`[ghYb`"
=b`\\Yh`hYUa`k` cfXYb`XY`cdVfYb`[ghYb`[YXYY`X`Yb`X]YdYf`[YU`U`mgYYfX`Xccf`Y`_U`Uf`hY`
VYj`fU`[Yb`c`j` Yf` \\cY`XY`fYgi`h`UhYb`h`ch`gh`UbX`n`]b`[Y`ca` Yb`/j` Yf`_Uf`]b`[Yb`j`ccf`d]Y`_Yb`
Yb`XU`Yb`/k` Y`_Y`_Ub`gYb`n`]b`Yf`/k` Y`_Y`XcY`Yb`k`]`^Y`VYfY]_Yb`"
Cd`]bX]j`]Xi`YY`b]j` YUi`k` cfXh`XY`j` UUFX`[\\Y]Xg`[fcY]j` Ub`XY`YYf`]b`[Yb`a` Yh`YYf`_fUWk`hYb`
=6`VYgdfc`_Yb`Yb`k` cfXh`[YncW`h`b`U`Uf`j` Yf`_Uf`]b`[Yb`Yb`UW]Yg`#XcY`Yb`j`ccf`XY`j`c`[YbXY`
dYf]cXY`"

' "&" ("CbXYfk`]gh]X

Cd`cbnY`gWkcc`\\Ub`hYfYb`k`Y`XY`j`c`[YbXY`cbXYfk`]gh]X` .`

N]Y`gWkcc`[]Xg`&`&`=bj`i`^`]b`[]cbXYfk`]gh]X`"
N]Y`_k`U`]hY`]hg`UbXVcY`_`&`V`

' "&" "5bXYfghU`]Yb`fCD%Æ

8Y`a` Ub]Yf`k` Uufcd`k`]^ca` [UUb`a` Yh`YYf`]b`[Yb`a` Yh`YYb`Ub`XYfY`j`c`Yf`hUU`XUb`\\Yh`
BYXYf`Ub`Xg` .`

6]^U`U`Ba`Y`X`]b`[] Ub`YYb`YYf`]b`[]a`Yh`YYb`B`H`&`U`W`hYf`[fcbX`k`cfXh`YYfgh`U`Ub`XU`W`h`
VYgh`YX`U`Ub`\\Yh`n]W`h`i`]g`j`cY`Yb`cd`gWkcc`Yb`YYb`j`Yf`fci`k`YbgV`Ub`X`cdVci`k`Yb`a`Yh`
XY`YYf`_fUWk`hYb`a`YXY`YYf`]b`[Yb`<Yh`k`Y`VYj`]b`XYb`j`Ub`XY`YYf`]b`[]ghU`Uh`j`ccfcd`"
Cc`_nU`\\Yh`W`b`hU`W`a`Yh`ci`XYfg`Yb`gWkcc`XY`bcX`[Y`U`Ub`XU`W`h`_f`]Y`Yb`K`U`bb`YYf`bcX`[]
_Ub`j`]U`J`i`W`hY`]b`[Ybk`Yf`_YYb`hc`_`U`Ub`k`Yn`[]n`]b`V`[^`[YgdfY`_Yb`a`Yh`ci`XYfg`"
8`U`U`fb`U`U`gh`k`cfXh`]b`_U`U`fh`[YVfU`W`h`Xccf`XY`YYf`_fUWk`hYb`=6`k`Uh`XY`YYf`]b`[]U`_`Ub`Yb`
k`Uh`XY`cbXYfk`]g`VY`cY`Zh`g`n`]b`"8`U`b`k`cfXh`YYb`\\Ub`XY`]b`[gd`Ub`j`ccf`XY`YYf`]b`[]
[Ya`UU`h`k`U`U`fV`^`\\Yh`YfYb`j`Ub`XY`BYXYf`Ub`XgY`hU`z`fY`_Yb`Yb`z`Yn`Yb`Yb`gWk`f`]j`Yb`XY`
VY`Ub`[f]^ghY`d]^Yfg`n`]b`=b`XY`gWkcc`n`]b`]b`XY`cfh`ch`\\YY`_`a`UhYf]U`Yb`U`Ub`k`Yn`[]X]Y`

\]YfV]^ [YVfi]_h_i bbYb`k cfXYb" =bX]Yb`bcX][]_Ub`YYb`VYfcYd`k cfXYb` [YXUUb`cd`
YI dYfh]gY`j Ub`XY`gW`cc`VY [Y`Y]X]b [gX]Ybgh`F D7N`Yb`W`Y` U`j Ub`\Yh`H97`"
9Yb`Yb`_Y`_YYf`k cfXh`XY`YI dYfh]gY`]b [YnYh`Yb`XY`ZUW`]hY]hYb` [YVfi]_h_j Ub`XY`
gW`U`_`Ug`]b`A]XXY`Vi f [`j ccf`%%`Uf][Yb`X]`_cfhYf`XUb`&`cZ` `UUF`]b`bYXYf`UbX`n`b`"

"&*" " Gdcbgcf]b[`

CbnY`gW`cc`cbXYfgW`f`Zh`X]h`W`bj YbUbh`a`Yh`VYhfY`__]b [`hch`gdcbgcf]b [`Yb`VYgW`ci`k`h`
\Yh`U`g`V]^`U [Y`V]^`X]h`gW`cc`d`Ub`"

8Y`Xf]Y`VY`Ub [f]^_ghY`i]h [Ub [gdi`bhYb`j`Ub`\Yh`W`bj`YbUbh`n`b`.

- ! Gdcbgcf]b [`a`cYh`j`YfYb][VUUF`n`b`a`Yh`XY`dYXU [c []gW`Y`Yb`cbXYfk]`g`i`bX][Y`
XcY`ghY`]b [Yb`j`Ub`XY`gW`cc`"9f`a`U [` [YYb`gW`UXY`k`cfXYb`VYfc`__YbX`UUb`XY`
[YYghY`]^_Y`Yb`#cZ`]W`Ua`Y`]^_Y` [YghY`X`Y]X`j`Ub`YYf`]b [Yb`"Gdcbgcf]b [`a`cYh`]
cj`YfYYbghYa`a`]b [`n`b`a`Yh`XY` [cYXY`ga`UU`_`Yb`ZUhgCYb`"
- ! Gdcbgcf]b [`a`U [`b]Yh`XY`cV`^VW]j]hY]hZ`XY [Y`ccZk`UUFX][\Y]XZ`XY`
VYhfci`k`VUUF\Y]X`Yb`XY`cbUZ`Ub`_Y`]^_Y]X`j`Ub`\Yh`cbXYfk]`g`Yb`XY`XUUFV]^`
VYhf`__YbYb`]b [Yj`UUF`VfYb [Yb`
- ! Gdcbgcf]b [`a`U [`b]Yh`XY`cbXYfk]`g]b`ci`X`Yb`#cZ`XY`W`bh]bi`\$Y]h`j`Ub`\Yh`
cbXYfk]`g`VY`\$j`cYXYbZ`XUb`k`Y`]b`ghf]`X`n`b`a`Yh`\Yh`cbXYfk]`g`UUbVcX`Yb`XY`
_k`U`]hU]Yj`Y`Y]gYb`X]Y`XY`gW`cc`UUb`\Yh`cbXYfk]`g`ghY`h`<Yh`df]a`U]f`
cbXYfk]`g`dfcW`g`a`U [`b]Yh`UZ`Ub`_Y`]^_n`b`j`Ub`gdcbgcf`a`]XXY`Yb`"
- ! 8Y`a`YXYnY [[YbgW`Ud`gf`UUX`\YYZ]b]ghYa`a`]b [gfYW`h`cd`VYg]gg]b [Yb`j`Ub`\Yh`
VYj`cY [X [YnU [`cj`Yf`gdcbgcf]b ["

HYj`Ybg`n]b`XY`j`c [YbXY`df]bW`dYg`j`Ub`_fUW`h`

- ! B]Yi`k`Y`gdcbgcfW`bhfUW`Yb`a`cYh`b`n]W`f]W`hYb`cd`YYb` [YncbXY`Yj`Ybggh]^`j`Ub`
`YYf`]b [Yb`/`"
- ! 6YXf]j`Yb`a`c [Yb`U`YYb`a`Yh`gW`c`Yb`gUa`Ybk`Yf`_Yb`j`Ubi`]h`YYb`
a`UUhgW`UddY`]^_Y`VYhf`__Yb`Y]X`/`"
- ! 8Y`gUa`Ybk`Yf`_]b [`hi`ggYb`gW`c`Yb`Yb`VYXf]j`Yb`a`U [` [YYb`bUXY`][Y`]bj`cYX`
\YVYb`cd`XY` [YYghY`]^_Y`Yb`]W`Ua`Y`]^_Y`cbtk`_]`Y`]b [`j`Ub`YYf`]b [Yb`/`"
- ! 8Y`_YfbUW]j]hY]hYb`j`Ub`XY`gW`cc`a`c [Yb`b]Yh`UZ`Ub`_Y`]^_k`cfXYb`j`Ub`
gdcbgcf]b [""`"

' " ?YfbXcY`Yb`Yb`fYZfYbhjYb]j YUi g`fCD%Æ

5fh]_Y`-`X`)' k dc:[YYZhiUUb. HYb`UUb]Yb`j Ub`XY`cbXYfk]^gUW]j]hY]hYbž` [YbcYa X`]b` \Yh`YYfghY`hchYb`a Yhj]YfXY`Xž`k cfXYb`V`^U`[Ya YbY`a UUhFY[Y`j Ub`VYghi i f` **kerndoelen** j Ugh[YghY`X`"

9b`j]b`Ufh]_Y`-`X`)*. J ccf`XY`gW`cc`[Y`Xh`XY`Y]g`XUhn`^hYba]bghY`XY`_YfbXcY`Yb`V`^ \Uuf`cbXYfk]^gUW]j]hY]hYb`U`g`UUb`Yh`Y]bX`j Ub`Yh`VUg]gcbXYfk]^g` **te bereiken doelstellingen** \UbhYf`h`"

5Ubj i`YbX`cd`XY`_YfbXcY`Yb`[Yj Yb`XY` **referentieniveaus** FY`YbYb`Yb`HUU`YYb` gdYWZ]Y`YfY`VYgW`f]j`]b[`j Ub`XY`cbXYfk]^g]b`ci`X`N`^V]YXYb`XUufa YY`Y`XYfY`Yb` VcbWYhY`XcY`Yb`X]Y`YfUfYb`_i bbYb`UbhYfYb`Yb`cd`VUg]g`k Uufj Ub`n`^XY`j ccfh[Ub[`j Ub`i b`YYf]b[Yb`_i bbYb`Yj U`i YfYb`"

J ccf`YYb`VYgW`f]j`]b[`j Ub`XY`YYfghcZ] YV]YXYb`k Uufj ccf`_YfbXcY`Yb`[YZcfa i`YYfX`n]`b` Yb`cY`XYnY`cd`cbnY`gW`cc`UUb`XY`cfXY`_ca Yb`j Yfk]nYb`k Y`bUuf`Yh` _k U`hY]hg\UbXVcY`"

BYXYf`UbXgY`hUU`

<]YfcbXYf`k cfXh`VY[fYdYb.`

- A cbXY`]b[Y`hUU`j UufX][\Y]Xž`
- @Yygj UufX][\Y]Xž`
- GW`f]`g UufX][\Y]X`"
- 6Y[f]ddYb`]^ghYb`hUU`j Yfncf[]b[""

A cbXY`]b[Y`hUU`j UufX][\Y]X`

a Yh`XY`Xf]Y`gi VXca Y]bYb`[YgdFY`gj UufX][\Y]Xž`i]ghYfj UufX][\Y]X`Yb` gdfYY`j UufX][\Y]X`

<]Yfj ccf`[YVfi]_Yb`k]^XY`j c`[YbXY`a UhfY]U`Yb.` N]Y`_k U`hY]hg\UbXVcY`_`&`
8Y`k Yf`_k]nYbž`X]Y`k]^`Yfj ccf`\UbhYfYb`n]`b.` N]Y`_k U`hY]hg\UbXVcY`_`&`
=b`XY`_ca YbXY`gW`cc`d`UbdYf]cXY`k]`Yb`k]^XY`j c`[YbXY`j YfUbXYf]b[Yb`fYU`]gYfYb.` 6i]hYb`YfYb`]bhY[fYfYb`]b`YYfghcZ] YV]YXYb`k Uufj ccf`_YfbXcY`Yb`[YZcfa i`YYfX`n]`b` =YXYfY`YYf`fUW`h[YVfi]_h] ccf`XY`VUg]gj U__Yb`XccfXUW`hY`YggYb`j Ubi]h`Yh`98`= a cXY`k UufV]^a]b]a UU`, \$i` j c`XcYh`UUb`XY`W`hYf]U`"

@Yygj UufX][\Y]X`

a Yh`XY`rk YY`gi VXca Y]bYb`. YnYb`j Ub`nU`Y`^`Y`hY`ghYb`Yb`YnYb`j Ub`Z]W]cbY`Yž` bUffUh]Yj Y`Yb`]hYfU]fY`hY`ghYb`

<]Yfj ccf`[YVfi]_Yb`k]^XY`j c`[YbXY`a UhfY]U`Yb.` N]Y`_k U`hY]hg\UbXVcY`_`&`
8Y`k Yf`_k]nYbž`X]Y`k]^`Yfj ccf`\UbhYfYb`n]`b.` N]Y`_k U`hY]hg\UbXVcY`_`&`

<p>⇒b`XY`_ca`YbXY`gW`cc`d`UbdYf]cXY`k`j`Yb`k`]^XY`j`c`[`YbXY`j`YfUbXYf]b[`Yb`fYU`]gYfYb.`</p> <p>6i`]hYb`YfYb`]bhY[`fYfYb`]b`YYfghcZ`YV]YXYb`k`UUfj`ccf`_YfbXcY`Yb`[`YZcfa`i`YYfX`n]`b`"</p> <p>⇒XYfY`YYf`fUW`h[`YVfi`_]`hj`ccf`XY`VUg]gj`U`_`Yb`XccfXUW`hY`YggYb`j`Ubi`]h`Yh`98`=`</p> <p>a`cXY`k`UUfV]^a`]b]a`UU`,`\$i`j`c`XcYh`UUb`XY`W`hYf]U`"</p>

GW`f]`^j`UUFx][`Y]X`"

GW`f]`j`Yb`k`cfXh`fi`]a`cd[`Yj`Uh`z`Yh[`UUh`ca`Y`h`dfcXi`W`fYb`j`Ub`W`YU]Yj`Y`Yb`nU`_Y`]`^`_Y`hY`_ghYb`"

<p><]Yfj`ccf`[`YVfi`_]`Yb`k`]^XY`j`c`[`YbXY`a`UhYf]U`Yb.`</p> <p>N]Y`_k`U`]hY]hg\`UbXVcY`_`<`&`</p>

<p>8Y`k`Yf`_k`]`hYb`z`X]Y`k`]^`Yfj`ccf`\`UbhYfYb`n]`b.`</p> <p>N]Y`_k`U`]hY]hg\`UbXVcY`_`<`&`</p>

<p>⇒b`XY`_ca`YbXY`gW`cc`d`UbdYf]cXY`k`j`Yb`k`]^XY`j`c`[`YbXY`j`YfUbXYf]b[`Yb`fYU`]gYfYb.`</p> <p>6i`]hYb`YfYb`]bhY[`fYfYb`]b`YYfghcZ`YV]YXYb`k`UUfj`ccf`_YfbXcY`Yb`[`YZcfa`i`YYfX`n]`b`"</p> <p>⇒XYfY`YYf`fUW`h[`YVfi`_]`hj`ccf`XY`VUg]gj`U`_`Yb`XccfXUW`hY`YggYb`j`Ubi`]h`Yh`98`=`</p> <p>a`cXY`k`UUfV]^a`]b]a`UU`,`\$i`j`c`XcYh`UUb`XY`W`hYf]U`"</p>

6Y[`f]`ddYb`]`gh`Yb`hUU`j`Yfncf[`]b[`"

⇒b`XY`VY[`f]`ddYb`]`gh`gh`UUb`hYfa`Yb`Yb`W`b`W`dhYb`X]Y`YYf`]b[`Yb`Yb`XcW`bhYb`bcX][`Y`Y`V`V`Yb`ca`c`j`Yf`hUU`]`UUFx][`Y]X`j`Ub`[`YXUW`hYb`hY`k`]ggY`Yb`"6]^`hUU`]`Yfncf[`]b[`]`[`UUh`Y`h`ca`nU`_Yb`X]Y`]b`X]Yb`gh`gh`UUb`j`Ub`Yb`j`Yfncf[`XY`z`gW`f]`z`hY`]`^`_Y`hUU`dfcXi`W`hY`"

<p><]Yfj`ccf`[`YVfi`_]`Yb`k`]^XY`j`c`[`YbXY`a`UhYf]U`Yb.`</p> <p>N]Y`_k`U`]hY]hg\`UbXVcY`_`<`&`</p>

<p>8Y`k`Yf`_k`]`hYb`z`X]Y`k`]^`Yfj`ccf`\`UbhYfYb`n]`b.`</p> <p>N]Y`_k`U`]hY]hg\`UbXVcY`_`<`&`</p>

<p>⇒b`XY`_ca`YbXY`gW`cc`d`UbdYf]cXY`k`j`Yb`k`]^XY`j`c`[`YbXY`j`YfUbXYf]b[`Yb`fYU`]gYfYb.`</p> <p>6i`]hYb`YfYb`]bhY[`fYfYb`]b`YYfghcZ`YV]YXYb`k`UUfj`ccf`_YfbXcY`Yb`[`YZcfa`i`YYfX`n]`b`"</p> <p>⇒XYfY`YYf`fUW`h[`YVfi`_]`hj`ccf`XY`VUg]gj`U`_`Yb`XccfXUW`hY`YggYb`j`Ubi`]h`Yh`98`=`</p> <p>a`cXY`k`UUfV]^a`]b]a`UU`,`\$i`j`c`XcYh`UUb`XY`W`hYf]U`"</p>

GUa`Ybj`Uh]b[`hY`fYU`]gYfYb`j`YfUbXYf]b[`Yb`B`Y`X`Y`f`Ub`X`g`Y`hUU`."

<p>A`Yh`cXY`g`X]Y`k`]^`[`YVfi`_]`Yb`z`ncU`g`VY`gW`fYj`Yb`]b`Y`h`_k`U`]hY]hg\`UbXVcY`_`z`]bnY`hYb`ca`[`cYX`UUbXUW`h`hY`VY`gh`Y`X`Y`b`UUb`XY`_YfbXcY`Yb`z`k`UUfV]^`[`cYXY`fYgi`hU]Yb`j`Ub`XY`YYf`]b[`Yb`cbg`i`]h[`Ub[`gdi`bh`n]`b`"</p>

6i]hYb`YfYb`]bhY[fYfYb`]b`YYfgbcZ[YV]YXYb`k UUfj ccf`_YfbXcY`Yb`[YZcfa i`YYfX`n]`b`"
 =YXYfY`YYf_fUW`h[YVfi]_hj ccf`XY`VUg]gj U__Yb`XccfXUW`hY`YggYb`j Ubi]h`Yh`98=
 a cXY`k UUfV]^a]b]a UU`, \$i` j c`XcYh`UUb`XY`W]hYf]U`
 8Y`@9; C`YYf`]b`YYb`d`UUhg`[Yj Yb`V]bbYb`cbg`cbXYfk]`g`"

9b[Y`gY`hUU`

<]Yfj ccf`[YVfi]_Yb`k]^XY`j c`[YbXY`a UhYf]U`Yb.`
 N]Y`_k U`]hY]hg\UbXVcY_`< &`
 8Y`k Yf_k]`nYbž`X]Y`k]^`Yfj ccf`\UbhYfYb`n]`b.`
 N]Y`_k U`]hY]hg\UbXVcY_`< &`
 =b`XY`_ca YbXY`gW`cc`d`UbdYf]cXY`k]`Yb`k]^XY`j c`[YbXY`j YfUbXYf]b[Yb`fYU`]gYfYb.`
 8i]XY`]`^`VYg`i]h`bYa Yb`cZXY`k Y`a Yh`cXY`hU`_Y]h`YUgm[UUb`UUbV]YXYb`UUb`U`XY`
 [fcYdYb``8]h`VYg`i]h[UUb`bUj c`[Yb`]b`cbnY`Ygdfc[fUa`a`U`
 8Y`@9; C`YYf`]b`YYb`d`UUhg`[Yj Yb`V]bbYb`cbg`cbXYfk]`g`"

FY_YbYb`#k]g_i bXY`

<Yh[UUh`\]YfV]^ca`XY`j c`[YbXY`Xca`Y]bYb.`
 ; YhU`Yb`
 J Yf\ci X]b[Yb`
 A YhYb`Yb`A YYh_i bXY`
 J YfVUbXYb`
 ; YhU`Yb`

<]Yfj ccf`[YVfi]_Yb`k]^XY`j c`[YbXY`a UhYf]U`Yb.`
 N]Y`_k U`]hY]hg\UbXVcY_`< &`
 8Y`k Yf_k]`nYbž`X]Y`k]^`Yfj ccf`\UbhYfYb`n]`b.`
 N]Y`_k U`]hY]hg\UbXVcY_`< &`
 =b`XY`_ca YbXY`gW`cc`d`UbdYf]cXY`k]`Yb`k]^XY`j c`[YbXY`j YfUbXYf]b[Yb`fYU`]gYfYb.`
 A Yh`cXYg`X]Y`k]^`[YVfi]_Ybž`ncU`g`VYgW`fYj Yb`]b`Yh`_k U`]hY]hg\UbXVcY_ž`]bnYhYb`ca`
 [cYX`UUbXUW`h`hY`VYghYXYb`UUb`XY`_YfbXcY`Ybž`k UUfV]^`[cYXY`fYgi`hUhYb`j Ub`XY`
 `YYf`]b[Yb`cbg`i]h[Ub[gdi`bh`n]`b`"
 6i]hYb`YfYb`]bhY[fYfYb`]b`YYfgbcZ[YV]YXYb`k UUfj ccf`_YfbXcY`Yb`[YZcfa i`YYfX`n]`b`"
 =YXYfY`YYf_fUW`h[YVfi]_hj ccf`XY`VUg]gj U__Yb`XccfXUW`hY`YggYb`j Ubi]h`Yh`98=
 a cXY`k UUfV]^a]b]a UU`, \$i` j c`XcYh`UUb`XY`W]hYf]U`
 8Y`@9; C`YYf`]b`YYb`d`UUhg`[Yj Yb`V]bbYb`cbg`cbXYfk]`g`"

&(Æ

Cf]†bhUjY'cd'YnY'Z'Yb'XY'k YfY'X'
<]YfcbXYf'k cfXh'VY[fYdYb.'

A Ybg'Yb'gUa Yb'Yj]b['

B Uhi i f'Yb'hYVW.b]Y_'

F i]a hY'

H]X'

<]Yfj ccf'[YVfi]_Yb'k]^XY'j c'[YbXY'a UhYf]U'Yb.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

8Y'k Yf_k]^nYbž'X]Y'k]^^\Yfj ccf'\UbhYfYb'n]'b.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

⇒b'XY'_ca YbXY'gW'cc'd'UbdYf]cXY'k]^Yb'k]^XY'j c'[YbXY'j YfUbXYf]b[Yb'fYU'gYfYb.'

8Y'b]Yi k Y'fX][]hU'YÉ'a Yh'cXYg'A YU'XYfž'B U i h'Yb'6fUbXUUb']bH[fYfYb']b'cbg'
cbXYfk]^g''

8Y'a Yh'cXY'?K ⇒B? 'YYb'ghYj][Y'd'UUhg[] Yj Yb'V]bbYb'cbg'cbXYfk]^g'Yb'XY'ci XYfg'\Yf'
cd'j YfgW']^YbXY'a Ub]YfYb'V]^VYhfY__Yb''fci XYfUj cbXž'dUffcž'b]Yi k gVf]Yj YbÉ'
K Y'VYj]bXYb'j Ub'XY'_]bXYfYb'[cYX'a cb]hcfYb'Yb'YYb'j Y']]['gW'cc'_]a UUh'V]YXYb'j ccf'
U'Y'YYf']b[Yb''

8Y'@9; C''YYf']b'YYb'd'UUhg[] Yj Yb'V]bbYb'cbg'cbXYfk]^g''

⇒b[fcYdgXccfVfY_YbXY'k Yf_j cfa Yb'XY'_]bXYfYb']b'XY'gW'cc'ž'\Yh'd'Y]b'Yb']b'XY'hi]b'
'UhYb''YfYbž'Yfj Uf]b[Yb'cdXcYb'Yb''YfYb'cbXYfncY_Ybž'[YŠ'hY[fYYfX']b'\Yh'cbXYfk]^g'
Yb'\YhXU[Y]^_gY'fccghYf''''

?i bgh]bb][Y'cf]†bhUjY'

<]Yfj ccf'[YVfi]_Yb'k]^XY'j c'[YbXY'a UhYf]U'Yb.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

8Y'k Yf_k]^nYbž'X]Y'k]^^\Yfj ccf'\UbhYfYb'n]'b.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

⇒b'XY'_ca YbXY'gW'cc'd'UbdYf]cXY'k]^Yb'k]^XY'j c'[YbXY'j YfUbXYf]b[Yb'fYU'gYfYb.'

⇒b[fcYdgXccfVfY_YbXY'k Yf_j cfa Yb'XY'_]bXYfYb']b'XY'gW'cc'ž'\Yh'd'Y]b'Yb']b'XY'hi]b'
'UhYb''YfYbž'Yfj Uf]b[Yb'cdXcYb'Yb''YfYb'cbXYfncY_Ybž'[YŠ'hY[fYYfX']b'\Yh'cbXYfk]^g'
Yb'\YhXU[Y]^_gY'fccghYf''''

6Yk Y[]b[gcbXYfk]^g'

<]Yfj ccf'[YVfi]_Yb'k]^XY'j c'[YbXY'a UhYf]U'Yb.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

8Y'k Yf_k]^nYbž'X]Y'k]^^\Yfj ccf'\UbhYfYb'n]'b.'

N]Y'_k U'hY]hg\UbXVcY_ '< &'

=b`XY`_ca YbXY`gW`cc`d`UbdYf]cXY`k]`Yb`k]^XY`j c`[YbXY`j YfUbxYf]b[Yb`fYU`]gYfYb`
 =b`[fcYdgXccfVfY`_YbXY`k Yf_] cfa Yb`XY`_]bXYfYb`]b`XY`gW`cc`z`^Yh`d`Y]b`Yb`]b`XY`h`i`]b`
 `UhYb`YfYbz`Yf] Uf]b[Yb`cdXcYb`Yb`YfYb`cbXYfncY`_Ybz`[Y`hY[fYfYX`]b`^Yh`cbXYfk]`g`
 Yb`^YhXU[Y`^_gY`fccghYf`"
 .
 .

3.4. Kinderen met extra ondersteuningsbehoeften (OP2)

5fh]_Y`^`k dc`[YYZhiUUb`HYb`UUb]Yb`j Ub`YYf]b[Yb`**die extra ondersteuning**
behoeven]g`^Yh`cbXYfk]`g`[Yf]W`h`cd`]bX]j]Xi Y`Y`VY[Y`Y]X]b[`X]Y`]g`UZ`YghYa`X`cd`XY`
 VY`cYZhYb`j Ub`XY`YYf]b["
 .

9b`j YfXYf.`8Y`gW`c`Yb`j ccfn]Yb`]b`YYb`**voortgangsregistratie**`ca hfYbh`XY`
 cbhk`_]Y`]b[`j Ub`YYf]b[Yb`X]Y`Yi hfU`cbXYfghYi b]b[`VY`cYj Yb`"
 .

=b`cbg`gW`cc`cbXYfghYi b]b[gdfcZ]Y`^`VYVYb`k]^]b`_Uf]h[YVfUW`h`k Uh`k]^UUb`
 a`c[Y`]^`^`YXYbz`[fYbnYb`Yb`Ua`V]h]Yg`^`VYVYb`hYb`UUb]Yb`j Ub`XY`cbXYfghYi b]b[`j Ub`
 `YYf]b[Yb`a`Yh`Yi hfU`cbXYfk]`g`VY`cYZhYb`"9`_Y`YYf]b[`]g`YW`hYf`i`b]Y`z`Xi`g`ni`^`Yb`k`Y`
 U`h`X`dYf`YYf]b[`bU[UUb`k`Y`_Y`cbXYfk]`g`VY`cYZhYb`XY`YYf]b[`^`YYZhiYb`cZ`Yb`^`cY`k`]
 XUUF`UUb`_i`bbYb`j`c`XcYb`"=bX]Yb`bcX][`_i`bbYb`k`]^j`ccf`Yi`hfU`cbXYfghYi`b]b[`YYb`
 VYfcYd`XcYb`cd`^`Yh`gUa`Ybk`Yf_]b[gj`YfVUbX`dUggYbX`cbXYfk]`g`]b`cbnY`fY[]c`"="b`^`Yh`
 cbXYfghYi`b]b[gd`Ub`j`Ub`^`Yh`gUa`Ybk`Yf_]b[gj`YfVUbX`ghUUh`VYgW`fYj`Yb`k`Y`_Y`
 cbXYfghYi`b]b[`U`Y`gW`c`Yb`nY`Z`a`cYhYb`V]YXYb`fMug]gcbXYfghYi`b]b[`k`Yb`j`ccf`k`Y`_Y`
 cbXYfghYi`b]b[`z`cbXYf`k`Y`_Y`j`ccfk`UUFXYb`z`k`Y`V]^`^`Yh`gUa`Ybk`Yf_]b[gj`YfVUbX`hYfYW`h`
 _i`bbYb`"5`j`cfYbg`k`Y`^i`d`j`Ub`Vi`]hYbUZ`]bfcYdYb`[UUb`k`Y`UUb`XY`g`U[`V]bbYb`cbnY`
 Y][Yb`a`c[Y`]^`^`YXYb`"K`Y`[Yj`Yb`^]YfbU`VY`bcdhk`YYf`cd`k`Y`_Y`k`]^nY`XY`ghfi`W`i`i`f`cd`
 cbnY`gW`cc`z`bW]cbYYfh`"
 .

"`)"`C`bXYfk]`g`UUb`Ub[Xi`f][`n]Y`_Y`_]bXYfYb`"

5fh]_Y`^-`U`k dc`[UUh`c] Yf.`cbXYfghYi b]b[`V]^`^`Yh`cbXYfk]`g`UUb`n]Y`_Y`YYf]b[Yb`"

%`6`^`^`Yh`[Yj`Yb`j`Ub`cbXYfk]`g`UUb`YYb`YYf]b[`X]Y`]g`cd[Ybca`Yb`]b`YYb`n]Y`_Yb`i`]g`cZ`
 X]Y`]b`j`YfVUbX`a`Yh`n]Y`_hY`h`i`]g`j`YfV`]Zh`z`_Ub`^`Yh`VYj`cY[X`[YnU[`j`Ub`YYb`gW`cc`
 k`cfXYb`cbXYfghYi`bX`"
 .

&`8Y`cbXYfghYi b]b[`VYXcY`X`]b`^`Yh`YYfghY`"X`k`cfXhj`Yfncf[X`Xccf`"

U`YYb`YXi`W]h]Yj`Yj`ccfn]Yb]b[`f`A`^`^`V]^`YYb`UWUXYa`]gW`n]Y`_Yb`i`]g`cZ`"

V`YYb`gW`cc`VY[Y`Y]X]b[gX]Ybgh`U`g`VYXcY`X`]b`Ufh]_Y`%`+`-`z`]bX]Yb`XY`YYf]b[`]g`
 cd[Ybca`Yb`]b`YYb`n]Y`_Yb`i`]g`b]Yh`n]b`XY`YYb`UWUXYa`]gW`n]Y`_Yb`i`]g`XUb`k`Y`]bX]Yb`XY`
 `YYf]b[`]b`j`YfVUbX`a`Yh`n]Y`_hY`h`i`]g`j`YfV`]Zh`"
 .

G]bXg`%`Ui`[i`gh`g`%-`-`n]b`VUg]ggW`c`Yb`nY`Z`j`YfUbhk`ccfXY`]^`j`ccf`^`Yh`cbXYfk]`g`UUb`
 `Ub[Xi`f][`n]Y`_Y`_]bXYfYb`"9Yb`i`]mcbXYf]b[`^]Yfcd`n]b`_]bXYfYb`X]Y`]b`YYb`UWUXYa`]gW`
 n]Y`_Yb`i`]g`k`cfXYb`VY`UbXY`X`"
 .

<Yh`[UUh`ca`X]Y`_]bXYfYb`X]Y`[YXi`fYbXY`Ub[YfY`h]X`]b`YYb`n]Y`_Yb`i`]g`n]b`cd[Ybca`Yb`
 cZ`Ub[Xi`f][`n]Y`_Y`h`i`]g`n]b`"J`ccf`_cfhXi`fYbXY`n]Y`_a`Y`X]b[Yb`_i`bbYb`XY`VYghUUbXY`
 gW`cc`UZgdfU`_Yb`k`cfXYb`[Y`UbX`^`UUX`"
 .

<Yh`]g`j`Ub`[fcchVY`Ub[z`XUhXY`gW`cc`h]X`Ybg`^`Yh`n]Y`_n]b`W`bhUWYb`cf[Ub]gYYfh`a`Yh`
 ^`Yh`n]Y`_Y`_]bX`"<Yh`]g`b`Uhi`i`f`]^`_`VY`Ub[f`]^`_`Yfj`ccf`hY`ncf[Yb`XUh`^`Yh`YYfdfcW`g`nc`[cYX`
 a`c[Y`]^`^`Xccf`ccd`h`Bc[`VY`Ub[f`]^`_`Yf`]g`^`Yh`[Yj`cY`j`Ub`^`Yh`n]Y`_Y`_]bX`[YfV]^`hY`V`]j`Yb`
 ^`cfYb`i`"8Uh`_Ub`cd`U`Yf`Y]`a`Ub]YfYb`d`UUhj`]bXYb`"<Yh`n]Y`_Y`_]bX`_`Ub`k`cfXYb`VYncW`h`
 Xccf`XY`[fcYdg`YfUfU`l`f`f`b`k`Yb`a`XY`YYf]b[Yb`Yb`#`cZ`cd`VYdUU`XY`h]X`Yb`j`c`[Ybg`
 UzgdfUU`_XY`gW`cc`VYncY`_Yb`"5`g`X]h`ca`a`YX]gW`Y`fYXYbYb`b]Yh`a`c[Y`]^`_`]g`z`_`Ub`Yf`
 .

[YVfi]_ [Ya UU_hk cfXYb'j Ub'Vj "j]XYc!cdbUa Yb'j]b'XY'_Ug'Yb#CZ'h\i]gž'hY'YZcb]gW' VčbhUW'h'a Yh'_Ug[YbcchYg'Yb'Yj h'VčbhUW'h'a YhVY\i 'd'j Ub'Y!a U]Yb'k YVWUa ""

<Yh'gdFY_Y_hj UbnY'Z'XUhVf]Yj Ybž'_UUfhYg'Yb'hY_Yb]b[Yb'YYb'VY'Ub[f]^_Y'fc'gdY'Yb'j]b' \Yh'cbXYf'ci XYb'j Ub'\YhVčbhUW'h' ggYb'gW'cc''Yb'\Yh'n]Y'_]bX''

DYf'g]h] Uh]Y'k cfXh'VY'_Y_Yb'k Uh'XY'a c[Y']^_\YXYb'j Ub'n]'b''J YY'\U[h'UZj Ub'XY' a YX]gW'Y'VY\UbXY'j]b['Yb'XY'XfUU[_fUW'hj Ub'_]bXž'ci XYfg'Yb'gW'cc''

8Y'gW'cc''_Ub'XN'Y'UW'hj]hY]hYb'bUhi i f']^_U''YYb'j]b[cYX'cj Yf'Y['a Yh'XY'ci XYfg'j Ub' \Yh'n]Y'_]bX'i]h' cYfYb''K Y'fYU']gYfYb'cbgž'XUh'XY'ci XYfg'j Ub'YYb''Ub[Xi f]['n]Y'_]bX' YYb'a cY]'^_Y'dYf]cXY'Xccfa U_Yb'Yb'XUh'Yf'cd'j YfgW']Yb'XY'[YV]YXYb'j YY'j Ub'\Yb' k cfXh[Yj fUU[X''

J c[Ybg'XY'k Yh'CbXYfghYi b]b['UUb'n]Y'_Y'Yf'j]b[Ybž'_Ub'XY'gW'cc''YYb'VYfcYd'XcYb' cd'XY'gW'cc''VY[Y'Y]X]b[gX]Ybgh''=b'NYY'UbX']g'XUh'\Yh'F D7N''

A YXYk Yf'_Yfg'j Ub'\Yh'F D7N'_i bbYb'gW'c'Yb'\Y'dYb'V]^\Yh'nc'[cYX'a c[Y']^_ VY[Y'Y]XYb'j Ub'\Yh'cbXYfk]^gdfcW'g'h]XYbg'XY'dYf]cXY'j Ub'n]Y'_h''

8Y'dfcW'Xi fYž'X]Y'k]^V]bbYb'cbnY'gW'cc''j c[Yb'ca']b'nc' [Yj U''VYg]gg]b[Yb'hY' _i bbYb'bYa Yb'j]g'U'g'j c[h'

% " 5'g'Xi]XY']^_]gž'XUh'YYb'YYf'j]b['j Ub'cbnY'gW'cc''_Ub[Yf'XUb'&k Y'_Yb'j]b'YYb' n]Y'_Yb\i]g'k cfXh'cd[Ybca Yb'cZn]Y'_h\i]g']gž'bYYa h'XY'[fcYdg'YYf'_fUW'hYb#CZ XY']bhYfb'VY[Y'Y]XYf'j Ub'XY'gW'cc''VčbhUW'h'cd'a Yh'XY'ci XYfg'ca' XY'g]h] Uh]Y' Xccf'hY'gdFY'_Yb''

&" 8Y'[fcYdg'YYf'_fUW'hYb'k'Yb'XY']bhYfb'VY[Y'Y]XYf'bYa Yb'j]b'cj Yf'Y['a Yh'XY' X]fYW]Y'Yb'XY'ci XYfg'j Ub'\Yh'n]Y'_]bX'\Yh'VYg'i]hk Y''cZ[[YYb'Yi hYfbY'\i 'd' j Ub'XY'gW'cc''VY[Y'Y]X]b[gX]Ybgh']b'h'gW'U'_Y'Yb''

' " 8Y'gW'cc''cbhk]_Y'h]b'cj Yf'Y['a Yh'XY'ci XYfg'YYb'd'Uba Uh][Y'UUbdU_''fk Y''cZ b]Yh'a Yh'Yi hYfbY'VY[Y'Y]X]b[k'

(" 8Y'gW'cc''V']Zhi YfUbk ccfXY']^_ž'j ccf'XY'hY'cbhk]_Y'Yb'Yb'i]h'hY'j cYfYb' UUbdU_''H]XYbg'\Yhi]h' cYfYb'j Ub'XY'UUbdU_'j]bXh'fY[Y'a Uh]['cj Yf'Y['a Yh'XY' ci XYfg'd'UUhg'

3.6. Veiligheid (SK1)

<cY'k Y'cd'cbnY'gW'cc''j Y']][\Y]X']b'cbg'VY'Y]X'\YVVYb'j Yfk Yf'_hž'X]hVY'Y]X'a cb]hcfYb' Yb'Ubh]! dYghVY'Y]X'Vč" fX]bYfYb.'

?k U'hY]hg\UbXVcY'_<&'

5a V]h]Yg'cd'\Yh[YV]YX'j Ub'j Y']][\Y]X.'

8Y'a Yh'cXY'?K =B?'YYb'ghYj][Y'd'UUhg[Yj Yb'V]bbYb'cbg'cbXYfk]'g'Yb'XY'ci XYfg'\]Yf' cd'j YfgW']Yb'XY'a Ub]YfYb'V]^VYhfY__Yb''fci XYfUj cbXž'dUffcz'b]Yi k gVf]Yj Yb'k' K Y'VYj]bXYb'j Ub'XY'_]bXYfYb'[cYX'a cb]hcfYb'Yb'YYb'j Y']]['gW'cc''_]a UUhV]YXYb'j ccf' U''Y''YYf'j]b[Yb''

3.7. Pedagogisch klimaat (SK2) en didactisch handelen (OP3)

Cbg'dYXU[c[]gW'!X]XUW]gW'gW'cc''VY'Y]X']g'VYgW'fYj Yb'j]b'\Yh'_k U]hY]hg\UbXVcY'_''

K]^\YVVYb'XY'Ua V]h]Y'ca.'

8Uh'U''Y''YYf'_fUW'hYb'XY'VUg]gj U__Yb''Yg[Yj Yb'j c[Ybg'\Yh'98='a cXY'' J ccf'ci XYfg'Yb'YYf'j]b[Yb'j]g'\Yh'n]W'hUUf'V]bbYb'Yb'Vi]hYb'XY'gW'cc''k Uh'nY''YfYb'Yb' k Uh'XY'k Yf'_k]'nY']g'V]bbYb'XY'gW'cc''

4. Personeelsbeleid

Inleiding

<Yh dYfgcbYYgVY'YX' [Yj Yb'k Y'k YYf'cd'YYb'j Yf[Y']^_VUfY'a Ub]Yf'U'g' [F Y [] Y'cd' cbXYfk]'g_k U'hY]h' f'F C C ? È" 8]h'VYhY_Ybh'XUh'k Y'YYfgh'Zcfa i 'YfYb'k Uh'cbnY'j]g]Y]gž' j Yfj c' [Ybg'VYgW'f]j' Yb'\cY'k Y'Yf'n]W'h'cd'\YVVYb'Yb'\cY'k Y'YfUUb'k Yf_Ybž'ca 'UZ hY' gi']hYb'a YhYYb'dUfU[fUUZ'cj Yf'XY'a YYf'UfYbd'Ubb]b["

4.0. Evenredige vertegenwoordiging in de schoolleiding.

5'VYfc'j cYfhYYb'UW]YZVY'YX'ca 'W'cbZcfa 'XY'k DC'YYb'Yj YbfYX][Y' j YfhY[Ybk ccfX][]b['j Ub'a UbbYb'Yb'j fci k Yb']b'XY'gW'cc'Y]X]b['hY'k UufVcf[Yb' "

4.1. Visie op personeel

8Y'a YXYk Yf_Yfg'j Ub'5'VYfc'n]'b'dfcZYgg]cbU'g'X]Y'j Ubi]h'YYb'W'Y'W]Yj Y' j YfUbk ccfXY'^_\Y]X' [Yf]W'h'n]'b'cd'XY'cbtk]_Y']b['j Ub'YYf']b[Yb'j Ubi]h'\c[Y' j Yfk UW'h]b[Yb'Yb'a cfYY'VYgYZ' "

8Y'_k U'hY]h'j Ub'\Yh'cbXYfk]'g'k cfXh']b['fchY'a UhY'VYdUU'X'Xccf'XY'dfcZYgg]cbU'hY]h' j Ub'XY'YfUuf'j ccf'XY'_Ug'"8Y'YfUuf'a cYh'j c'XcYbXY'dfcZYgg]cbY'Y'fi]a hY'\YVVYb'ca '\Yh'cbXYfk]'g'cd'YYb'_k U'hU]YZ'\cc['b]j YUi' j cfa 'hY' [Yj Yb'"5Ub[Yn]Yb'\Yh'cbXYfk]'g' j ccfhXi fYbX']b'cbtk]_Y']b[']gž'k cfXh'j Ub'U'Y'a YXYk Yf_Yfg' [Yj fUU[X'YYb'Yj Yb'Ub[' hY'YfYbž'nck Y']bX]j]Xi Y'f'cbXYfXY'Y'j Ub'\Yh'ghfYj Yb'bUUF'dYfgccb']^_a YYghYfgW'UdŁ' U'g' [YnUa Yb']^_f'cbXYfXY'Y'j Ub'hYUa 'YfYbŁ'"8Y'gW'c']b['k cfXh'j Ugh[Y'Y[X']b'YYb' gW'c']b[gd'Ub' "

8Y'6Y_k UUa \Y]XgY]gYb '@YfUuf Df]a U]f'CbXYfk]'g' f] Ub'%*'a Uufh&\$%+È'È'n]Y'cc'_ :i bW]YfYY_g'@YfUfYb Df]a U]f'CbXYfk]'g' n]'b'i]h[Ub[gdi bh'j ccf'XY'k]'nY'k Uufcd'\Yh' dYfgcbYYgVY'YX'V]bbYb'5'VYfc'j cfa [Y[Yj Yb'k cfXh'<]Yf]b'k cfXhYYb'cbXYfgW'Y]X' [Ya UU_h]b'Xf]Y'VY_k UUa \YXYb. "

XY'j U_]b\ci XY'^_Y'VY_k UUa \Y]X/
XY'j U_X]XUW]gW'Y'VY_k UUa \Y]X/Yb'
XY'dYXU[c[]gW'Y'VY_k UUa \Y]X'

4.1.1. VAKINHOUELIJKE BEKWAAMHEID

J U_]b\ci XY'^_VY_k UUa 'k]'nY[[Yb'XUh'XY'YfUuf'XY']b\ci X'j Ub'n]'b'cbXYfk]'g' VY'\Yfgh' '<]^'IghUUhVcj Yb'X'Y'YfghcZ'Yb'_Ub'X]Y'nc'gUa YbghY'Ybž'_]YnYb'Yb'#cZ VYk Yf_Yb'XUh'n]'b'YYf']b[Yb'X]Y'_i bbYb'YfYb'"8Y'YfUuf'_Ub'j Ubi]h'n]'b' j U_]b\ci XY'^_Y'YI dYfh]gY'j YfVUbXYb'Y[[Yb'a Yh'\Yh'XU[Y']^_g'Yj Ybž'a Yh'k Yf'_Yb' a Yh'k YhYbgW'Ud'Yb'V]X'fU[Yb'UUb'XY'U' [Ya Yb'Y'j cfa]b['j Ub'n]'b'YYf']b[Yb'"<]^ \ci Xh'n]'b'j U__Ybb]g'Yb'!_i bXY'UW'i YY' "

4.1.2. VAKDIDACTISCHE BEKWAAMHEID

J U_X]XUW]gW'Y'VY_k UUa 'k]'nY[[Yb'XUh'XY'YfUuf'XY'j U_]b\ci X' [YgW'_h'a UU_h'j ccf' n]'b'YYf']b[Ybž']b'UZghYa a]b['a Yh'n]'b'W'Y[U'Yb'dUggYb'X'V]^'\Yh'cbXYfk]'g_i bX][Y' VY'Y]X'j Ub'n]'b'gW'cc'"<]^k Yh'X]Y'j U_]b\ci X'hY'j YfU'Yb']b'YYfd'UbbYb'cZ 'YYfhU'Y'W'Yb'"<]^XcYh'X]h'a Yh'YYb'dfcZYgg]cbY'Yž'cbtk]_Y']b[g[Yf]W'hY'k Yf_k]'nY'"<]^]g']b'ghUUh'XY'UZghYa a]b['j ccf'U'Y'YYf']b[Yb'hY'VYk Yf_g'hY'] [Yb' "

4.1.3. PEDAGOGISCHE BEKWAAMHEID

DYXU[c[]gWXY`VY_k UUA \Y]X`k]`nY[[Yb`XU`hXY`YfUUF`a Yh`YYb`dfcZYgg]cbY`Yž`
 cbhk]__Y]b[g[Yf]W`hY`k Yf_k]`nY`Yb]b`gUa Ybk Yf_]b[`a Yh`n]`b`W`Y[U\$g`YYb`j Y][ž`
 cbXYfghYi bYbX`Yb`gh]a i`YfYbX`YYf!`Yb`YYZ_]a UUhj ccf`n]`b`YYf]b[Yb`_Ub`
 fYU]gYfYb" <`^j c[h`XY`cbhk]__Y]b[]`Ub`n]`b`YYf]b[Yb`]b`i b`YfYb`Yb`XY`hchU`Y`
 gcW]UU`Ya ch]cbY`Y`cbhk]__Y]b[`Yb`ghYa h`XUUfcd`n]`b`Ub`XY`Yb`UZ` <`^XfUU[h`V]`^UUb`
 XY`gcW]UU`!Ya ch]cbY`Y`Yb`a cYfY`Y`cbhk]__Y]b[]`Ub`n]`b`YYf]b[Yb`" <`^_Ub`n]`b`
 dYXU[c[]gW` \Ub`XY`Yb`UZghYa a Yb`a Yh`n]`b`W`Y[U\$g`Yb`a Yh`Ub`XYfYb`X]Y`j ccf`XY`
 cbhk]__Y]b[]`Ub`XY`YYf]b[]`YfUbhk ccfXY`]`n]`b`"8YnY`i]hgdUU` \YYZh`YYb`VfYXY`
 VYhY`_Yb]g`Yb`]a d`]WYf`h`cc`_XY`V]`XfU[Y`j Ub`XY`YfUUF`UUb`Vi f[YfgW`Udgj cfa`]b[`Yb`
 XY`cbhk]__Y]b[]`Ub`XY`YYf]b[`hch`YYb`nY`ZghU`bX][Y`Yb`j YfUbhk ccfXY`]`^Y`
 j`c`k UggybY`"

4.2. Hoe heeft de school zicht op de bekwaamheden en de professionele ontwikkeling van de teamleden.

6]bbYb`YYb`dfcZYgg]cbY`Y`f_lk U`]hY]hgtW` `hi i`f`n]`b`XY`YfUfYb`nY`Zj YfUbhk ccfXY`]`^_j ccf`
 \i b`dfcZYgg]cbY`Y`cbhk]__Y]b["N]`^`ci XYb` \i b`Y][Yb`VY_k UUA \Y]XgXcgg]Yf`V]`^Yb`
 ncf[Yb`Yfj ccf`XU`hXYnY`cc_]b` \Yh`VYn]h`_ca`h`j Ub`XY`gW`cc`Y]X]b["Cd`gW`cc`b]j YUi`
 \YYZh`X`YnY`YYb`hchUU`c] Yfn]W`h`j Ub`XY`VY_k UUA \XYb`j Ub`XY`hYUa`YXYb`"Cd`VUg]g`j Ub`
 XYnY` [Y[Yj Ybg`k cfXh`YYb`a`YYf`UfYbd`Ubb]b[]`ccf`XY`dfcZYgg]cbY`Y`cbhk]__Y]b[]`Ub`
 U`Y`dYfgcbYY`gYXYb` [Ya UU`h`k UUFV]`^`Y`XYf]`g`cd`k Y`_Y`k]`nY`XY`YfUfYb`k Yf`_Yb`j Ub`
 ghUfhVY_k UUA `bUUF`VUg]gVY_k UUA `bUUF`j U`VY_k UUA `f`dfcZYgg]cbU`]gYf]b[gVY`Y]Xk`"

8Y`gW`cc`Y]X]b[\YYZh`n]W`h`cd`XY`]bX]j]Xi`Y`Y`dfcZYgg]cbY`Y`cbhk]__Y]b[`Yb`gW`c`]b[`j`
 Ub` \Yh`dYfgcbYY`Xccf`"

Z]hg!`Yb` [fcYdgVYncY`_Yb`/ [YgdfY`__Yb`U`g`j Yfj`c` [`cd`cZ`bUUF`UUb`Y]X]b[]`Ub`XY`
 Z]hg!`Yb` [fcYdgVYncY`_Yb`"8Y`X]U`cc[` \Y]f`c] Yf`]g`YggYb]h]YY`f`h`Yh`j Yf` \UU`UW`hYf`
 XY`cVgYfj Uh]Ygt`/
 \Yh`UUF`]`^_g`]b`_UUfh`VfYb[Yb`j Ub`XY`_k U`]hY]h`j Ub` \Yh`dYXU[c[]gW`Y`X]XUW]gW`
 \Ub`XY`Yb` /`
 [YgdfY`__Yb`W`W`i`g`f`
 c] Yfn]W`h`j Ub`XY`VY_k UUA \Y]XgXcgg]Yfg`
 [YgdfY`__Yb`a`Yh`YYf]b[Yb`fM]`j` "a`]XXY`g`XY`YYf]b[Yb`fUUXk`/
 [YgdfY`__Yb`a`Yh`ci`XYfg`fM]`j` " _Ub`_VcfX[fcYd`k`/
 hYj fYXYb` \Y]Xga` Yh]b[Yb`fXYnY`k cYXYb`%`]b`XY`&`UUF`UZ] Ybca`Yb`k`"

9f`k cfXh`YYb`gW`c`]b[gd`Ub`cd[YghY`Xž`k UUF]b`UZgdfU`_Yb`k cYXYb` [Ya UU`h`c] Yf`XY`
]bX]j]Xi`Y`Y`Yb`hYUa`gW`c`]b[Yb`Yb`XY`k]`nY`k UUFcd`X`YnY`j cfa`_f]`j`Yb`" ð` \Yh`
 gW`c`]b[gd`Ub`k cfXh`hYj`Ybg]j Ugh[Y`Y[X` \c`Y`Yb`k UbbYYf`XY`gW`c`]b[Yb`k cYXYb`
 [Yf]j U`i`YYfXž`V]`j YghY`X`Yb` [YVcf[X`" ð`X]j]Xi`Y`Y`YfUfYb`k Yf`_Yb` [Yf]W`h`UUb` \i b`Y][Yb`
 dfcZYgg]cbY`Y`cbhk]__Y]b[" "
 <Yh`7`c`Y[Y`j Ub`6Ygh`i`f` \YYZh`c] Yfn]W`h`c] Yf`Yb`]bn]W`h`]b`XY`gW`c`]b[gd`UbbYb`j Ub`XY`
]bX]j]Xi`Y`Y`gW`c`Yb`Yb` \i b` [Yf]W`h`Y`UW]Yg`"

4.3. Hoe werken we aan de bekwaamheden en de professionele ontwikkeling.

Werken aan de bekwaamheden en professionele ontwikkeling krijgt vorm middels:

A. **aanbod bladwijzer Albero:** [Yf]W`h`cd` \Yh`fYU`]gYfYb`j Ub`YYb`W` `hi i`f`k UUF]b` \Yh`

YfYb j Ub _]bXYfYb Yb \Yh YfYb j Ub YfUfYb \UbX]b \UbX [UUb" =b XY V UXk]hYf 5 VYfc]g cd [Ybca Yb .

kenniskringen: XY XYb j Ub XYnY _f]b [Yb cbtk]_Y Yb gUa Yb _Ybb]g Yb Yj YfYb YYb V]XfU [Y UUb \Yh fYU]gYfYb j Ub YYb cdXfUW h" A YbgYb k cfXYb VYbUXYfX ca]b YYb _Ybb]g_f]b [n]h]b [hY bYa Ybž cd VUg]g j Ub]bhYfYggYž Yl dYfh]gY Yb#cZ Yfj Uf]b ["

netwerken. _YbbYb YYb h Ya Uh]gVW Y]bXY]b [" 8Y XYb j Ub YYb bYtk Yf_ a YXYb n]VW nY Zj f]k]][fl Uuf b]Yh j f]V]j YbXē UUb" < Yh XcY j Ub \Yh bYtk Yf_]g i]tk]ggY]b [ž Y _Uuf]bgd]fYfYb Yb YfYb j Ub Y _Uuf"

- **PLG:**]b YYb dfcZYgg]cbY Y YYf [Ya YYbgVW Ud k Yf_Yb j YfgVW]YbXY dfcZYgg]cbU gUa Yb " 6Y Ub [f^]b X]h Vē YVW]Yj Y YYdfcW g]g XY fYZYVW]Yj Y X]U cc [h ggYb XY dfcZYgg]cbU g c j Yf \ i b \UbXY Yb]b \Yh cbXYfk]g Yb dfU_h]^ [Yf]W h cbXYfncY " " 8Y YYf_fUW hYb fYZYVW]YfYb cd \ i b Y] [Yb dfU_h]^ Yb X]Y j Ub XY UbXYf gUa Yb a Yh UbXYfYb" =b XYnY fYZYVW]Yj Y X]U cc []g Yf fi]a hY ca Yfj Uf]b [Yb hY XY Ybž k cfXYb dfU_h]^ Yb j Yf \ Y XYfXž UW hYf] [[YbXY cdj Uh]b [Yb [Ytl d]W hYfX Yb k cfXYb b]Yi k Y k Yf_k]nYb cbXYfncW hYb cbtk]_Y X" Cc _gh XYbhYb j Ub XY < c [YgVW cc NY UbX _i bbYb XY Y i]ha U_Yb j Ub XYnY D@ @

- **nascholingsgroepen:**]b \Yh _UXYf j Ub XYg_i bX] [\Y]XgVYj cfXYf]b [_ca Yb a YbgYb gUa Yb ca gVW c]b [hY cbh j Ub [Yb " H]XYbg XYnY V]YYb_ca ghYb ghUUb _Ybb]gcj YfXfUW hž _Ybb]gXY]b [Yb gUa Yb YfYb W bhfUU / gVW c]b [[Yf]W h cd]bX]j Xi Y Y dYfgccb]^ \Y]Xgcbtk]_Y]b ["

B. Overig:

- 5 VYfc XU [. ^Uuf]^_g k cfXh cd XY YYfgh Y gVW cc XU [j Ub \Yh b]Yi k Y _U YbXYf Uuf YYb h Ya Uh]gVW Y ghi X]YXU [[Ycf [Ub]gYfX "
- Vcj YbgVW cc gY dfc YVW Ybž V]j ccfVYY X \Yh dfc YVW h 8]XUW]gVW < UbXY Yb "
- a UUhYg YfYb /
- Vē Y []U Y gUa Ybk Yf_]b [/
- Vē Y []U Y Vē bgi hUh]Y /
- Vē UW]b [Yb VY [Y Y]X]b [Xccf XY cd Y]X]b [ga YbhcfYb /
-]bhYfj]g]Y /
- Vē hYUW]b [/

8Y X]fYVW]Yi f]g j Ubi]h n]b j YfUbtk ccfXY]^ \Y]X U g cbXYfk]g_i bX] [Y]XYf XY \YZVcca ca hY _ca Yb hch XY cbtk]_Y]b [j Ub YYb dfcZYgg]cbY Y W hi i f" 8]fYVW]Yi fYb j Ub 5 VYfc j c [Yb [YnUa Yb]^_Y gVW c]b [Yb Yb]bX]j Xi Y Y gVW c]b [Yb cd a UUh" 8 Uh VYhY _Ybh XU h Yf cc _ [Yf]W h [Yk Yf_h k cfXh UUb XY dfcZYgg]cbY Y Yb j U_]b \ci XY]^_Y cbtk]_Y]b [j Ub XY X]fYVW]Yi fž k UufV]^ \]^ ncf [h XfUU [hj ccf XY bccXnU_Y]^_Y \YffY []ghfUh]Y]b \Yh gVW cc Y]XYfgfY []ghYf"

<]#n]^ ncf [hj ccf .

YYb gVW c]b [gd Ub f Uuf]^_g kž a Yh XUuf]b YYb c j Yfn]VW h j Ub XY]bX]j Xi Y Y Yb hY Ua gVW c]b [Yb / VY]XY _ca Yb a XY j ccfhi]h XY cbXYfk]g_i bX] [Y cbtk]_Y]b [Y _Y \ U Z Uuf YYb fhi ggYbh]XgYē Yj U i Uh]Y j Ub \ Yh gVW c]b [gd Ub / [Yf]W h Y ZYXVUW ž ZYX i d Yb ZYX Zcfk UfX cd VUg]g j Ub c VgYfj Uh]Yg / hY Ua YfYbž nck Y Zcfa YY U g]b Zcfa YY /

4.3. BEKWAAMHEID EN KWALIFICATIE

9Yb`VY_k Ua`Y`YfUUF`jg`YYb`YfUUF`X]Y`\\YYZi`UUb[`YhccbX`XUh`\\`^a`Yhin)`b`
 j`U_`]b`\\ci`XY`]^_Yz`j`U_X]XUW]gW`Y`Yb`dYXU[`c[`]gW`Y`_Ybb]g`Yb`_i`bXY`n)`b`k`Yf`_U`g`YfUUF`
 _Ub`j`Yff]W`hYb`cd`YYb`dfcZYgg]cbY`YZ`XcY`a`Uh[`Y`Yb`j`YfUbk`ccfXY`k`]nY`"

Werving en selectie:

=b`XY`gW`cc`d`UbdYf]cXY`[`UUb`j`YY`YfUfYb`a`YhdYbg]cYb`z`k`UUFXccf`Yf`j`YY`j`UW]hi`fYg`
 cbhghUUb`"5`VYfc`nYhin]W`UW]YZYb`[`Yf]W`h`]b`ca`UXYeI`Uh`YfUfYb`h`k`Yf]`Yb`ca`XY`
 cbhghUbY`j`UW]hi`fYg`]b`h`j`i`Yb`"8Y`k`]nY`k`UUFcd`X]h[`YgW`]YXh]g`VYgW`fYj`Yb`]b`\\Yh`
 XcW`a`Ybh`I`k`Yf]`]b[`Yb`gY`YW]YI`I`"

Startende leerkrachten:

GhUfhYbXY`YfUfYb`k`cfXYb`XY`YYfghY`UfYb`V]bbYb`5`VYfc`]bhYbg]YZVY[`Y`Y]X`"8Y`
 k`Yf`_k`]nY`]g`VYgW`fYj`Yb`]b`\\Yh`dfcW`I`VY[`Y`Y]X]b[`YYf`_fUW`hYbI`"

Zittende leerkrachten:

8Y`Cd`Y]X]b[`ga`YbhcfYb`_i`bbYb`cc`_k`cfXYb`]b[`YnYhj`ccf`XY`VY[`Y`Y]X]b[`Yb`W`UW]b[`
 j`Ub`XY`n]hYbXY`YYf`_fUW`hYb`j`Ub`5`VYfc`"

4.4. Meerjarenplanning

	€- E`I`&\$`	€\$`E`I`&%`	€%`E`I`&&`	€&`E`I`&`
K`Yf]`]b[`Yb`gY`YW]Y`				
HU`Yb`hcb`hk`_]`_Y`]b[`				
5`VYfc`XU[`				
Dfc`ZYgg]cbU`]gYf]b[`gVY`Y]X`				
GYb]cfYbVY`Y]X`				
`Ygd`fY`_`Yb`Wn`Wi`g`				
`i`b`W]YX]ZZY`fYb]h]Uh]YVY`Y]X`				
A`YXYk`Yf`_Yf`VYhf`c`_`Yb`\\Y]X`				
6Y`_k`UUa`\\Y]XgXcgg]Yf`				
_k`U`]hY]hgcj`Yfn]W`h`X]XUW]gW`\\UbXY`Yb` Yb`Ua`V]h]Yg`				
=bf]W`hYb`VY`_k`UUa`\\Y]XgXcgg]Yf`]b`9GG`				

5. Kwaliteitszorg

5.1. Inleiding

? k U]hY]hgncf['VYgWci k Yb'k Y'U'g'\Yh'hchUU'j Ub'UW]j]hY]hYbž'dfcW'Xi fYg'Yb']bghfi a YbhYbž'X]Y'VYXcY'X'n]'b'ca' 'cd'YYb'dYfa UbYbhYž'gmghYa Uh]gW'Y'Yb'W'W]gW'Y' k]'nY'XY'_k U]hY]h'j Ub'\Yh'cbXYfk]'g'hY'VYdU'Ybž'hY'VYk U_Ybž'hY'Vcf[Yb'Yb'hY' j YfVYhYfYb'Ø' NY'Zj U'i Uh]Yž'cbXYfncY_Yb'Yb'Ui X]hg'ghUUb'ghYXg]'b'X]Ybgh'j Ub'XYnY'gmghYa Uh]Y'_Yb' XY'j YfXYfY'cbhk]__Y']b['j Ub'XY'gW'cc'"B]Yh'XY']bghfi a YbhYb'a UUF'XY'UUbdU_'ghUUh' W'bhUU'"

? k U]hY]hgncf['j]g'YYb'UUb['Y'Y[Yb\Y]X'j Ub'jYXYfYb'V]bbYb'YYb'gW'cc'"9f'j]g'UUbXUW'h' j ccf'XY'dcg]h]Y'j Ub'\Yh'a UbU[Ya Ybh'k UUF'\Yh' [UUh'ca' 'XY'UUbgh' f]b['j Ub'XY'Yi hfU' cbXYfghYi b]b[ž'\Yh'cbXYfk]'g'Yb'XY'_k U]hY]hgj YfVYhYf]b[. j]g]Y! 'cbhk]__Y']b[ž' dfcW'ggYb'j Ub'gh' f]b['Yb'nY'Zj U'i Uh]Y']b'fY'Uh]Y'hch'_k U]hY]hgncf['V]bbYb'XY'Y][Yb' gW'cc'"9f'j]g'UUbXUW'h'j ccf'\Yh'dYfgcbYY'Xccf'\Yb'X]fYW'hY'VYhY'__Yb'V'^XY' _k U]hY]hgncf['Yb'XY'nY'Zj U'i Uh]Y'"9f'j]g'nY'_Yf'UUbXUW'h'j ccf'XY''YYf']b[Ybž'XY' ci XYfg#] Yfncf[Yfg'Yb'XY'gW'cc'ca [Yj]b['Yb'XY'_k U]hY]hgcdj Uh]b[Yb'j Ub'XYnY' [fcYdYb'"

<Yh'VY'Y]X'j Ub'XY'gW'cc'"ca' '\UUF'j]g]Y'cd'XY'cbXYfk]'g'_k U]hY]h'Yb'Ua V]h]Yg'hY' fYU]gYfYb'j]g'VfYXX['YXFU[Yb'"9f'j]g'YYb' [fchY'VYfY]X\Y]X'ca' [YnUa Yb']^'\Yh'cbXYfk]'g' hY'j YfVYhYfYb'"<Yh'VYgh' i f'Yb'XY'gW'cc'"Y]X]b['j YfchcbYb'cbXYfk]'g'_i bX]['Y]XYfgW'Ud' Yb'_k U]hY]hgVYk i ghm]'b'"9f'k cfXh['Y\UbXY'X'j Ubi]h'YYb'Xi]XY']^_Y' j YfUbhk ccfXY'^^_Y]Xgj YfXY']b['"

8Y'gW'cc'"Y]X]b['Yb'XY'YfUfYb'k Yf_Yb' [YnUa Yb']^'UUb'YYb'j ccfhXi fYbXY'j YfVYhYf]b[' j Ub'\i b'dfcZ'gg]cbU]hY]h' @YfUfYb'Yb'UbXYfY'VYhfc__YbYb'V]^XY'gW'cc'"k Yf_Yb' fYgi 'hUUh[Yf]W'hž'n]'b'UUbgdYfY_VUUF'cd' [Ya UU_hY'UZgdfU_Yb'Yb'n]'b'n]W'VYk i gh'j Ub' XY'YZZYW'Yb'j Ub'\i b'\UbXY'Yb'cd'XY'cbXYfk]'g'_k U]hY]h'Yb'cd'XY'cbhk]__Y']b['j Ub'XY' 'YYf']b[Yb'"8Y''YYf'_fUW'hYb'n]'b'j YfUbhk ccfXY']^_j ccf'XY'fYgi 'hUhYb'j Ub'\i b'[fcYd'"8Y' gW'cc'"k Yf_hj Ubi]h'YYb'hfUbgdUfUbhY'Yb']bhY[YfY'W'hi i f'k UUF]b'gdfU_Y'j]g'j Ub' n]W'hVUUF'ncf[j i 'X]['\UbXY'Yb'"

6]bbYb'5'VYfc'k Yf_Yb'k Y'a Yh'YYb'Vcj YbgW'cc'gY'UbU'mgY'j Ub'XY'fYgi 'hUhYb'"8]h' [YVYi fh'hfUbgdUfUbhYb']bhY[Yf'Yb' [YYZh'fi [YXYf'hY']^_Ě']bn]W'h'a "V'h'XY'_k U]hY]h'cd'XY' gW'c'Yb'Yb'k UUFV]^Yh'VYbi hYb'j Ub'Y'_UUfg'_k U]hY]h'Yb'Yb'XY'Yb'j Ub'fMYghUUbXYĚ' [ccX'dfUW]W'ž' [Y\YY'']b'']'b'a Yh'\Yh'ghfUhY[]gW'VY'Y]Xgd'Ubž'k cfXhj cfa [Y[Yj Yb'"

8Y'j c' [YbXY'_YfbVY[f]ddYb'n]'b'Xccf'\Yh'X]fYW]YVYfUUX['YZcfa i 'YYFX. '

<Yh'5'VYfc'_k U]hY]hgVY'Y]X'V]YXh'YYb' **basisstandaard**ž'X]Y'cd'U'Y'gW'c'Yb'hcYdUgVUUF']g'"DYf'gW'cc'"j]g'Yf'fi]a hY'j ccf' **eigen invulling**"5Zk]^]b['j Ub#UUb'j i '']b['cd'\Yh' _k U]hY]hgVY'Y]X'j]g'a c[Y]^_a]hg'\Y'XYf'VYfYXYb'YYfX#VYUf[i a YbhYfX'"<]Yfa YY'_ca Yb' k Y'hY[Ya cYh'UUb'XY'Y][Yb\Y]X'j Ub'XY'gW'c'Yb'Yb'\YVYb'XY'gW'c'Yb'XY'fi]a hY'ca' _Yi nYg'hY'a U_Yb'a "V'h'cbhk]__Y']b[Yb']b'\Yh'cbXYfk]'g'_X]Y' [YfY'UhYfX'n]'b'UUb'\i b' ccf[Ub]gUh]Y'"

? k U`hY]hgVY`Y]X`]g`YYb`nUU`_j Ub`U`Y` [Y`YX]b[Yb`V]bbYb`XY`cf[Ub]gUh]Y"" =b`XY`
i]hk Yf_]b[`j Ub`XY`UgdYWYb`]g`XUUFca` \Y`XYf`VYgW`fYj Yb`k Y`_Y`VYhf`c__Yb`Y]X`j Ub`
k Y`_Y` [Y`YX]b[`k cfXhj Yfk UW`h`i **Eigenaarschap** DghUUh`W`bhfUU`"

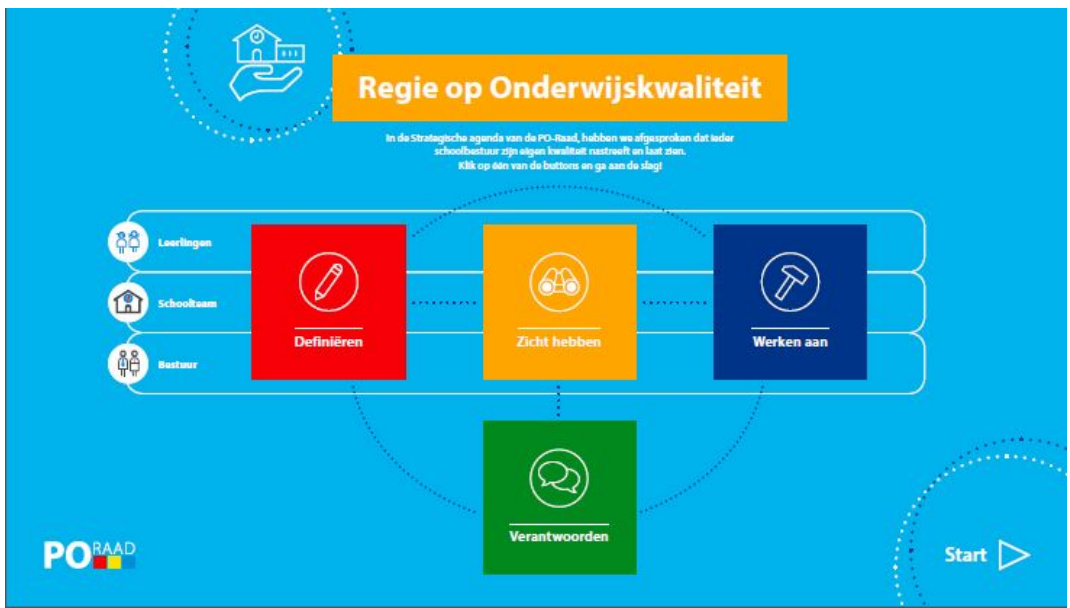
6]bbYb`5`VYfc`k cfXh`cd`X]h`a ca Ybh[Yk Yf_`h`a Yh`Z` bW]cbY`Y`]bghfi a YbhYb`h`V`j " `YYb`
[XY[Yb`_k U`hY]hgncf[" **Good-practice** Yb` **kennisdeling** _f]` h`Xccf`\Yhi]hk]ggY`Yb`
j Ub`Z` bW]cbY`Y`]bghfi a YbhYb`]bj i`"]b[`V]bbYb`cbnY`gh]W`h]b["

5`g`VUg]g`j ccf`cbnY`_k U`hY]hgncf[[YVfi]_Yb`k Y`\Yh`a cXY` **Regie op
Onderwijskwaliteit**`j Ub`XY`DC!FUUX`" <Yh`ghUfh`a Yh`YYb`VYgW`f]`j]b[`j Ub`k Uh`k]^
j YfghUUb`cbXYf`cbXYfk]^g`_k U`hY]hfdUfU[fUUZ) "&t`"8]hk cfXh`\]Yf]b`bUXYf`i]h[Yk Yf_h`
j ccf`jXYbh]hY]h`z`gcW]U`]gUh]Yz`dYfgccbgj cfa]b[`Yb`_k U`]Z]W]h]Y`"

J Yfj c` [Ybg`VYgW`f]`j Yb`k Y`]b`dUfU[fUUZ) "" \cY`k]^n]W`h`\YVYb`cd`XY`
cbXYfk]^g`_k U`hY]h`z`"

=b`X]h`ccZ`gh`_`VYgW`f]`j Yb`k Y`cd`k Y`_Y`k]^nY`k]^cbnY`_k U`hY]h`VYk U`_Yb`z`Vcf[Yb`Yb`
j YfVYhYfYb`"Cc`_`bYa Yb`k Y`\]Yf]b`cd`\cY`k Y`j YfVYhYfa UUhY[Y`Yb`]bnY`hYb`U`g`XY`
_k U`hY]h`cbj c`XcYbXY`]g`"

=b`dUfU[fUUZ) "(`VYgW`f]`j Yb`k Y`k Uh`\Yh] fUU[hj Ub`U`Y`a YXYk Yf_Yfg`ca` XY`VYcc[XY`
_k U`hY]h`hY`fYU`]gYfYb`Yb`\cY`k Y`XUUF`n]W`h`cd`\YVYb`" =b`dUfU[fUUZ) ")`Y[[Yb`k Y`
j Ugh`cd`k Y`_Y`k]^nY`k Y`cbg`]bhYfb`Yb`Yl hYfb`j YfUbk ccfXYb`"



5.2. Hoe wij onderwijskwaliteit definiëren

9`_]bX`\YYZh`fYW`h`cd` [cYX`cbXYfk]^g`Yb`\Yh`]g`cbnY`df]a U]fY`hUU`_\]Yfj ccf`U`\Yh`
dYfgcbYY`Yb`U`Y`a]XXY`Yb`]b`hY`nY`hYb`ca`XU`h`Y`VYfY]_Yb`" =b`cbnY`a]gg]Y`]g`X]h`
VYgW`fYj Yb`"

=b`\Yh`GhU`hY[]gW`6Y`Y]Xgd`Ub`j Ub`5`VYfc`]g`\Yh] c` [YbXY`cd[Ybca Yb`]b`\Yh`_UXYf`j Ub`
XY`_k U`hY]h]j Ub`cbg`cbXYfk]^g`"

[J Yfncf[Yb`j Ub`_k U`hU]h]YZ`\cc[k UUFX][z`UXUdh]YZ`cbXYfk]^g`j ccf`U`Y`_]bXYfYb`]g`XY`

VUg]gcdXfUWxhj ccf"U"Y"gwXc"Yb"j Ub"5"VYfc""8]h"VYhY_Ybh"XUh"[YghfYYZX" k cfXh"bUUF"\Yh" VY\U"Yb"j Ub"nc"\cc["a c["Y"]^"Y"fygi "hUhYb"cd"U"Y"hyffY]bYb""J ccf"XY"]bghfi a YbhY"Y" j U__Yb"fhUu"z"YnYb"Yb"fy_YbYbE"Zcfa i "Yfyb"XY"gwXc"Yb"ghfYYZcY"Yb"cd"VUg]gj Ub"YYb" UbU"mgY"j Ub"XY"gwXcc"dcDi "Uh]Y""@Yyf_fUWxhYb"Zcfa i "Yfyb"XY"XcY"Yb"j ccf"XY"]bXYfyb" j Ubi]h"\c["Y"j Yfk UWXh]b["Yb"j Ub"]YXYf_]bX"Yb"dUggYb"]bghfi W]Yž" k Yf_j cfa Yb"Yb" a UhYf]U"Yb"ncXUb]["UUb"XUh"U"Y"]bXYfyb"hc"hc"\c["Y"dfYghU]Yg"ca Ybž"i]hYfUUFX"V]bbYb" XY["fybnYb"j Ub"i b" a c["Y"]^"\XYbI""

5.2.1. Identiteit

Welke rol speelt identiteit in ons onderwijs en wat dat betekent voor onze ambities:

5"VYfc!gWx"Yb"\YVYb"]YXYf"YYb"Y][Yb"]XYbh]hY]h"ia Yh"VYhfY__]b["hch"XYbca]bUh]Yž" a UUF"cc_"cd"cbXYfk]g_i bX]["Yb"dYXU[c["gWx"j "U_"a c["Yb"Y][Yb"_"Yi nYg["Ya UU_h" k cfXYb""

<Yh"cbXYfk]g"cd"XY"gwXc"Yb" k cfXh] Yfnf["X"j Ubi]h"XY"bcfa Yb"Yb" k UUFXYbž"dUggYbX" V]^XY"jXYbh]hY]h] Ub"XY"gwXcc""8Y" k]hY" k UUFcd"XY"jXYbh]hY]h" k cfXh] cfa ["Y["Y"j Ybž"j" Ugh["Y"["X"]b"\Yh"gwXcc"d"Ub"j Ub"XY"gwXcc""@Yyf_fUWxhYb" k Yf_Yb"j Ubi]h"XY"bcfa Yb"Yb" k UUFXYb"j Ub"XY"gwXcc"Yb"ncf["Yb"Yfž"GUa Yb" a Yh"]bXYfyb"Yb"ci XYfg"j ccfž"XUh"XY" VYgWx"fy"j Yb"]XYbh]hY]h"cc_"YYb"VY"YYZX"Y"jXYbh]hY]h"j"g"

5"VYfc"]g"YYb"cf["Ub]gUh]Y"j ccf"cdYbVUUF"Yb"Wxf]ghY"^"cbXYfk]g"Yb"XY"gwXc"Yb"["Y"j Yb" nY"Z"j cfa "UUb"XY"j YfgWx"]YbXY"XYbca]bUh]Yg"fbcdYbVUUFž"Wxf]ghY"^"Yb" gUa Yb" k Yf_]b["ggWx"cc"ž"dUggYbX"V]^XY"gwXcc"dcDi "Uh]Y""<]YfV]^"YVYb" k]^YYb"cdYb" \ci X]b["k UUFXccf"]YXYfyb"n]Wx" k Y"ca" j cY"h"<Yh"UZghYa a Yb"cd"XY"gwXcc"dcDi "Uh]Y" k cfXh] cfa ["Y["Y"j Yb"Xccf"ghYYXg"\Yh["YgdfY_"UUb"hy"["UUb" a Yh"ci XYfg"j Yf"i b" k YbgYb"Yb"j Yfk UWXh]b["Yb" a Yh"VYhfY__]b["hch"XY"jXYbh]hY]h"

K Y["UUb"i]h] Ub"\Yh] c["YbXY"df]bW]dYž"VYbcYa X"Xccf"dfcZ"@ WGH] Ybg."

Ieder mens is gebouwd om zichzelf te ontwikkelen en heeft een natuurlijke behoefte aan relatie, autonomie en competentie.

5"g"]b"j" c"XcYbXY" a UhY"]g"j" c"XUUb"UUb"XY"VY\cYZhY"UUb"fy"Uh]Y"fi]UbXYfyb" k UUFXYfyb" a]^ Yb" k]"Yb" a Yh" a]^ca ["UUb]ž"UUb"XY"VY\cYZhY"UUb"Ui hc"bca]Y"fi]_"_Ub"\Yh"nY"Z"\cYk Y" b]Yh"U"h]X"U"YYb]Yb"UUb"XY"VY\cYZhY"UUb" Wca dYhYbh]Y"fi]_"["Y"ccZYb"\YV"d"Yn]Yf"]b" a]b"Y][Yb"j bbYb]g"Yf" k Y"VYj]bXYbž" a ch]j Uh]Yž"]bnYh"Yb"n]b"j"Yfyb"" J Ubi]hX]hdf]bW]dY" a U["Yf"fi]a hY"n]b"j ccf"j YfgWx"]ž"fi]a hY"j ccf"hu"Ybhž"fi]a hY"j ccf" Y][Yb"Y]X"j Ub"]YXYf_]bX"Yb"Y"Y" k Yf_bYa Yf""

5.2.2. Socialisatie

Welke waarden, normen en gebruiken willen we onze leerlingen meegeven zodat zij volwaardig kunnen meedoen in de samenleving:

K]^["UUb"fygdYW] c"ca" a Yh"Y_"UUF"Yb"XY" k Yfy"X"ca" cbg"\YYb""?]bXYfyb"Yfyb"X]h"U" ^cb["Xccf"GUa Yb"hy" k Yf_Yb"Yb"GUa Yb"hy"j]Yfyb"K Y"n]b"VYhf_c__Yb"cd"Y"UUFž"ncf["Yb" j ccf"Y"UUFž"UWVdhYfyb"Y"UUF"j c"YX]["Yb"["Y"j Yb"Y"UUF"XY"fi]a hY""Cc_"["cYX"ncf["Yb"

' (Æ

j ccf'YnY'Zf[YncbX' [YXFU[k'Yb'j ccf'XY'k YfY'X'ca' 'Y'\YYb'fXi i fnUUa \Y]Xk'n'b'\Yf]b' Yf['VY'Ub[f]^"

@Yf_fUWKhYb'n'b'\Yf]b'fc'a cXY'"N'^Yj Yb'X]hj ccf'Yb'WYf'fYb'YYb'ca [Yj]b['k Uuf]b' _]bXYfYb'n]Wk j Y]['j cY'Yb'cd'Ya ch]cbYY''Yb'Zng]Y_[YV]YX'"

K Y'k j'Yb' _]bXYfYb''YfYb'nY'ZghUbx]['hY'n]'b'Yb'XY'j YfUbk ccfX]b['hY'bYa Yb'j ccf'\i b' Y][Yb'\UbXY'Yb'Yb'Y][YbUuf'hY'n]'b'j Ub'\i b'Y][Yb''YYfdfc'Wg'"

K Y'gh]a i'YfYb' _]bXYfYb'ca' ZYI]VY''Yb'WYUh]YZ'hY'n]'b'Yb'_f]h]gW'ca' hY' [UUb'a Yh' _Ybb]g'Yb']bZcfa Uh]Y'"Cd'cbnY'gW'c'Yb'cbk]__Y'Yb' _]bXYfYb'j UufX][\YXYb'j ccf'bi'Yb']b'XY'hcY_ca gh'ncXUhn]^ [cYX'_i bbYb'dUfh]WdYfYb']b'XY'gUa Yb'Yj]b["

5.2.3. Persoonsvorming

Wat hebben onze leerlingen nodig om zicht te krijgen op: wie ben ik? Wat wil ik (worden)? Wat vind ik belangrijk? En hoe wil ik omgaan met anderen?

DYfgccbgj cfa]b['jg'Yfcd' [Yf]WkhXUh_]bXYfYb'n=WXnY'Z'YfYb'_YbbYbž'\i b' hU'YbhYb'Yb' _k U']hY'hY'b'_i bbYb'cbhXY__Yb'"=YXYf'_]bX'a U['n]WKnY'Zn]'b'cd'cbnY'gW'c'Yb'Yb'a U[' i]h[fcY]Yb'hch'YYb'Yj Ybk]Wkh]['dYfgccb'X]Y'k YYh'k Uh'\]^n]^k]'"

K Y'k j'Yb' _]bXYfYb''YfYb'ca' _f]h]gW'hY'XYb'_Yb'Yb'Y][Yb'_Yi nYg'hY'a U_Yb'"8ccf'cbnY' _]bXYfYb'a cFY''VYgYZV]^hY'VfYb[Yb'k]'Yb'k Y'nY'XY'f']ghY'_Yi nYg'YfYb'a U_Yb'j ccf' YYb' [cYX''Yj Yb'"

NY'_i bbYb'X]h'U''YYb'cbk]__Y'Yb']b'XY'ca [Ub['a Yh'UbXYfYbž'k UufXccf'nY''YfYb'ca' n]WKnY'Z]'b'hY''Yj Yb']b'UbXYfYb'Yb''YfYb'ca' [cYX'hY'Wta a i b]WfYb'<]YfV]^cbk]__Y'Yb' V]^_]bXYfYb'j YfUbk ccfXY']^ [YXFU["

8Y'gW'cc']g'j ccf'XY'dYfgccbgj cfa]b['YYb'cYZYbd'UUhgž'k UufV]^XY''Yf_fUWKhYb']b' fY'Uh]Y'a Yh'XY''Yf]b[Yb'XYnY'dYfgccbgj cfa]b['VY[Y'Y]XYb'"

5.2.4. Kwalificatie

Met welke kennis en vaardigheden wij onze leerlingen willen toerusten zodat ze volwaardig kunnen meedoen in de samenleving.

5'VYfc']g'YYb'dfcZYgg]cbY'Y'cf[Ub]gUh]Y'j ccf'df]a U]f'cbXYfk]'gž'Yb'cbnY'gW'c'Yb' j Yfncf[Yb'_k U']hUh]YZ\cc[k UufX][ž'dUggYbX'cbXYfk]'g'j ccf'U'Y'_]bXYfYb'"K Y' [UUb'i]h' j Ub'\c[Y'j Yfk UWkh]b[Ybž'k UufV]^k Y'j ccf']YXYf'_]bX'ghfYj Yb'bUuf'nc'\cc['a c[Y']^_Y' fYgi 'hUhYb'"<]YfV]^c'i XYb'k Y'fY'_Yb]b['a Yh'XY'a c[Y']^_YXYb'j Ub']YXYf'_]bX'"

6]^_Yh'UUbVcX'j Ub'_Ybb]g'Yb'j UufX][\YXYb'f]WKhYb'k]^cbg'cd'\ccZž'\Ufh'Yb'\UbXYb'"

8YnY'ZcW'g'cd'VfYXY'cbk]__Y']b['VYcc[h'XUh]YXYf'_]bX' n]'b'# Uuf'hU'YbhYb'_Ub'cbhd'cc]Ybž'Yb'k Y']b'YYb' VYhY'_Yb]gj c''Y'Wt'bhY'h'"

8YnY'VfYXY'cbk]__Y']b['ca j Uh'

XY'VUg]gj UufX][\YXYb'fY'_YbYbž'hUU'ž'YnYb'Yb' k YfY'Xcf]t'bhYfYbXY'j U__Yb'k'Wt'Zcfa'XY' _YfbXcY'Yb'

XY'&%ghY'YYi k gY'j UufX][\YXYb'

k YhY'bgW'Ud'Yb'hYW'b]Y'_

W'hi'fY'Y'j UufX][\YXYb'fa i n]Y'_ž'VYY'XYbXY'

j cfa]b[ž'XfUa U'Yb'W'hi'fYY'YfZ] cYX'k'

a YX]Uk]'g\Y]X'

gcW'UU''Yb'Ya ch]cbYY''YfYb'



')Æ

Vi f[YfgWUd
CbgUUbVcX'g'Yfcd'[Yf]W'h'_'bXYfYb'_'i bX]['Yb'j UUFX]['h' 'a U_Yb'j ccf'XY' 'i]hXU[]b[Yb'
j Ub'XY'hcY'_ca gh' 'K Y'k]'Yb'XUhc'bnY'_'bXYfYb'j c'k UUFX]['i bbYb'dUfh]W'dYfYb']b'XY'
gUa Yb'Yj]b['k UbbYf'n'^j c'k UggYb'n'^b''

5.3 Zicht op onderwijskwaliteit

De hulpmiddelen/ werkwijzen die wij gebruiken of willen gaan gebruiken om onderwijskwaliteit in beeld te krijgen en waarom.

5.3.1 Inleiding

8Y'cbXYfk]'g_k U']hY]h'VYbUXYfYb'k Y'j Ubi]h'Yb'gmghY'a VYbUXYf]b['ž'k UUFV]^'k Y'nck Y'
cd'\Yh'b] YUi 'j Ub'XY'gW'cc'_'U'g'cd'Vc] YbgW'cc'g'b] YUi 'k Yf_k]'hYb'Yb'\i 'da]XXY'Yb'
]bnY'hYb'X]Y'XY'_k U']hY]h'j Ub'cbg'cbXYfk]'g']b'VYY'X'VfYb[Yb'Yb'Vcf[Yb''

6cj YbgW'cc'g']g'Y'Yb'_'k U']hY]hg\UbXVcY'_]b'cbtk]__Y']b['ž'k UUF]b'XY'_'UXYfg'j ccf'\Yh'
'k U']hY]hgVY'Y]X'VYgW'fYj Yb'ghUUb'' =>XYfY'gW'cc'\YYZh'Yb'Y][Yb''k U']hY]hg\UbXVcY'_
k UUF]b'XY'k Yf_k]'hYb'VYgW'fYj Yb'ghUUb'j ccf'U'Y'j U_[YV]YXYb''Cc_'ghUUh'\Yf]b'
VYgW'fYj Yb'cd'k Y'_Y'k]'hY' [Yfj U'i YfX'k cfX'h'a]XXY'g'XY'D875! W'h'W'g''

6cj YbgW'cc'g']g'Yf'Y'Yb'h'YUa ' [CbXYfk]'g'k UUF'XY'k Yf_[fcYd'ICbXYfk]'g_k U']hY]h'd
cbXYf'j U'h' <]Yf]b'n]hYb'X]fYW'Yi fYb'Yb'cd'Y]X]b[ga Yb'cfYb''8YnY'k Yf_h'a Yh'\Yh'
VYgh' i fg'U'Ufd'Ub'UUb'XY'XUUF]b'cd[YghY'XY'XcY'Yb'Yb'Ua V]h]Yg''

Cbg'ghfYj Yb']g'XU'h'Yf'Y'Yb'VfY'YX' [YXfU[Yb'_'k U']hY]hgW' 'h' i f']g']b'XY'\Y'Y'cf[Ub]gUh]Yž'
a UUF'cc'_cd']YXYfY'gW'cc'ž'k UUFV]^'U'Y'a YXYk Yf_Yfg'j YfU'bk ccfXY']^_n']b'j ccf'XY'
_'k U']hY]hgncf["8Uh'VYhY'_Yb'h'XU'h'U'Y'a YXYk Yf_Yfg'VYhfc__Yb'k cfXYb'V]^'h'cdghY''Yb'
j Ub'XY'a]gg]Y'Yb'XY'j]g]Y'j Ub'XY'gW'cc''%_YYf']b'XY'j]Yf'UUF'k cfXYb'XYnY'cdb]Yi k'
j Ugh[YghY'Xž'Yb']b'\Yh'gW'cc'd'Ub'k cfXYb'ghfUhY[]gW'Y'XcY'Yb'j ccf'XY'_ca YbXY'j]Yf'
'UUF'VYgW'fYj Yb'' <Yh'gW'cc'd'Ub'k cfX'h'j YfhU'X'bUUF'U'Ufd'UbbYbž'k UUF'Xccf'
gmghYa Uh]gW' [Yk Yf_h'k cfX'h'UUb'XY'h'VY'\U'Yb'XcY'Yb''''

=b'XY'j c' [YbXY'dUFU[fU'UZ'VYgW'f']'j Yb'k Y'a Yf'gdYW'Z]Y'_XY'\i 'da]XXY'Yb'Yb'
k Yf_k]'hYb''

5.3.2 Hulpmiddelen en werkwijzen

8]j YfgY'XcW'a YbhYb'n']b'\i 'da]XXY''ca 'n]W'h'hY'_f]'^[Yb'Yb'\ci XYb'cd'XY'
cbXYfk]'g_k U']hY]h'' =>W'a V]bUh]Y'a Yh'\i 'da]XXY'Yb'j cfa h'\Yh' [Y'YY''YYb' [cYXY'
k Yf_k]'hY'ca 'nck Y'cd'gW'cc'g'! 'U'g'cd'Vc] YbgW'cc'g'b] YUi 'XY'_k U']hY]h']b'VYY'X'hY'
_f]'^[Yb'Yb'XUUF'k UUF'bcX][']b'hYfj Ybh]Yg'hY'XcYb''

Werkwijzen en documenten:

Bovenschools niveau

6cj YbgW'cc'g'k cfX'h'Y'Yb'VYgh' i fgU'U'mgY'j Ub'XY''YfcdVfYb[ghYb'cd[YghY'X''
8YnY'k cfX'h'a Yh'U'Y'X]fYW]Yg'Yb']bhYfb'VY[Y'Y]XYfg'rk Y'_'YYf'dYf'UUF'
VY'_Y'_Ybž'Yb'cd'VUg]g'\Yfj Ub'k cfXYb'W'cbW' g]Yg' [Yhfc__Yb'cd'Vc] YbgW'cc'g'
b] YUi 'HYj Ybg' [YYZh'\Y'h'a c[Y']^_XYb'j ccf'fYZYW]Y'cd'XY'Y][Yb'fYgi 'hJhYb'
fYfYb'a Yh'Yb'j Ub'Y'_UUF'k'

=b[8Y'6'UXk]nYf[ghUUh\Yh'bUgWk]b[gUUbVcX'j Ub'5'VYfc'VYgWfYj Yb"<]Yf]b'
 k cfXYb'gdYWZ]Y_Y'bYhk Yf_V]YYb_ca ghYb'cd[Ybca Yb'fcbXca 'j U_[YV]YXYb'X]Y'
 j Ubi]h'XY'VYghi i fgUbU'mgY'XYg_i bX][\Y]XgVYj cfXYf]b['j fU[Yb" HYj Ybg'n]'b'
 \]Yf]b'U'Yf'Y]j cfa Yb'j Ub'dfcZygg]cbU'gYf]b['cd[Ybca Yb'k UUFj ccf'
 a YXYk Yf_Yfg'n]Wk'UUF']^_g'_i bbYb'cd[Yj Yb'U'bUUF'[Y'Ub[\i b']bhYfYggY'Yb'
 dYfgccb']^_Y'cbhk]__Y']b[""
 9fb'_YYf']b'XY'j]Yf'UUF'k cfXh'cd']YXYfY'gWkcc''YYb'Ui X]h'UZ] Ybca Yb""8Y'
 fUddcfhU[Y'Yb'UUbVYj Y']b[Yb'k cfXYb'bUUF'gWkcc''Yb'VYghi i f'[Yghi i fX"
 GWkcc'! Yb'_UgVYncY_Yb'Xccf'7J6''
 A UbU[Ya Ybh[YgdfY__Yb'
 6]'^f]g]Wk'g'h'U"j "'_k U']hY]h'k Yf_Yb'XY'gWk'Yb'a YhYYb'D'Ub'j Ub'5UbdU_ž'Yb'jg'
 Yf'YYb'ghi i f[fcYd'
 A cb]hc]b['j Ub'\Yh'GhfUHy[]gWk'6Y'Y]Xgd'Ub'U'g'cbXYfXY'j Ub'\Yh'
 a UfUd[YgdfY_

Schoolniveau

=YXYfY'X]fYWYi f'ghY'h'UUF']^_g'YYb'UbU'mgY'j Ub'XY'gWkcc'dcdi 'Uh]Y'cd"<]Yf]b'
 k cfXh'ca gWk'fYj Yb'\cYj YY'[Yk]Wk'hYb'YYf']b[Yb'Yf'cd'XY'gWkcc'n]'b'fB6""
 fY[Y]b['k cfXh]b'&\$%-'!&\$&\$'UUb[YdUgh'"C_c_'ghUUh'\]Yf]b'\Yh'UUbH'YYf']b[Yb'
 a Yh'BYXYf'UbXg'U'g'hk YXY' hUU'ž'Yb'a Yf'gdYWZ]Y_Y']bZcfa Uh]Y'cj Yf'XY'
 VYj c'_]b['j Ub'\Yh'Xcfd'cZ]b'XY'k]^_"HYj Ybg'k cfXh]b'XYnY'UbU'mgY'XY']b' Yb'
 i]hgh'cca 'j Ub'XY'YYf']b[Yb'Yb'dfc[bcgY'cd[Ybca Yb""
 =YXYfY'gWkcc''YYZ'hYYb'UWw'YY'VYgWfYj Yb'GWkcc'cbXYfghYi b]b[gd'Ub'
 8Y']bhYfb'VY[Y'Y]XYf'ghY'h'UUF']^_g'YYb'cj Yfn]Wk'h'cd'j Ub'YYf']b[Yb'a Yh'
 gdYWZ]Y_Y'cbXYfk]'gVY\cYZhYb'ž'ncXUh'Yf'n]Wk'h]g'cd'dUggYbX'cbXYfk]'g]b'XY'
 gWkcc'"<]YfV]'k cfXh'cc_'\Yh'UUbH'YYf']b[Yb'a Yh'UffUb[Ya YbhYb'j Yfa Y'X""
 =YXYfY'YYf_fUWk'h]g'j YfUb'hk ccfXY']^_j ccf'XY'YYffYgi 'hUhYb'Yb'jg]b'ghUUh'ca ' &
 _YYf'dYf'UUF'YYb'UbU'mgY'hY'a U_Yb'j Ub'XY'YYfcdVfYb[ghYb'Yb'XYnY'hY'
 j YfhU'Yb'bUUF'YYb'VYfYXYbYYfX'UUbVcX""
 =YXYfY'gWkcc''UbU'mgYYfh'hk YY'_YYf'dYf'UUF'XY'YYfcdVfYb[ghYb'cd'
 gWkcc'b]j YUi ž'k UUFV]'^XY'j UUFX][\Y]Xg[fcY]dYf[fcYdž'a UUF'cc_'YYb'
 hfYbXUUbU'mgY'cd'gWkcc'b]j YUi 'k cfXhVY_Y_Yb""<]Yfj Ub'k cfXh]b'\Yh'XcW'a Ybh'
 [5bU'mgY'YYfcdVfYb[ghYb'YYb'cj Yfn]Wk'h[Ya UU_h'a Yh'Wk'bW'g]Yg'Yb'Wk'bWYhY'
 UW]Yg]bWi g]YZghfYYZcY'Yb'j ccf'\Yh'_ca YbXY'\U'Z'UUF'"8YnY'UW]Yg'k cfXYb'
 j YfhUU'X']b'YYb'VYfYXYbYYfX'UUbVcX'cd'[fcYdgb]j YUi 'f[fcYdgl'Yb'cZ
 V'c'd'UbbYbĚ""
 Hk YY'_YYf'dYf'UUF'ghY'h'XY'X]fYWYi f'YYb'A UfUd'cdfll a UbU[Ya Ybh'fUddcfhU[YĚ'
 a "V"j "'YYb'j Ugh[YghY'X'Zcfa Uh'BUUF'UUb'Y]X]b[\]Yfj Ub'k cfXh'YYb'
 a UbU[Ya Ybh[YgdfY_ [Yj cYfX""
 ? UggYbVYncY_Yb'Yb'Z]hgVYncY_Yb'Xccf'X]fYW]Y'Yb'j]bhYfb'VY[Y'Y]XYfg'n]'b'j Ub'
 VY'Ub['ca 'n]Wk'h'hY'\ci XYb'cd'\Yh'dYXU[c[]gWk'Yb'X]XUW]gWk'\UbXY'Yb'j]b'XY'
 [fcYdYb""
 <]YfUUb'n]'b'ZYXVUW_[YgdfY__Yb'[Y_cddY'X""8UUFbUUghj]bXYb'j c[Ybg'YYb'
 j UghY'Ww]g'j Ubi]h'\Yh'=bhY[fUU'DYfgcbYY'gVY'Y]Xgd'Ub'f]g]b'cbhk]__Y']b[Ě'
 Ži bW]cbYf]b[g! 'Yb'VYccfXY']b[g[YgdfY__Yb'd'UUhg""
 =YXYfY'a YXYk Yf_Yf'\YYZh'YYb'DCD'fll dYfgccb']^_cbhk]__Y'd'UbĚž'XUh'UUF']^_g'
 [Ytj U'i YYfX'k cfXh'a Yh'X]fYW]Y'Yb'a YXYk Yf_Yf'

Instrumenten:

%_YYf`dYf`hk YY`UUF`k cfXh`cbXYf`ci XYfgž`hYUa`Yb`YYf`]b[Yb`YYb`
 hYj fYXYb`Y]Xga Yh]b[[Y`ci XYb` F UddefhU[Yg`Y]fj Ub`k cfXYb` [YUbu`mgYYfXž`
 Yb`j YfVYhYfdi bhYb`k cfXYb`a YY[Ybca Yb`]b`XY`d`UbbYbž`nck Y`cd`gW`cc`b]j YUi`
 U`g`cd`Vcj YbgW`cc`g`b]j YUi` "A F`Yb`hYUa`k cfXYb`a YY[Ybca Yb`]b`XY`
 VYgdfY_]b[`j Ub`XY`Ub`mgYg`Yb`UW]Yg`
 =YXYfY`gW`cc`ghY`h`f`f`b`_YYf`]b`XY`j]Yf`UUF`YYb`gW`cc`d`Ub`cdž`k UUF]b`a`]gg]Yž`
 j]g]Y`Yb`ghfU]h[]gW`Y`_Yi`nYg`k cfXYb`VYgW`fYj Yb`j ccf`XY`_ca YbXY`j]Yf`UUF`
 J ccf`Y`h`cdghY`Yb`Y]Yfj Ub`k cfXYb`fYgi`hU]hYb`j Ub`hYj fYXYb`Y]Xga Yh]b[Yb`
 a YY[Ybca Ybž`Yb`k cfXh`j ccfUZ`YYb`GK`CH`cd[YghY`X`
 >UUF`^_g[UUhXY`X]fYWYi`f`b`U]b`Y`cYj YffY`XY`gW`cc`XcY`ghY`]b[Yb`i`]h`Y`h`
 gW`cc`d`Ub`n]b`[YfYU`]gYfYX`
 =YXYfY`gW`cc`ghY`h`YYb`UUFd`Ub`cd`a Yh`W`b`WY`Y`h`a`YYhVUFY`XcY`Yb`Hk`YY`_YYf`
 dYf`UUF`k cfXh`a`]XXY`g`XY`Yj U`i`U]Y`j Ub`Y`h`UUFd`Ub`VYdUU`X`cZ`XY`XUUF]b`
 [YbcYa`XY`XcY`ghY`]b[Yb`n]b`[YfYU`]gYfYX`<]Yfj ccf`k cfXh`[YVfi`_]`[Ya`UU`h`
 j Ub`YYb`Zcfa`Uh`
 8Y`YYffYgi`hU]hYb`k cfXYb`]b`VYY`X`[YVfUW`h`a`Yh`YYb`j U`]XY`
 `YYf`]b[j`c`[gmghY`Ya`" `=b`[fcYd`%`Yb`&`j`c`[Yb`k`Y`XY`cbtk`_]Y`]b[Yb`a`Yh`YYb`
 cVgYfj Uh]Y!]bghfi`a`Ybh`
 8Y`gcW]UU`!`Ya`ch]cbY`Y`cbtk`_]Y`]b[`k cfXh`Xccf`]YXYfY`gW`cc`a`Yh`YYb`
]bghfi`a`Ybh`[Yj`c`[X`
 8Y`9]bXhcYhg`j Ub`[fcYd` ,`[YYZ`h`n]W`h`cd`XY`Y]bXfYgi`hU]hYb`j Ub`XY`gW`cc`"8YnY`
 k cfXh`Xccf`=6!`Yf`Yb`YYf`_fUW`h`[YUbu`mgYYfXž`Yb`]bX]Yb`bcX][`k cfXYb`cd`
 gW`cc`b]j YUi` UUbdu`gg]b[Yb`[YXUUb]b`Y`h`UUbVcX`
 >UUF`^_g`k cfXh`XY`n[b`"J`Y][`Y]Xga`cb]hcf`UZ`Ybca`Yb`Yb`[YUbu`mgYYfX`
 G`W`c`]b[gd`Ub`" >UUF`^_g`ghY`h`XY`X]fYWYi`f`Y`h`gW`c`]b[gd`Ub`cdž`k UUFV`^XY`
 gW`c`]b[`j Ub`Y`h`[Y`Y`Y`h`YUa`ž`a`UUF`cc`_j Ub`]bX]j]Xi`Y`Y`a`YXYk`Yf`_Yfg`
]bn]W`hY`]^`_]g`"

5.3.3 Hoe we zicht krijgen op merkbare opbrengsten van ons onderwijs:

Merkbare `cdVfYb[ghYb`_i`bbYb`k`Y`]b`_UUFh`VfYb[Yb`Xccf`[YVfi`_]`hY`a`U`_Yb`j`Ub`
 [YgdfY`__Yb`a`Yh`YYf`_fUW`hYbž`ci`XYfg`Yb`YYf`]b[Yb`" `=bZcfa`Y`Y`[YgdfY`__Yb`a`Yh`U`Y`
 VYhfc`__YbYb`[Yj`Yb`k`YYf`Y`cY`XY`gZYf`]b`YYb`gW`cc`]gž`ncbXYf`XUh`X]h`[Ya`YhYb`_Ub`
 k`cfXYb`"

: cfa`YY`_Ub`XY`]bdi`h`j`Ub`A`F`Yb`_`Ub`_VcfX[fcYdYb`j`Ub`k`UUFXY`n]b`ca`hY`a`Yf`_Yb`Y`cY`
 XY`gW`cc`Yb`XY`cbXYfk`]g`_k`U`]hY]h`Xccf`ci`XYfg`Yb`hYUa`k`cfXh`Yfj`UfYb`"

8ccf`hY`k`Yf`_Yb`a`Yh`YYb`YYf`]b[YbfUUX`_i`b`Y`_]bXYfYb`VYhY`__Yb`V`^`Y`h`j`YfVYhYfYb`
 j`Ub`XY`cbXYfk`]g`_k`U`]hY]hž`Yb`_i`b`Y`Xccf`Y`h`[YgdfY`_UUb`hY`[UUb`dY]Yb`k`UhYf`cbXYf`
 `YYf`]b[Yb`YYZ`h`"

Cd`j`YY`gW`c`Yb`j`]bXYb`_]bX[YgdfY`__Yb`d`UUhgž`XYnY`n]b`cc`_YYb`VY`Ub`[f`^`Y`
]bZcfa`Uh]YVfcb`j`ccf`a`Yf`_VUFY`cdVfYb[ghYb`"

5.4. Hoe wij werken aan onderwijskwaliteit

5.4.1 Wat we vragen van onze medewerkers in hun didactisch en pedagogisch handelen en hun bijdrage aan school/onderwijsontwikkeling:

8Y'dYfgccb'j Ub'XY''YYf_fUWX'hXcYhYfhcYzYb'\]Yfa YY'VY[]bh\Yh'XY''YYf_fUWX'hX]Ybh YYb'dfcZYgg]cbU'hY'n]b'a Yh'cdfYWX'hY']bhYfYggY'j ccf'\Yh_]bX''<]^a cYh'n]WX' [cYX' _i bbYb']b'Yj Yb']b'\Yh_]bXz'Yb'cd'YYb' [cYXY'a Ub]Yf'_i bbYb'W&a a i b]WfYb''<]^a cYh' YYb'j Y'] [''YYf! 'Yb''YYZ_]a UUh'_i bbYb'bYYfnYhYbž'k UUF]b']YXYf'_]bX'cdh]a UU'hch''YfYb' _ca h''

=YXYfY''YYf_fUWX'h]g'YYb'dfcZYgg]cbU'z'X]Y' [Yf]WX'h]g'cd'XY'cdh]a U'Y''cbtk]__Y']b['j Ub']YXYf'_]bX''<]Yf] ccf'X]Ybh'\]#n]^YYb' [cYX' _UggYba UbU[Ya Ybh'hY'_i bbYb'cf[Ub]gYfYbž' Yb'XY''YYf_fUWX'h'a cYh'VYgWX]__Yb'c] Yf [cYX'X]XUW]gWX '\UbXY'Yb''

9bYfn]Xg'a cYh'XY''YYf_fUWX'h [cYX'n]WX'h\YVYb'cd'XY''YYf']bYbž'UbXYfn]Xg'a cYh'XYnY' [cYX'_i bbYb'UZghYa a Yb'cd'XY'cbXYfk]gVY\cYZhYb'j Ub'XY''YYf']b['ca 'XYnY'cdh]a U'Y' 'YYffYgi 'hUhYb'hY'UhYb'VY\U'Yb''Dfc!UW]YZ'UbXY'Yb']g'YYb'j ccfk UUFXYz'Yj YbU'g' UbU'mh]gWX '_i bbYb'XYb_Yb''

8Y''YYf_fUWX'h'a UU_hXY''i]hj Ub'YYb'hYUa žYb'a cYh' [cYX'_i bbYb'gUa Ybk Yf_Yb'' <]#n]^a cYh'YYb''Yj Yb''Ub['k]'Yb''YfYbž'Yb'X]h'a Yh'bUa Y']b'gUa Ybk Yf_]b['a Yh' UbXYfYb''8UUfbUUgh'_f] [h'XY''YYf_fUWX'hV]^5'VYfc'j c'XcYbXY'dfcZYgg]cbY'Y'fi]a hY'ca' n]b'Y'] [Yb'Ua V]h]Yg'hY'j c' [Yb''

5.4.2 Wat het werken aan onderwijskwaliteit aan leiderschapstijl(en) vraagt op verschillende niveaus in de organisatie?

9Yb''Y]XYf'cd'cbnY'gWX'c'Yb'a cYhž'bYh'U'g'YYb''YYf_fUWX'hž'n]b'a YXYk Yf_Yfg'YWX'h' _YbbYb''fY'Uh]Y']g'j Ub' [fcch'VY'Ub['ca' a Yh'YYb'hYUa 'hY'Vci k Yb'UUb'YYb'gWX'cc'' 9Yb''Y]XYf'a cYh'j]g]cbU]f'n]bž'Yb'XUUFV]^]bgd]fYfYbX'n]b'ca' gUa Yb'a Yh'\Yh'hYUa' Vch'ca !i d'XY'j]g]Y'hY'fYU']gYfYb''8ccf'XY'f']ghY'ghfUhY' []gWX'Y'_Yi nYg'hY'a U_Yb'k UUF'XY' gWX'cc''ca' j fUU[hž']g'j ccfhXi fYbX'k]'Yb'j YfVYhYfYb'YYb'j ccfk UUFXY'' @Y]XYfgWX'Ud'a cYh'ghi fYbX'n]b'Yb'X]YbYbXz'bYh'k UUF'XY'W&bhYI hj Ub'XY'gWX'cc''cZ'XY' g]hi Uh]Y'j Ub'XY'a YXYk Yf_Yfg'ca' j fUU[h''

BUUgh'XY'X]fYWX]Y'_f] [Yb']bhYfb'VY [Y'Y]XYfg'V]^5'VYfc'YYb'ghYXg' [fchYfY'fc''N]^ \YVYb'YYb'a YYf'W&UWX'YbXY'Yb'VY [Y'Y]XYbXY'fc'ž'k UUFXccf'n]^ \Yh'a c [Y]^_a U_Yb' XUh'XY''YYf_fUWX'hYb'_i bbYb'cbtk]__Y'Yb''

8Y']bX]j]Xi Y'Y''YYf_fUWX'h\YYZh']b'gca a] [Y'gWX'c'Yb'cc'_YYb'W&UWX'YbXY'fc''a Yh' gdYWX]Y_Y'hU_Ybž'ncU'g'XY'X] []! W&UWX'Yg'' 9f']g'Xi g'cd'a YYfXYfY'b]j YUi g'Y]XYfgWX'Ud']b'XY'gWX'c'Yb'UUb'k Yn] [''

5.4.3 Hoe we de maatschappelijke omgeving en ouders bij ons onderwijs betrekken.

=YXYfY'gWX'cc''\YYZh'n]b'Y'] [Yb'd'Y_]b'XY'gUa Yb'Yj]b[ž'UZ'Ub_Y']^_j Ub'k UUF'XY'gWX'cc'' ghUUh]g'XY'fc''j Ub'XY'gWX'cc''\YY'X]j Yfg''

Ci XYfg'n]b'XY'VY'Ub [f]^ghY'dUf'fbYfg']b'YYb'gWX'cc''Yb'k Y'' [UUb'cdYb'Yb''fYgdYWX]c'' a Yh'\Yb'ca ''

Ca 'hch'cdh]a U'Y''YYfcdVfYb[ghYb'hY'_ca Yb'j ccf'cbnY''YYf']b[Ybž'g'
ci XYfVYhfc__Yb\Y]X'bccXnU_Y'^_''K Y'j Yfk UWXhYb'j Ub'cbnY'ci XYfg'YYb'UW]Yj Y'fc''
Xccf'\Yh'hcbYb'j Ub'VY'Ub[ghY''b['j ccf'XY'cbhk]__Y'b['j Ub'\i b_]bX'Yb'XY'gW'cc''
BUUgh'j_bX[Yf]W'hY'W'ebhUWYbž'k cfXYb'ci XYfg'cc'_VYhfc__Yb']b'XY'cf[Ub]gUh]Y'j Ub'XY'
gW'cc''': cfa YY'a]XXY'g'XY'A F'fl' a YXYnY[[YbgW'Ud'gfUUX'É'Yb'57'
fl' UW]j]hY]hYbW'É' a]gg]Y'Éž'j_bZcfa YY''Xccf']bnYh'U'g'\i 'dci XYf']b'Yb'ca 'XY'gW'cc'''

BUUgh'ci XYfg'k Yf_Yb'k Yž'[Yf]W'h'cd'XY'cbhk]__Y'b['j Ub'cbnY''YYf']b[Ybž'gUa Yb'a Yh'
X]j YfgY'dUf'fbYfg.'

; ; 8'

?]bX!cd!%'

?]bXYfcdj Ub[cf[Ub]gUh]Yg'

'c[cdYX]Y'

V]V'ch\YY_'

J Ubi]h'Vi f[YfgW'Ud'VYh'fY__Yb'k Yž'UZ'Ub_Y'^_j Ub'XY'd'UUhg'j Ub'XY'gW'cc'ž'X]j YfgY'
XcY'[fcYdYb'V]^'cbnY'gW'cc''HY'XYb_Yb'j U'hUU'VY'UUFXYb'Yb'a]bXYf!j U'X]Yb''''

8UUfbUUgh]g'Yf'gUa Ybk Yf_]b['a Yh'gdcfh] YfYb][]b[Ybž'W'hi fY'Y'fUXYb'Yb'UbXYfY'
'c_U'Y'j YfYb][]b[Yb''''

<cY'k Y'gW'cc'gdYW]Z]Y_'k Yf_Yb'UU'cbXYfk]'g_k U']hY]h'n]Y'_k U']hY]hg\UbXVcY_'<&''

5.4.4 Wat voor schoolgebouw en materiaal we nodig hebben om onderwijskwaliteit te kunnen bieden:

8Y'gW'c'Yb'j Ub'5'VYf'c'n]'b'[Yj Ygh][X'j]b'Xi i fnUa Yž'[cYX'cbXYf\ci XYb'[YVci k Yb''
'; YVci k Yb'ca [Yj]b['j cfa Yb'YYb'gh]a i 'Ubg'ca 'hY'_ca Yb'hch'gdY'Yb'Yb''YfYb''Cc_
j ccf'a YXYk Yf_Yfg'a cYhYb'nY'YYb'j Y][Y'Yb'[YncbXY'k Yf'_ca [Yj]b['n]'b''
8ccf'hY'k Yf_Yb'a Yh'a YYf'UfYb]bj YghYf]b[gd'UbbYb'k cfXh'VY'Y]Xga Uh]['[Yk Yf_h'ca 'hY'
_i bbYb'k Yf_Yb'a Yh'[cYXY'a UhYf]U'Yb']b'Yb'ca 'XY'gW'cc'ž'bi 'Yb']b'XY'hcY'_ca gh''
8YnY'hcY'_ca gh]g'Y]XYbXž'ca XU'h'\Yh'\i]X][Y'cbXYfk]'g'gbY'j YfUbXYfh'XY'[YVci k Yb'
a cYhYb'ghYXg'a YYf'[YgW']_h'k cfXYb'[Ya UU_hž'cZb]Yi k'k cfXYb'[YVci k Xž'k UUFV]^
]bbcj Uh]Yj Y'W'ebW'dhYb'_i bbYb'k cfXYb'cbhk]__Y'X''8]hj fUU[h[YVci k Yb'X]Y'ZYI]VY''
n]'bž'a Yh[cYXY'j ccf'n]Yb]b[Yb'j ccf'='7H''

5.4.5 Wat het werken aan kwaliteit van het handelen van ons bestuur, de bestuurlijke staf en van de schoolleiders vraagt.

6Yghi i fXYfgž'VYghi i f]^_Y'ghUZ'Yb'gW'cc''Y]XYfg'a cYhYb'[YnUa Yb']^_U''Y'YI dYfh]gY']b'
\i]g'\YVVYb'ca 'cdh]a U'Y'_k U']hY]h'hY''Yj YfYb']b'XY'gW'c'Yb''<]YfV]^'g'gUa Ybk Yf_]b['
j Ub'[fcch'VY'Ub[ž'k UUFV]^]YXYf'a Yh'n]'b'hU'YbhYb'cZgdYW]Z]Y_Y'hU'Yb'YYb'V]'XfU[Y'
'Yj Yfh''

(\$Æ

Ghfi Wi fYY`cj Yf`Y[`hi ggYb`U`Y[Y`YX]b[Yb`Yb`d`Uba Uh][`k Yf`_Yb`j cfa Yb`XY`VUg]g`j ccf`
_k U`]hY]h`< Yh`gmghYYa `Yb`XY`cj Yf`Y[[Yb`n]`b`VYgW`fYj Yb`]b`X]j YfgY`XcW`a YbhYb`ncU`g`
`Yh`_k U`]hY]hg`UbXVcY`_5`VYfcz`Yh`Z]bUbW`YY`VY`Y]Xgd`Ub`Yb`Yh`i`]gj Ygh]b[gd`Ub`"

GWc`Yb`_f]`Yb`j c`XcYbXY`fi]a h`Y`ca `i`b`Y][Yb`Ua V]h]Yg`hY`VYfY`_Yb`ca XU`hYf`YYb`
W`hi`i`f`j Ub`j Yfh`ci`k`Yb`]g`"8ccf`XY`a UbU[Ya Ybh`fUddcfhU[Yg`Yb`! [YgdfY`_Yb`Yb`
UbU`mgYg`j Ub`YYffYgi`hUhYb`n]`b`Yf`j c`XcYbXY`a c[Y`]^`YXYb`ca`n]W`h`hY`ci`XYb`cd`XY`
_k U`]hY]h`j Ub`XY`gWc`Yb`"

5.4.6 Hoe we ervoor zorgen dat onze mensen en middelen zo worden ingezet dat het de onderwijskwaliteit verder verbetert.

5`VYfc`]g`U`g`[Y`YY`YYb`YfYbXY`cf[Ub]gUh]Yz`k UUFV]^]b`U`Y[Y`YX]b[Yb`a Yh`Yb`j Ub`
Y`_UUF`[Y`YfX`k`cfXh`9f`]g`j c`XcYbXY`fi]a h`Y`]b`h`X`Yb`a]XXY`Yb`ca`]YXYfY`
dfcZYgg]cbU`]b`XY`cf[Ub]gUh]Y`_k U`]hUh]YZ`hY`UhYb`[fcY]Yb`"

I]h[Ub[gdi`bh]`g`ca` [YnUa`Yb`]^`j YfU`b`k`ccfXY`]^`hY`n]`b`j ccf`[cYXY`_k U`]hY]h`j Ub`
cbXYfk`]g`cd`U`Y`5`VYfc`gWc`Yb`"8ccf`i`]h`hY`[UUb`j`Ub`k`Uh`YYb`gWc`c`Z`YYb`[fcYd`
bcX][`Y`Z`z`k`cfXYb`ncj`YY`U`g`a`c[Y`]^`XY`^`]ghY`a`YbgYb`a`Yh`XY`VYbcX][XY`
W`a`dYhYbh]Yg`]b[YnYh`"

A cV]`]hY]hgVY`Y]X`]g`]b`cb`k`[_Y`]b["UUF`]^`g`k`cfXh`UUb`a`YXYk`Yf`_Yfg`[Y] fUU[X`k`Uh`i`b`
k`YbgYb`n]`b`h`U`j`"a`cV]`]hY]h`<]Yfa`YY`k`cfXh`a`Yh`XY`Zcfa`Uh]Yd`Ubb]b[`ncj`YY`a`c[Y`]^`
fY`_Yb]b[`Y`ci`XYb`"

5.5. Hoe we ons verantwoorden over de onderwijskwaliteit

Waarover, wanneer en hoe voeren we de dialoog voeren met medewerkers, ouders en andere belanghebbenden in onze omgeving:

<Yh`VYghi`i`f`]g`Y]bXj`YfU`b`k`ccfXY`]^`j`ccf`XY`_k U`]hY]h`Yb`W`b]bi`\$Y]h`j`Ub`Yh`cbXYfk`]g`
=YXYfY`gWc`c`Y`Z`j`c`XcYbXY`Ui`h`b`ca`]Yz`Yj`YbU`g`]YXYfY`YYf`_fUW`h`J`c`[Ybg`j`UghY`
dfcW`Xi`fYg`j`YfU`b`k`ccfXYb`k`Y`cbg`UUb`U`Y`[Y`YX]b[Yb`"8]h`XcYb`k`Y`cd`XY`j`c`[YbXY`
a`Ub]Yf`."

Het CVB van Albero j YfU`b`k`ccfXh`n]W`Y`i`hYfb`Xccf`a`]XXY`j`Ub`hi`ggYbh]`XgY`
fUddcfhU[Yg`Yb`j`]U`Yh`UUFj`Yfg`U[`UUb`XY`F`UUX`j`Ub`HcYn]W`h`"

8`UUFb`UUhk`cfXYb`ghfi`Wi`fYY`VYghi`i`fg[YgdfY`_Yb`[Y] cYfX`a`Yh`XY`
cbXYfk`]g]bgdYW]Y`"

De directies j YfU`b`k`ccfXYb`n]W`h`k`YY`_YYf`dYf`UUF`UUb`Yh`7J`6`a`Yh`
a`UbU[Ya Ybh`fUddcfhU[Y`Yb`UUFj`Yfg`U[" "

8`Y`YYffYgi`hUhYb`k`cfXYb`a`Yh`XY`i5b`U`mgY`YYfcdVfYb[ghYb`Dj`YfU`b`k`ccfX`UUb`
Yh`7J`6`"

8`Y`X]fYW]Yg`VYgdfY`_Yb`]b`XY`A`F`XY`UUFd`UbbYb`Yb`Yj`U`i`Uh]Yg`Y]Yfj`Ub`"
J`YfU`b`k`ccfX]b[`UUb`ci`XYfg`[YVYi`fX`Zcfa`YY`j`]U`XY`A`F`"8`UUFb`UUh`_i`bbYb`
X]fYW]Yg`UUFj`Yfg`U[Yb`a`U`_Yb`Yb`XYnY`UUb`ci`XYfg`hYf`VYgW`_]b[`ghY`Yb`"C`c`
gUa`Ybj`Uh]b[Yb`j`Ub`hY] fYXYb`Y]Xga`Yh]b[Yb`k`cfXYb`UUb`ci`XYfg`j`YfghY`_h`"

J`Ybg`hYfg`DC`k`cfXh`UWi`YY`[Y`ci`XYb`z`nc`XUh`Yi`hYfb`Yb`n]W`h`YVYb`cd`XY`
_k U`]hY]h`"

(%Æ

GW\cc` [Xg`Yb`gW\cc`d`Ub`k cfXYb`UUb[`Y`Yj YfX`UUb`XY`C bXYfk]^g]bgdYW\Y`"

Leerkrachten VYgdfY`Yb`]b` \Yh`hYUa` `Yb`a` Yh`X]fYW\Y`Yb`]bhYfb`VY[`Y`Y]XYf`
ghfi W\i fYY`XY`VY`UU`XY`YYffYgi`hUHyb`"

@Yf`f`UW`hYb`]bZcfa` YfYb`YI`hYfb`ci`XYfg`j`]U`fUddcfhU[Yg`Yb`ci`XYf[YgdfY`__Yb`"

5a V]h]Yg`j`ccf`XY`_ca` YbXY`(`^Uuf`.

Bestuursniveau:

!Vcj`YbgW\cc`g`_k`U`]hY]hg\`UbXVcY`_`

!`YYf`]b[`Yb`VfYXYf`j`c`[`Yb`

!\Yh`cbhk`]__Y`Yb`j`Ub`_k`U`]hY]hgncf[`cd`Vcj`YbgW\cc`gY`Yb`gW\cc`gY`Ua`V]h]Yg`"

Schoolniveau:

! K`Y`ncf[`Yb`j`ccf`_k`U`]hU]YZ[`cYX`cbXYfk`]^g`a`Yh`UUbXUW`hj`ccf`YYb`VU`Ubg`
hi`ggYb`dfYghU]Yg`z`k`Y`VYj`]bXYb`Yb`WYU]j`]hY]h`j`Ub`YYf`]b[`Yb`fYb`
a`YXYk`Yf`_Yfg`Xccf`a`Yh`]bnYh`j`Ub`VYgW\`_VUfY`Z]bUbW]t`Y`a`]XXY`Yb`cbg`hY`
cf]t`bhYfYb`cd`Yb`hY`k`Yf`_Yb`UUb`YZZ]W]t`bhYfY`a`Ub]YfYb`ca`XY`gW\cc`Yb`\Yh`
YfYb`hY`cf[`Ub]gYfYb`"

! K`Y`k`Yf`_Yb`UUb`YYb`cdh]a`U`Y`VYhfc`__Yb`\Y]X`j`Ub`YYf`]b[`Yb`Yb`\i`b`ci`XYfg`
Xccf`\Yh`]bnYhYb`j`Ub`a`cXYfbY`W`a`a`i`b]WU]h]Ya`]XXY`Yb`Yb`X]j`YfgY`
cbha`cYh]b[`gj`cfa`Yb`"

! K`Y`gh]a`i`YfYb`WYU]j`]hY]h`z`YYb`cbXYfncY`_YbXY`\ci`X]b[`Yb`VYk`i`ghk`cfX]b[`j`
Ub`bUhi`i`f`Yb`Xi`i`fnUUa` \Y]X`V`^`cbnY`YYf`]b[`Yb`Xccf`V]bbYb`(`^Uuf`XY`
gW\cc`hi`]b`hY`]bhY[`fYfYb`]b`cbg`cbXYfk`]g`Yb`cc`_`\Yh`j`ccfd`Y]b`YYb`[`fcYbY`
i`]hghfU`]b[`hY`[`Yj`Yb`"

! K`Y`[`Yj`Yb`_]bXYfYb`YYb`[`cYXY`ghUfh`cd`gW\cc`Xccf`gUa`Yb`a`Yh`?`=69C`hY`
k`Yf`_Yb`UUb`YYb`Xccf[`UUbXY`]"`b`j`ccf`dYi`hYfg#`_Yi`hYfg`"