

Axis 1: Educate Responsible, Solidary, and Active Citizens

1. Promote a sense of community and a culture of inclusion

Define and communicate a policy for inclusion and diversity that is both clear and schoolwide, integrated into all parts of the school (teaching, *vie scolaire*/school guidance, management), and shared with everyone in and around the school.

Professionalize teams through mandatory, annual courses on the prevention of bullying, inclusion, and the management of students with special educational needs.

Ensure compliance with school rules by making them visible to students and their families (translations if necessary, dissemination via an electronic platform, digital signature).

2. Highlight core competencies and cultural openness

Promote interdisciplinary projects that integrate challenges with sustainable development, digitalization, science, and citizenship.

Increase learning pathways for health and well-being (sports, nutrition, mental health) to make it part of a daily routine.

Encourage cross-curricular projects and activities in after-school programs to increase collaboration and responsibility among students.

3. Strengthen civic responsibility and community

Promote concrete initiatives in regard to civic responsibility, drawing upon both local and international dilemmas (democratic debates, simulations, environmental campaigns, and days with social service/volunteer days).

Strengthen mandatory learning pathways (first aid, road safety) and integrate them into the student's school year.

Create groups or teams with shared responsibilities per class or per cycle (multiple grade levels) for waste management, cleaning common areas, or minor maintenance tasks, which strengthens both independence, collaboration, and a respect for one's surroundings and the custodians.

Axis 2: Promote Stronger Cultural and Linguistic Openness

1. Harmonize and diversify language teaching:

Increase lesson plan coordination among language teachers for more coherence in language learning and a harmonious balance between lessons in French, English, and Danish from the *maternelle* (pre-school) level.

Create a clear and cumulative language instruction program from *maternelle* to 5th grade, which integrates the specific characteristics of each of the three teaching languages.

Develop new differentiated language pathways, which include internationally recognized certifications (DELFI, Cambridge, Goethe, etc.) as well as high-level academic standards (excellence), such as the European Section, SI (*Sections internationales*), BFI (*Bac Français international*).

2. Recognize cultures at the school and internationally

Organize community-promoting and inclusive events, appreciating diversity both in terms of country of origin and language: International Week, Languages Day, Reading Week with many languages, Diversity Day (with active participation from parents, associations, and local partners).

Invite external cultural personalities (actors, storytellers, artists, researchers, etc.) to enrich students' intercultural experiences.

Strengthen local and international partnerships, especially with Danish institutions (universities, museums, cultural centers) and partner schools such as Sankt Petri Skole.

3. Create a dynamic environment with exchange programs and international mobility

Strengthen and expand existing mobility: exchange programs (such as ADN-AEFE), twin schools, European projects, internships abroad, resumption of the *Ambassadeurs en herbe* (young ambassadors) program.

Integrate digital tools to promote international openness: development of web radio, pen pal exchanges, and video conferences with penpal schools, creation of joint projects with classes from other countries.

Axis 3: Promote Individual Progress within a Close and Caring Community

1. Support the individual student's education

Strengthen individual support by ensuring regular follow-up tailored to the individual and supported by close cooperation between teachers, *vie scolaire*, and families.

Provide teachers with the skills to manage students with special educational needs through targeted training, opportunities for good practice exchanges, and support from internal resources.

Create a strong network of former students (alumni), with the aim of supporting and inspiring current students in their study choices after graduation and creating a lasting connection to the school.

2. Promote a learning environment and school community

Develop unifying and value-creating activities that strengthen the bond between students, staff, and families: An assortment of clubs/associations (art, science, citizenship), inter-class sports competitions, exhibitions of subject specific projects, prizes won by the school at competitions.

Furnish more inviting common areas that promote well-being and engagement: Reading corners in the corridors, flexible classroom layouts, water dispensers, mini-school café, relaxation areas for staff.

Prevent bullying at school and promote an environment characterized by respect and diversity: Clear signaling of a zero-tolerance policy / Workshops that create awareness, external visits and presentations (police, associations) / creation of a well-being group and a student to student mentor program / Internal training of employees in psychosocial competencies.

3. Optimize internal and external communication

Increase the flow of information and organisational structure in order to better support initiatives and highlight the school's professionalism: Regular newsletters (internal and external version), pre-approved calendar of activities approved and sent out monthly / Reduction of emails in favor of personal communication.

Strengthen the school's appeal and reputation through targeted communication: Highlighting great academic results and school projects on social media (students, parents, partners, embassy, *Institut Français*, etc.) / Creation of a communication club with the students: writing articles, preparing publications, interviews, web radio.

Axis 4: Innovation of Teaching Strategies and Principles

1. Promote pedagogical innovation

Train teachers to use new digital tools, especially those related to artificial intelligence, and to use innovative methods within the multilingual context.

Create a physical and digital resource center with pedagogical, didactic, and subject-specific texts, as well as relevant tools. These resources will be accompanied by courses and workshops to ensure users get the optimal benefit from them.

Develop spaces for collaboration (online and physical) that promote: Interdisciplinary and cross-curricular projects / Active approaches like flipped learning or hybrid teaching / time allocated within schedules for joint project development.

2. Support professional development for employees

Offer relevant continuing education, at the school that is adapted to the needs of teachers and non-teaching staff.

Promote the opportunity to share good practice by holding: teaching theme days / Internal or joint seminars with other schools / creating spaces for sharing experiences within professional communities.

3. Diversify the educational offer

Research new study programs or electives related to the natural sciences, art, and digital culture, to meet the wishes of students and families: Projects around programming (NSI), media and information technology (EMI), humanities, or a strengthened art and culture pathway.

Pursue innovative learning pathways within individual subjects and integrate the framework for digital competencies (CRCN) and a considered and critical learning pathway in the use of screens / Interdisciplinary projects anchored in contemporary challenges (sustainable cities, migrations, sea and oceans, etc.).

Ensure a strength-based approach to employees by meeting their educational needs and involving them in the development of further plans for training and education.

Axis 5: Strengthen the School's Strategic Position

1. Develop new strategic partnerships

Strengthen the bond with local institutions, especially after-school clubs, schools, ministries, universities, and Danish companies.

Build goal-oriented collaborations within key areas (natural sciences, humanities, sports, culture), which enable local opportunities for additional student learning processes.

Coordinate educational initiatives with important dates in the Danish calendar: Sports Week, Nature Week, Sex Week... Existing initiatives can be strengthened and extended to other grades.

Increase sports collaborations: competitions with other international schools in the vicinity, joint projects with local clubs, exchanges with other areas/regions in Denmark.

2. Maintain the school's appeal

Organize events that are open to the local community, highlighting the school's uniqueness (open house, festivals, concerts, exhibitions, etc.).

Modernize the school's infrastructure, taking into consideration requests from families: such as possibilities for a school gym, access to a swimming pool, digital equipment, relaxation areas, etc..

Develop external communication inspired by the example of other international schools (targeted campaigns, professional content, collaboration with a communication manager).

Hold or raise awareness of events that build a sense of community: charity events, choir, orchestra, French film festival, etc..

Hold events for the French-speaking community, thereby strengthening the school's role as a cultural reference point.

Be better at integrating local customs: especially parent meetings at the beginning of the school year, so they are in line with standard practice at Danish schools.

3. Clarify organizational procedures

Formalize and simplify internal procedures, especially in regards to HR, in order to improve transparency, response time, and employee satisfaction.

Prepare a structured introduction guide for new employees, especially those unfamiliar with the Danish system (contact person, guidance, support from HR).

4. Promote the school's appeal and employee loyalty

Value the commitment of the different teams (both at the school and in the after-school care) with a strength-based approach to interventions.

Strengthen school community: creation of a yearbook, distribution/sale of merchandise with the school's logo, participation in joint art projects (choir, murals, etc.), acknowledgement of everyone involved.

Promote a positive work environment through joint activities, shared continuing education, and a welcoming and manageable internal communication.