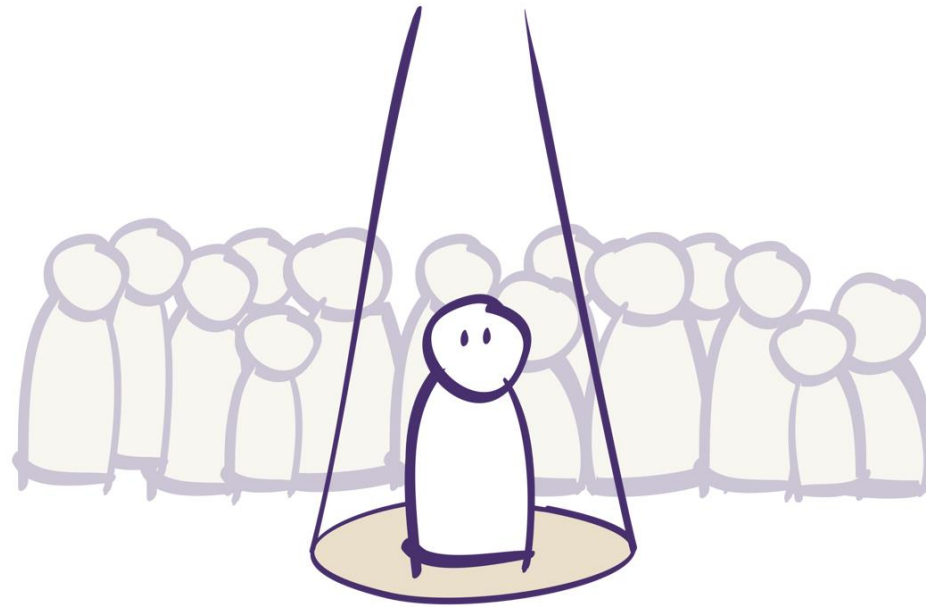


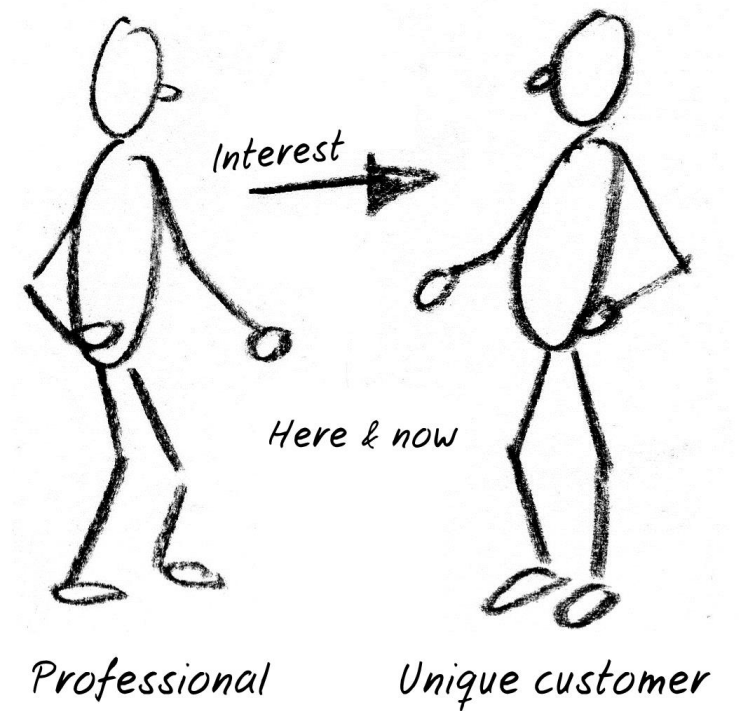
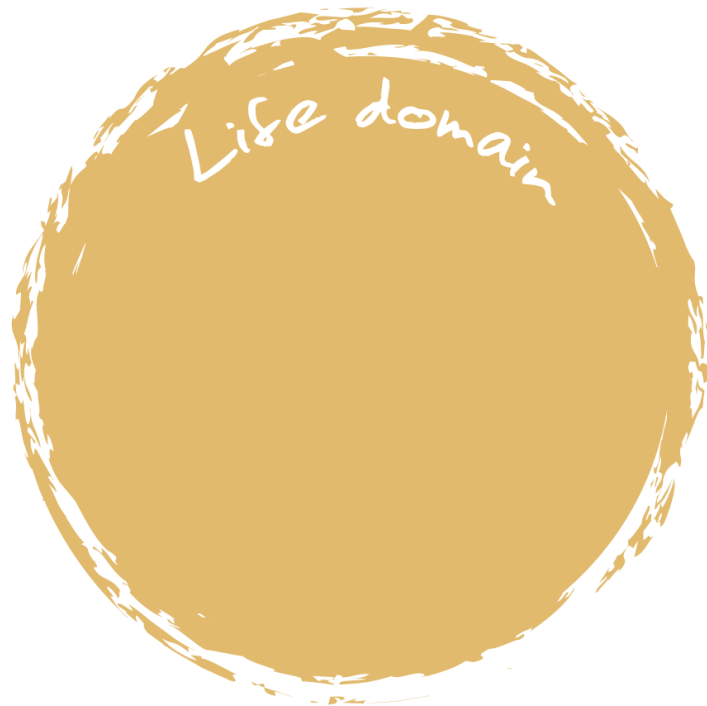
I knew all the rules,
but the rules did not know me...

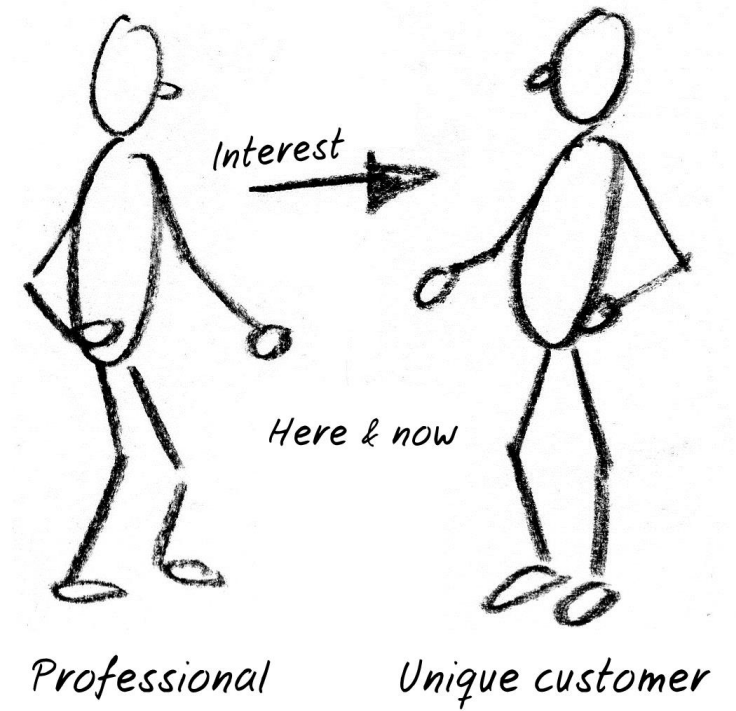
- Eddie Vedder -

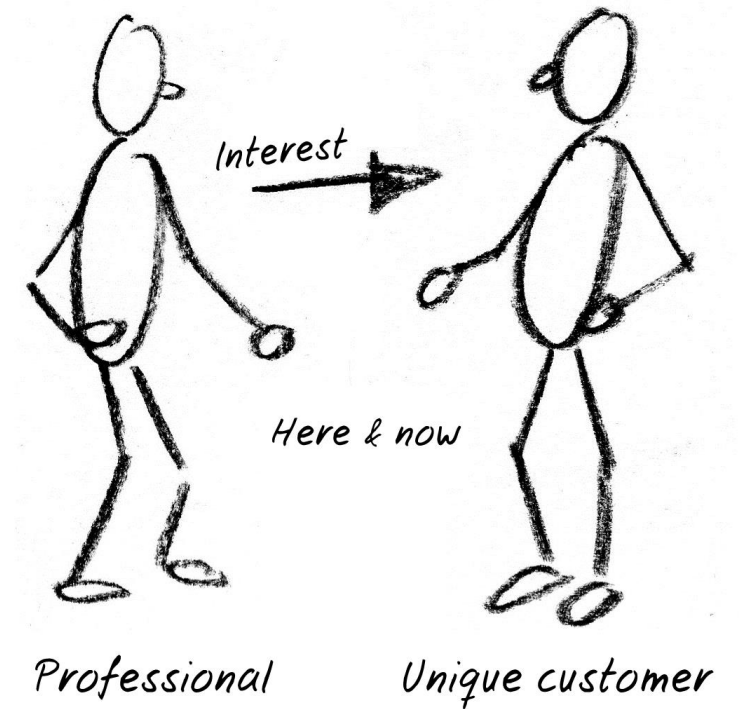
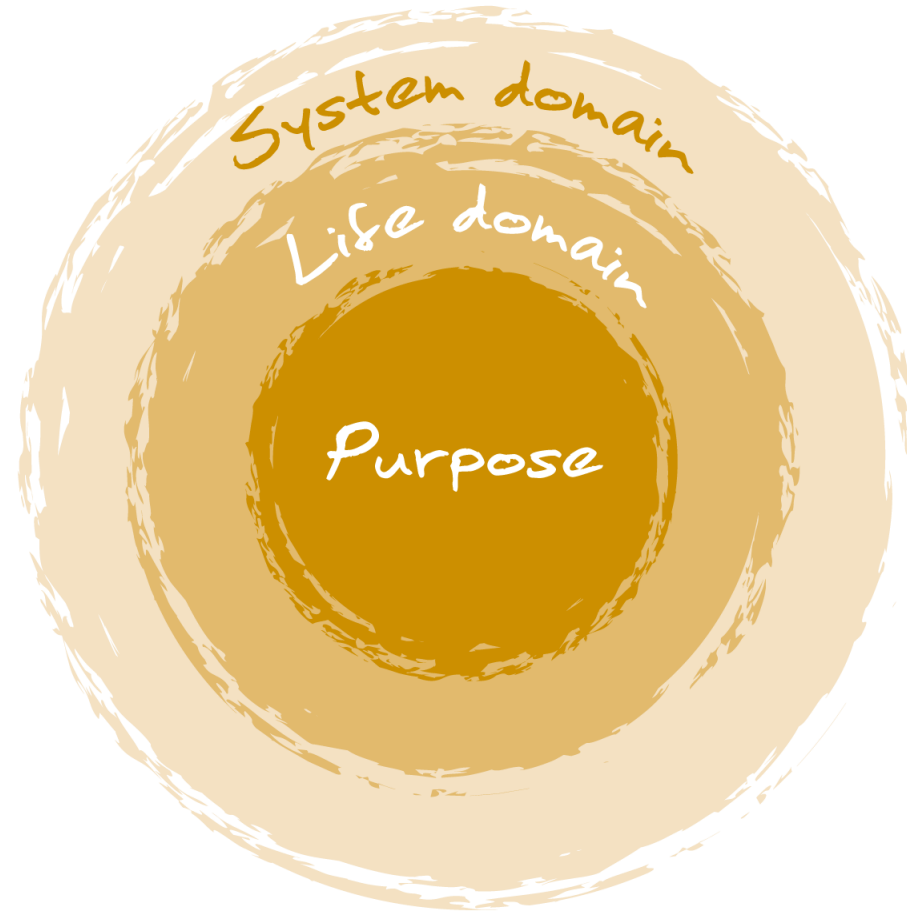


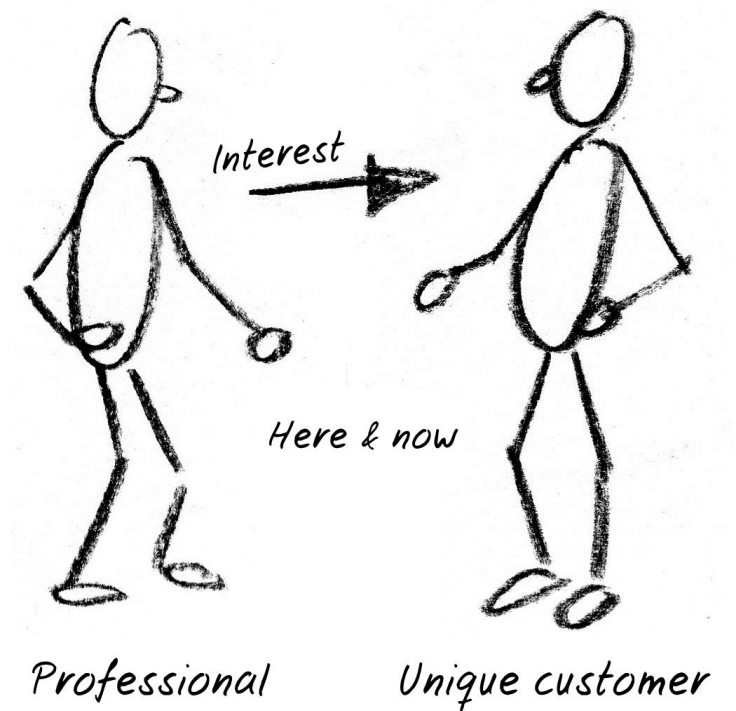
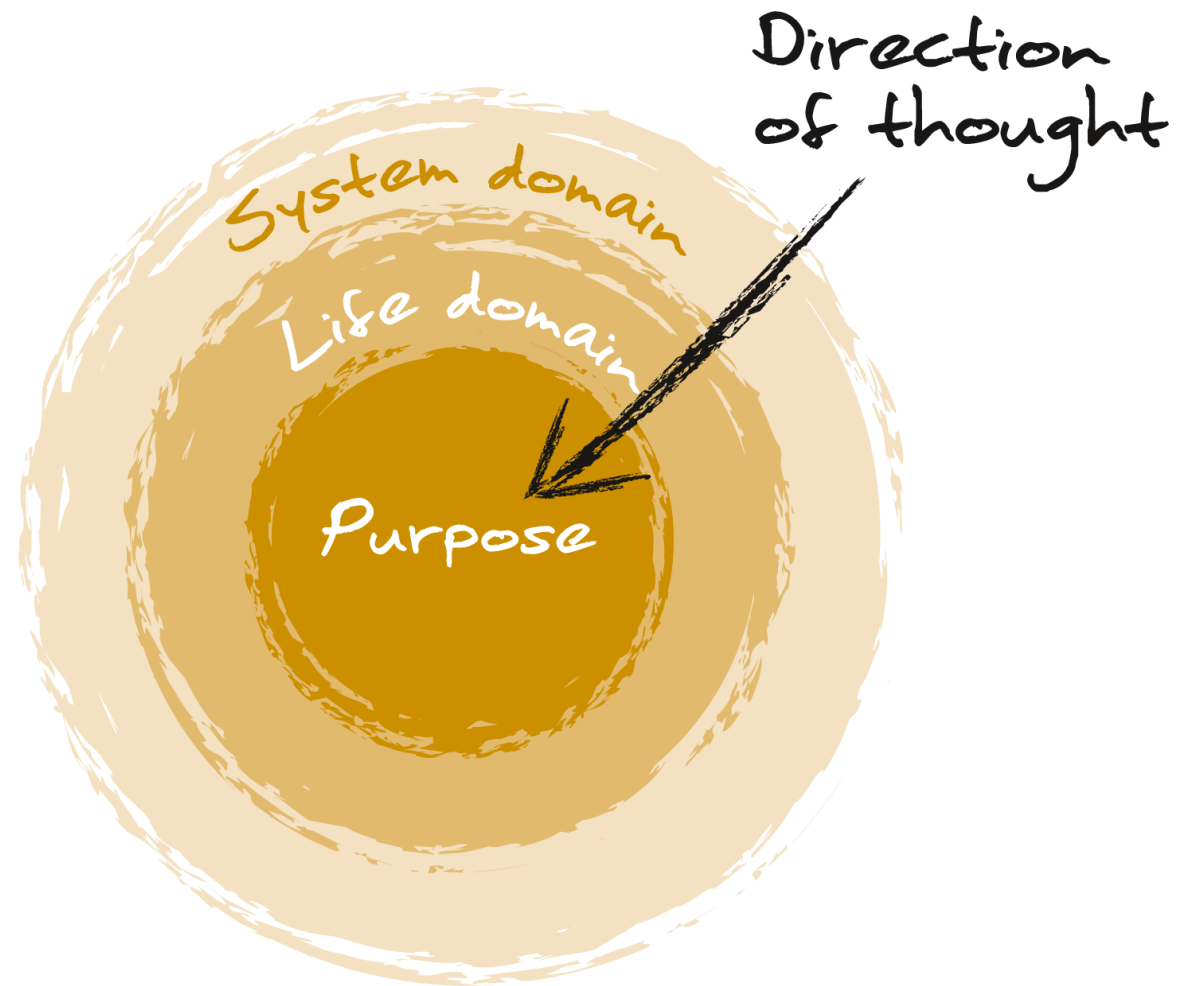


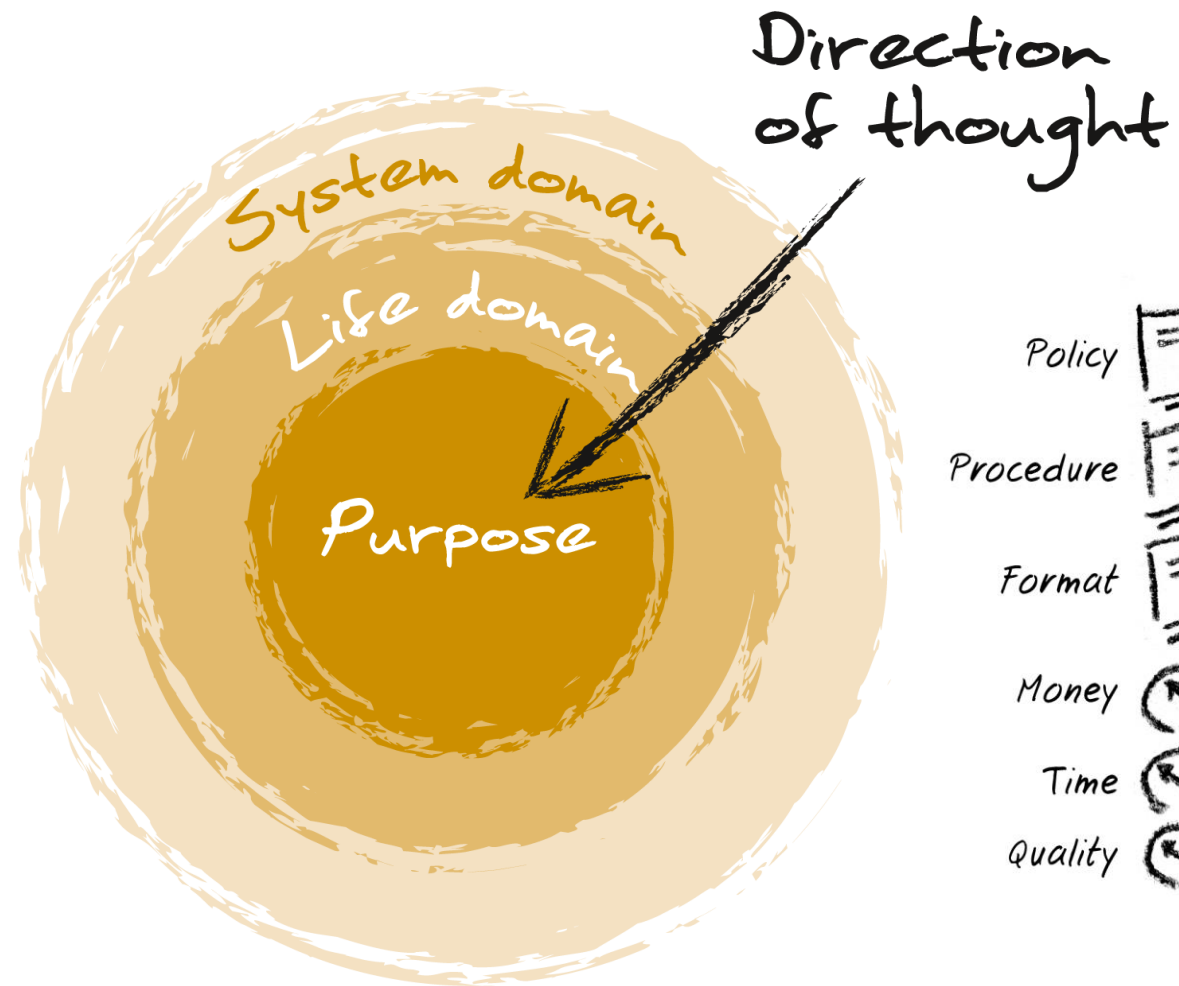




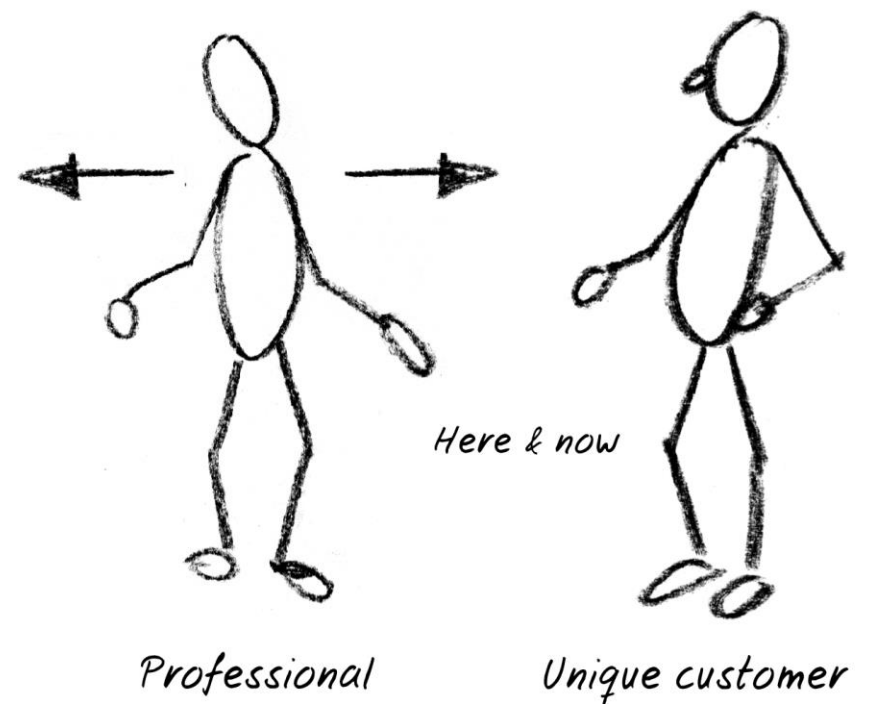


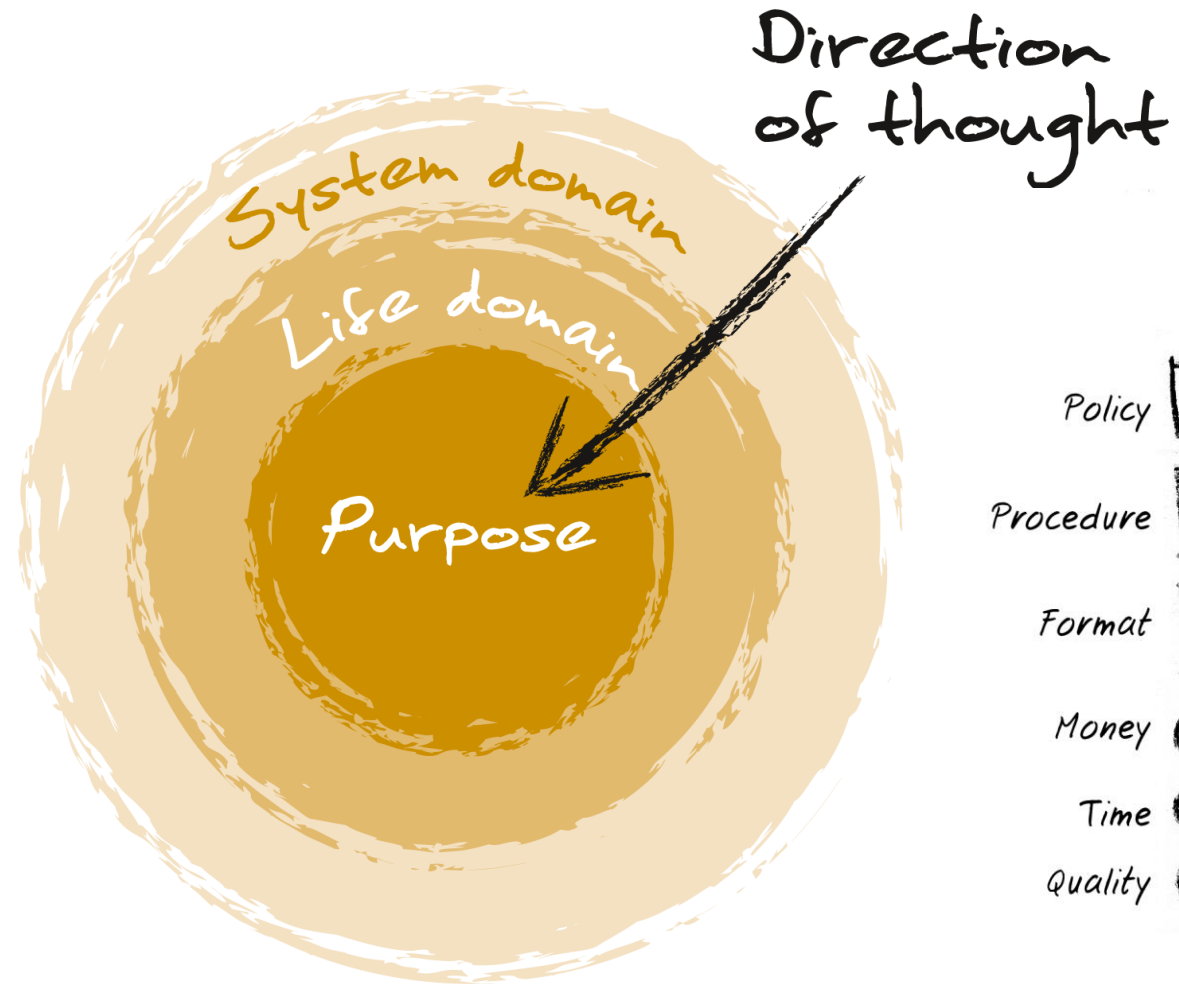










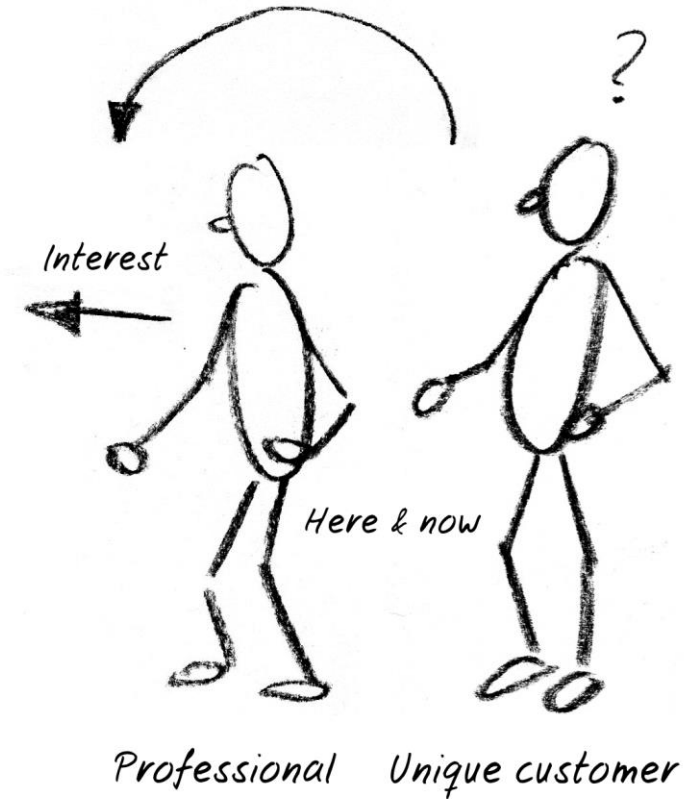


- Policy
- Procedure
- Format
- Money
- Time
- Quality





- Policy 
- Procedure 
- Format 
- Money 
- Time 
- Quality 



Subject: sad news!

Dear Parents,

This morning we've received the tragical news about the passing away of [NAME OF PERSON]

This passing away has a big impact on as well the children as us as teammembers. We would like to inform you so that you can recognize your child's reactions even though your child is not in the group with [NAME OF CHILDREN]



Subject: sad news!

Dear Parents,

This morning we've received the tragical news about the passing away of [NAME OF PERSON]

This passing away has a big impact on as well the children as us as teammembers. We would like to inform you so that you can recognize your child's reactions even though your child is not in the group with [NAME OF CHILDREN]

Within our childcentre we're now handling the mourning protocol.

If you have any questions you can address the workforce mourning protocol.

Our thoughts go out to ... and other familymembers and friends.

Kind regards, on behalf of the workforce mourning protocol,



Subject: sad news!

Dear Parents,

Last Saturday we've received the tragical news about the passing away of [NAME OF PERSON]

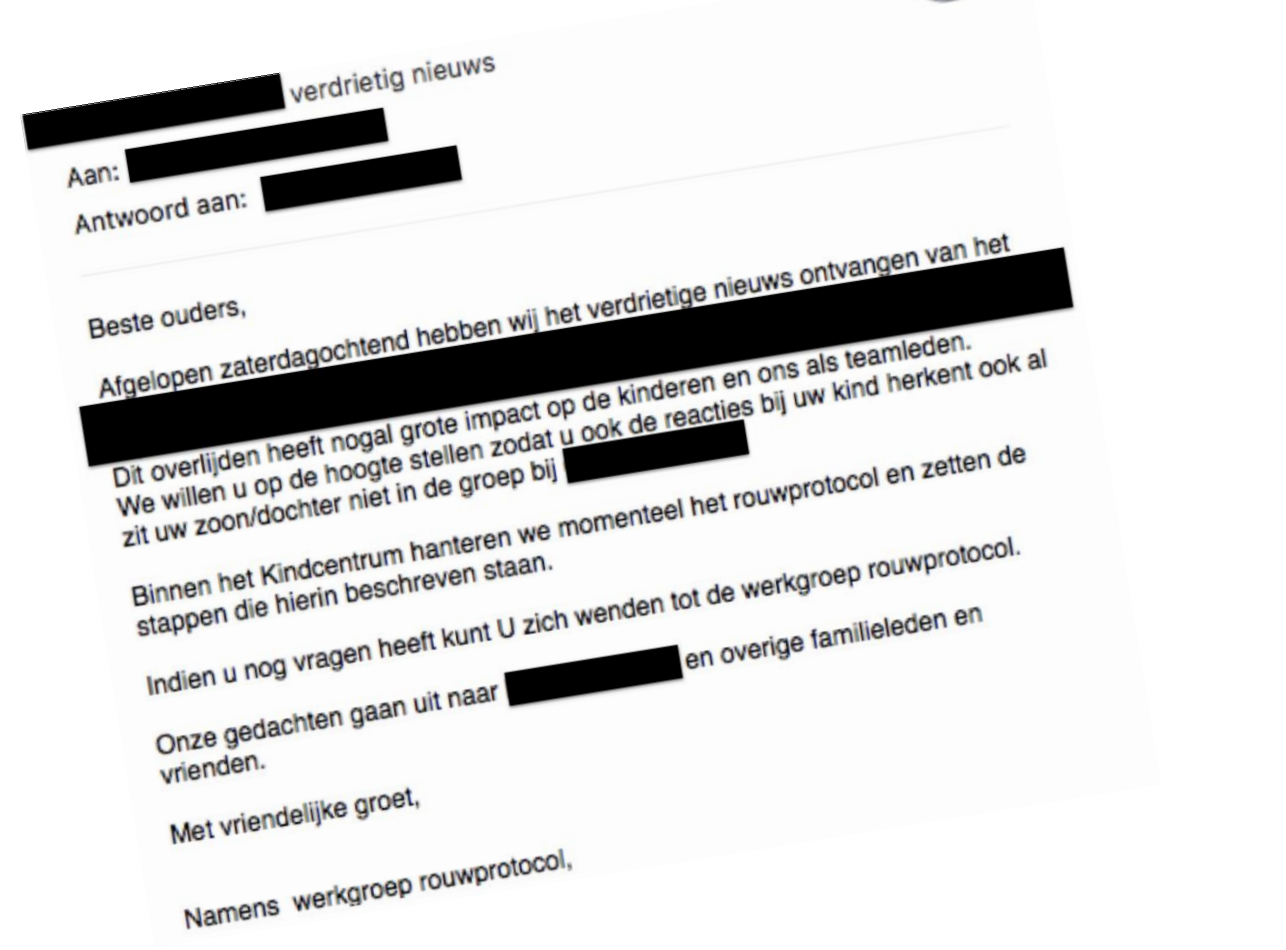
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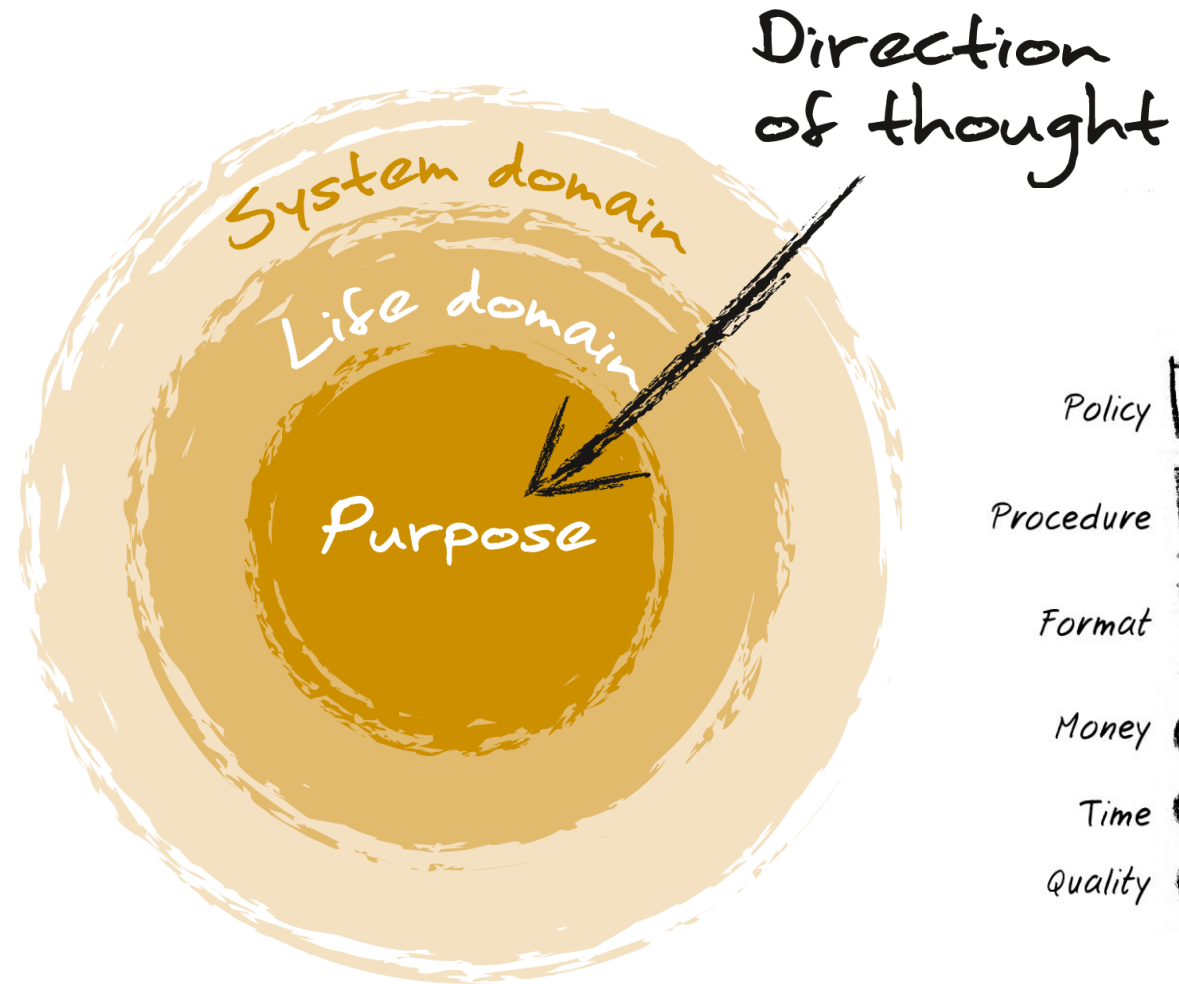
Kind regards, on behalf of the workforce mourning protocol,









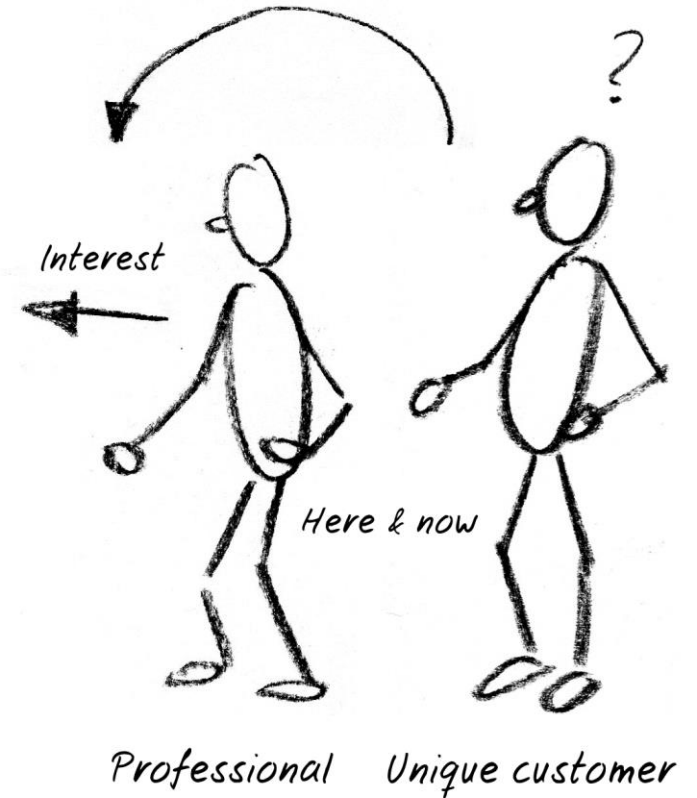
At this moment we are hearing more children from different groups want to attend to the funeral as well.

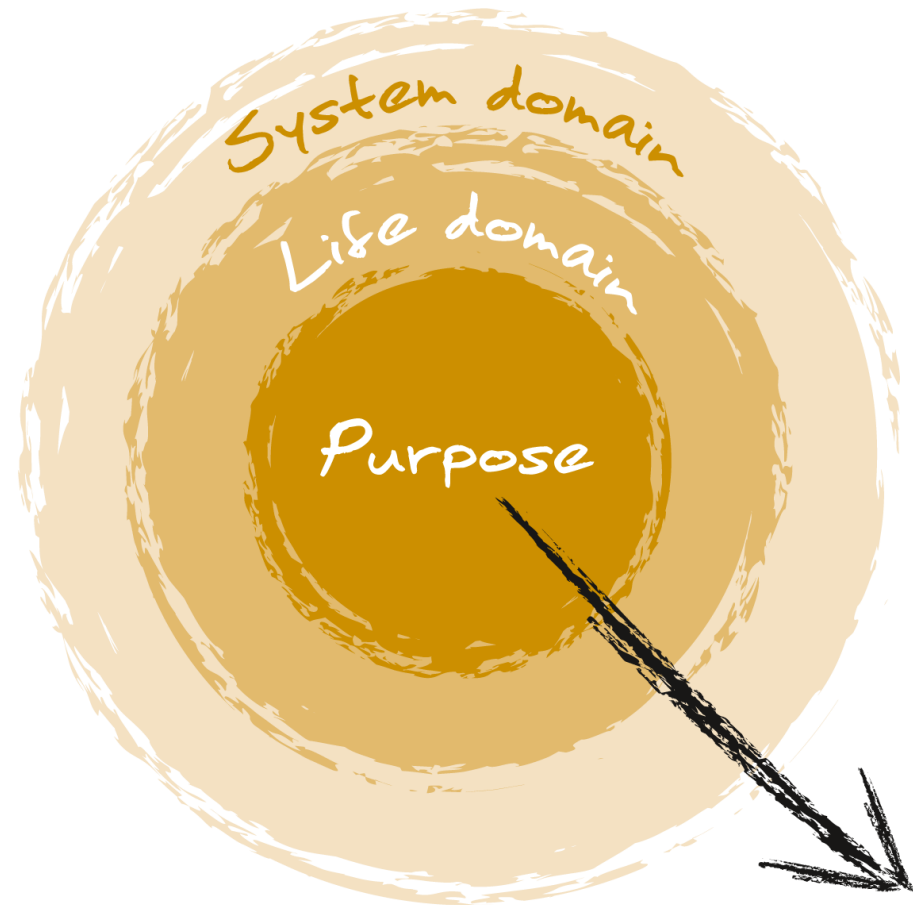
May we ask you to let us know via replying this email? It is common for this to request a leave of absence from the director.

Wij horen op dit moment dat er meerdere kinderen uit andere groepen ook bij deze
uitvaart aanwezig willen zijn
Mogen wij U verzoeken om dit via replay op deze mail aan te geven?
Het is namelijk gebruikelijk dat hiervoor verlof wordt aangevraagd bij [REDACTED]
[REDACTED] directeur.
Hopende u hiermee voldoende geïnformeerd te hebben.
Namens werkgroep rouwverwerking;









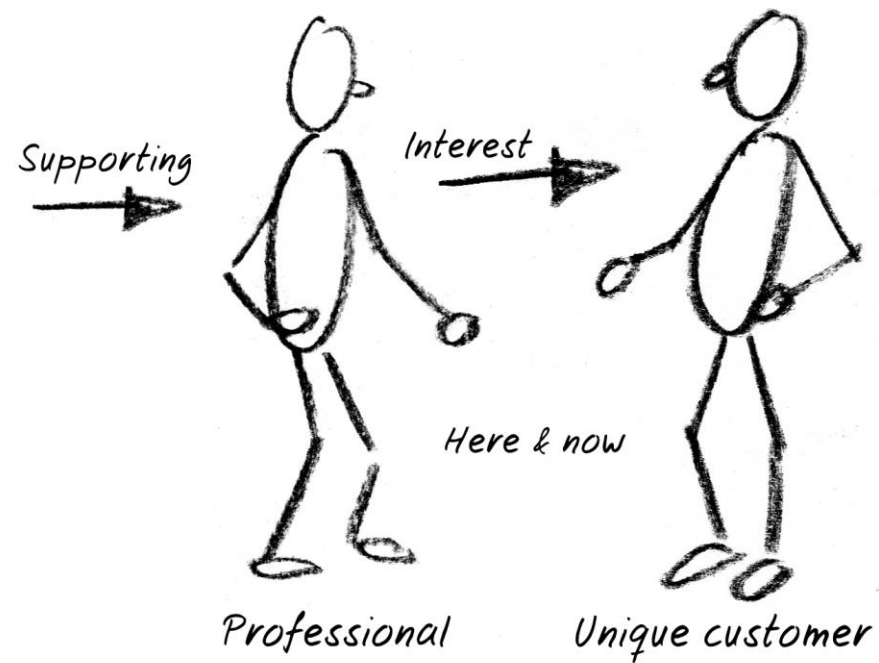
- Policy 
- Procedure 
- Format 
- Money 
- Time 
- Quality 





Direction of thought

- Policy 
- Procedure 
- Format 
- Money 
- Time 
- Quality 

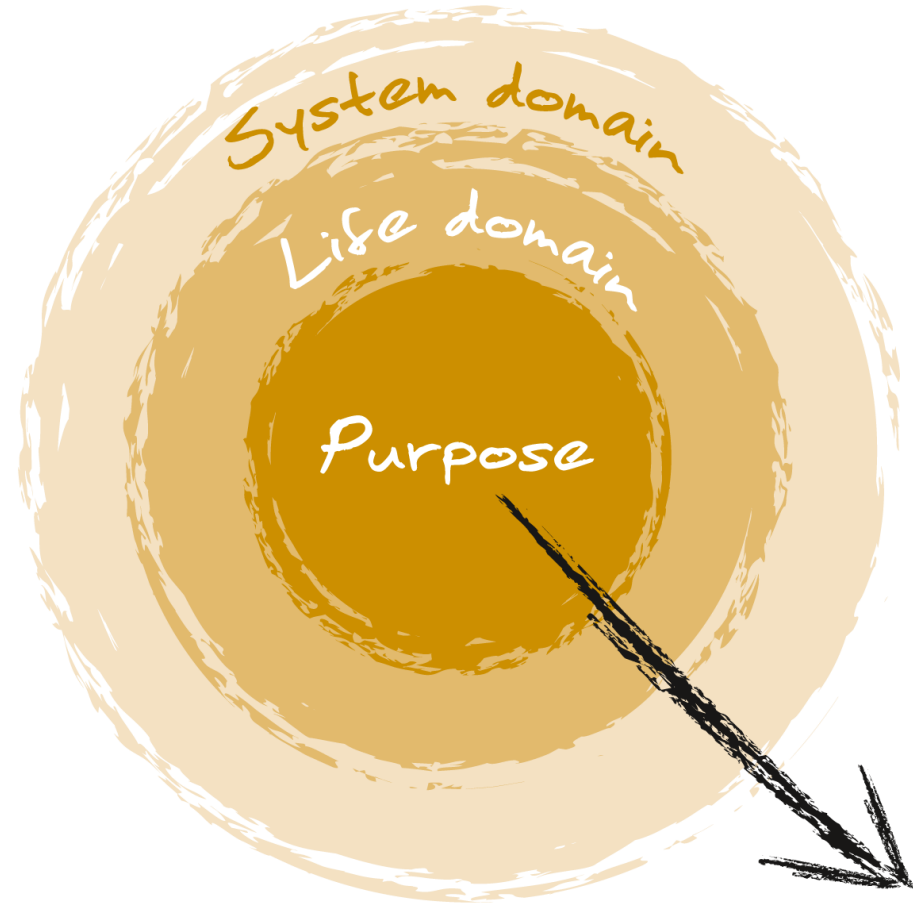




Standard : Teaching process

Basic quality

“The teachers create a **learning climate** in which pupils are active and engaged. With the help of appropriate assignments and clear explanations, they are able to transfer knowledge effectively to each pupil. **They tailor instructions**, assignments, classroom time and supervision to **the needs of groups and individual pupils** alike, in such a way that – depending on those needs – these activities are both supportive and challenging.”

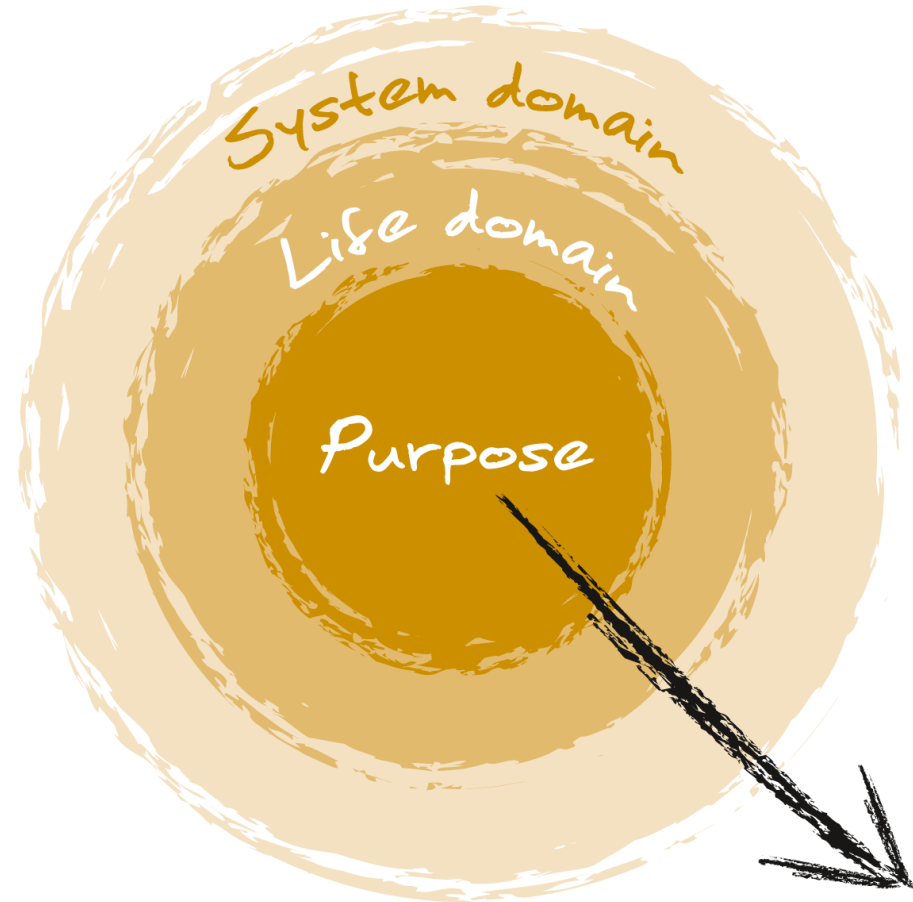


Direction of thought

Purposedriven

Culture of responsibility

Supporting systemdomain

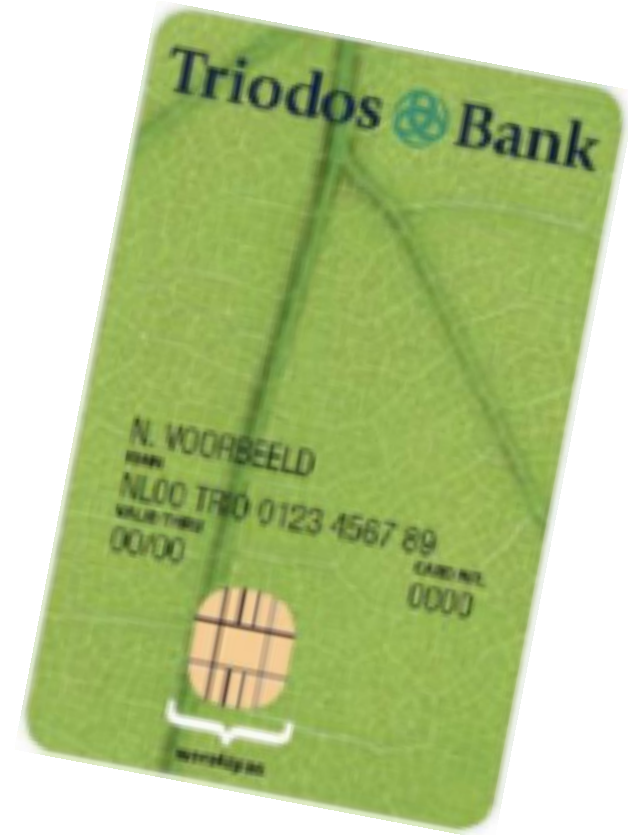


Direction of thought

Purposedriven

Culture of responsibility

Supporting systemdomain



ntr:

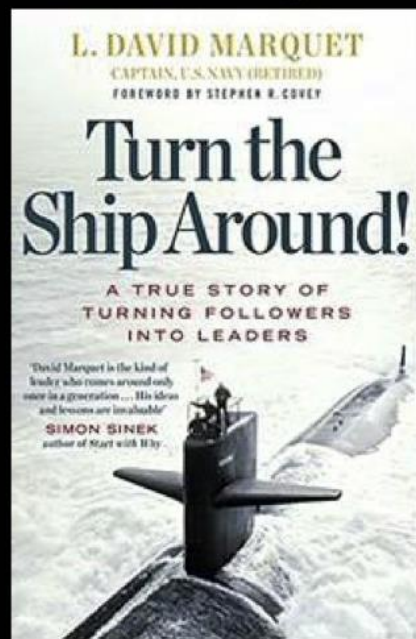


hebben we weinig vaste werkwijzen.

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Rob Fairless



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TAKE CONTROL
AND ATTRACT
FOLLOWERS?



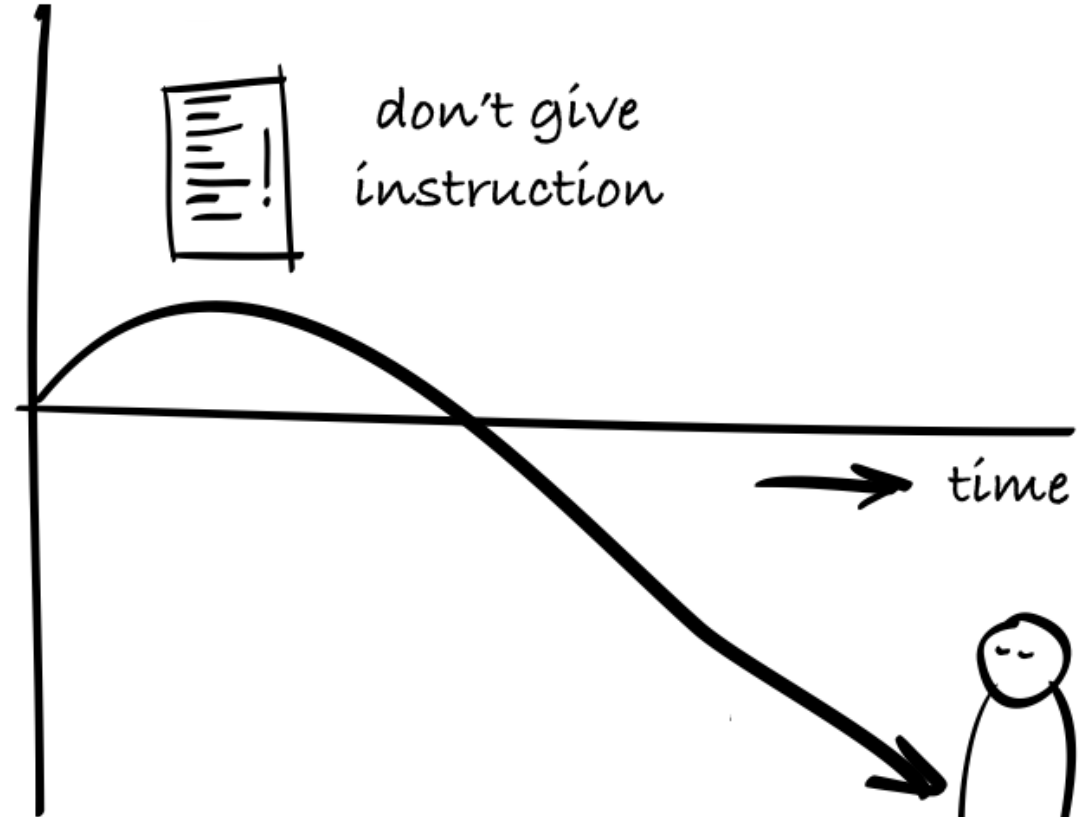
TAKE CONTROL
AND ATTRACT
FOLLOWERS?

GIVE CONTROL
AND
CREATE LEADERS

quality



don't give
instruction



You will create
followers



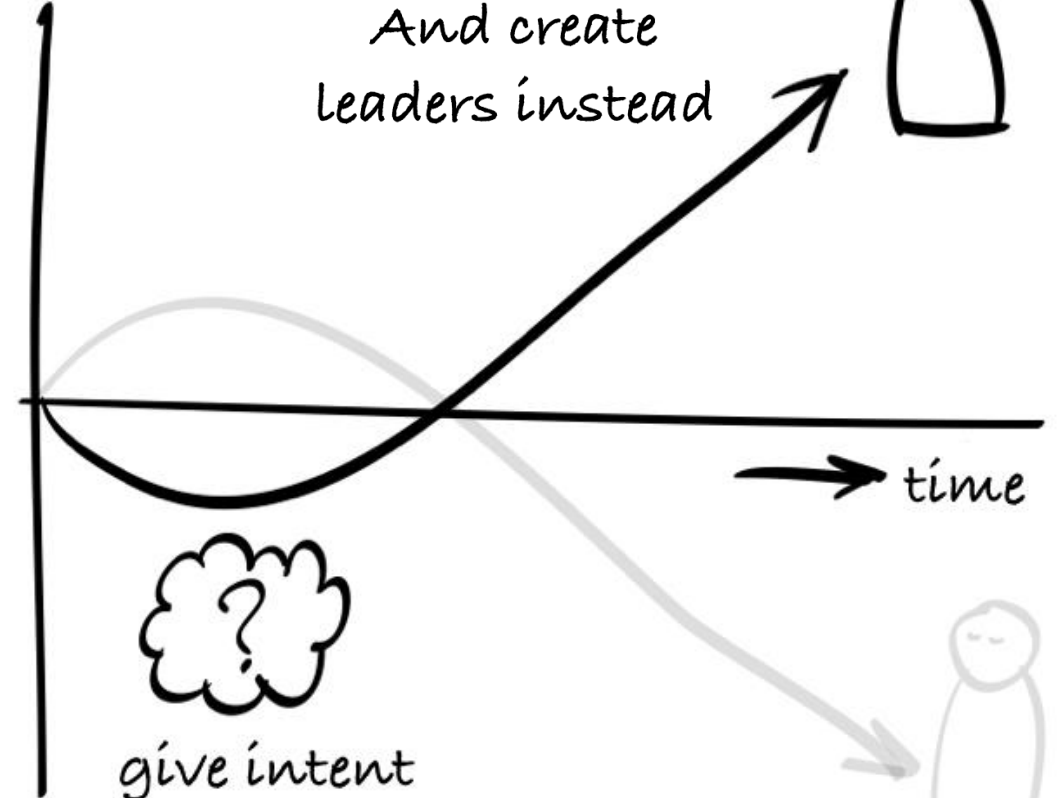
TAKE CONTROL
AND ATTRACT
FOLLOWERS?

**GIVE CONTROL
AND
CREATE LEADERS**

quality



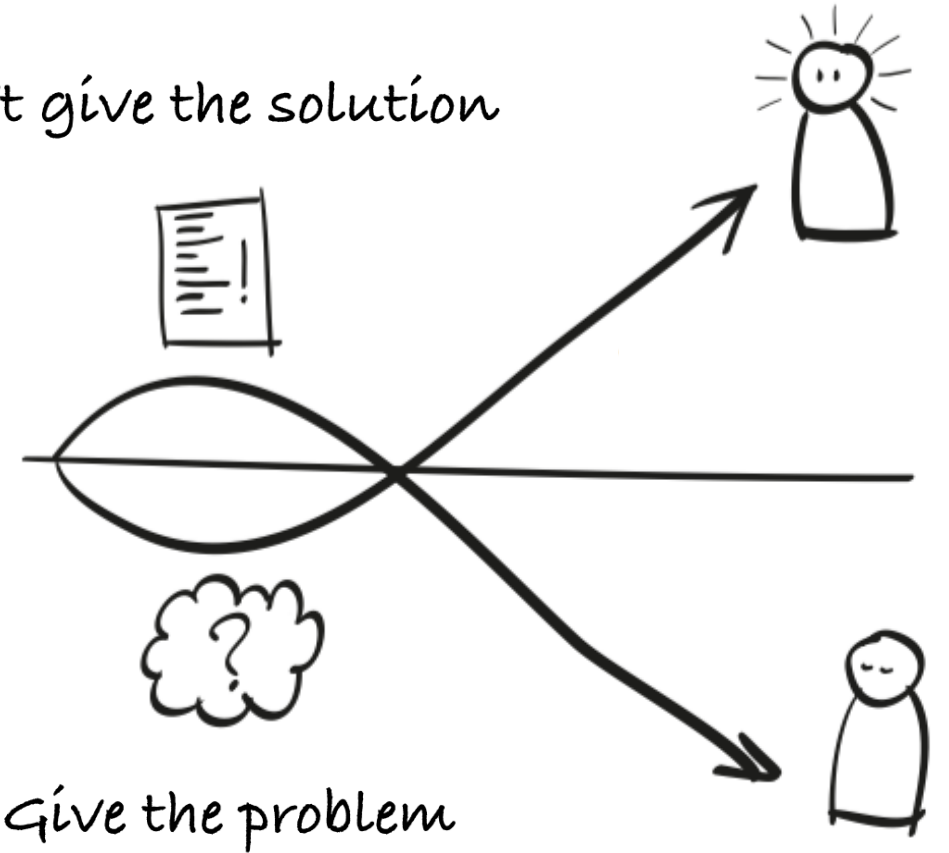
And create
leaders instead



give intent

time

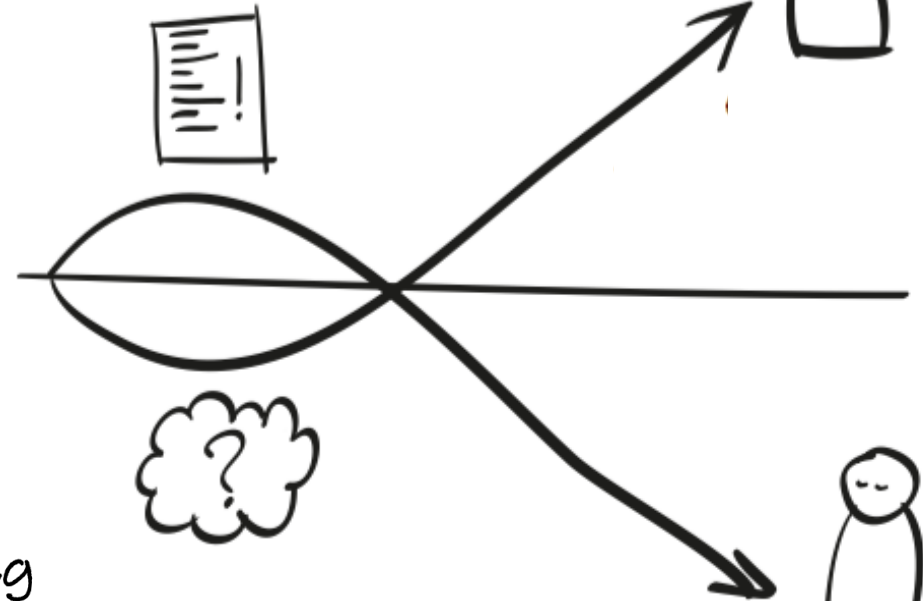
Don't give the solution



Give the problem

Manage solution
Feeling of control

And create
leaders instead



Manage resolving
Power

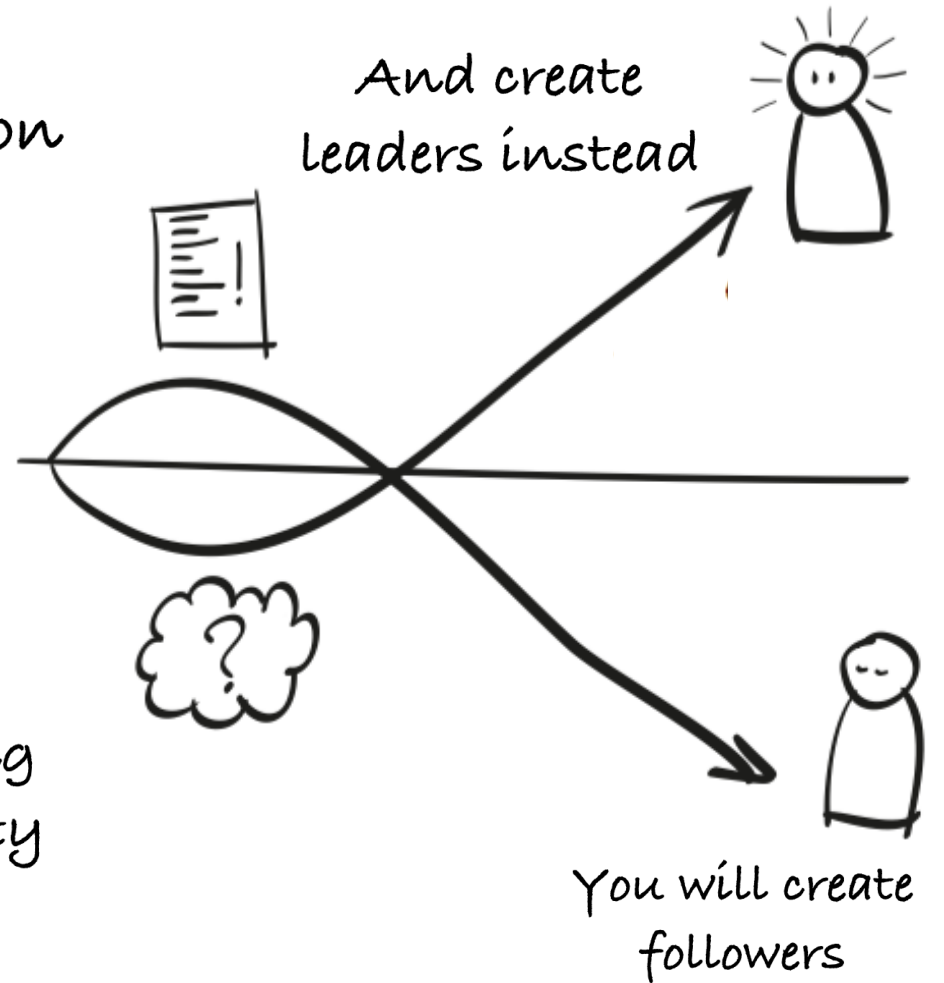
Enduring
insecurity

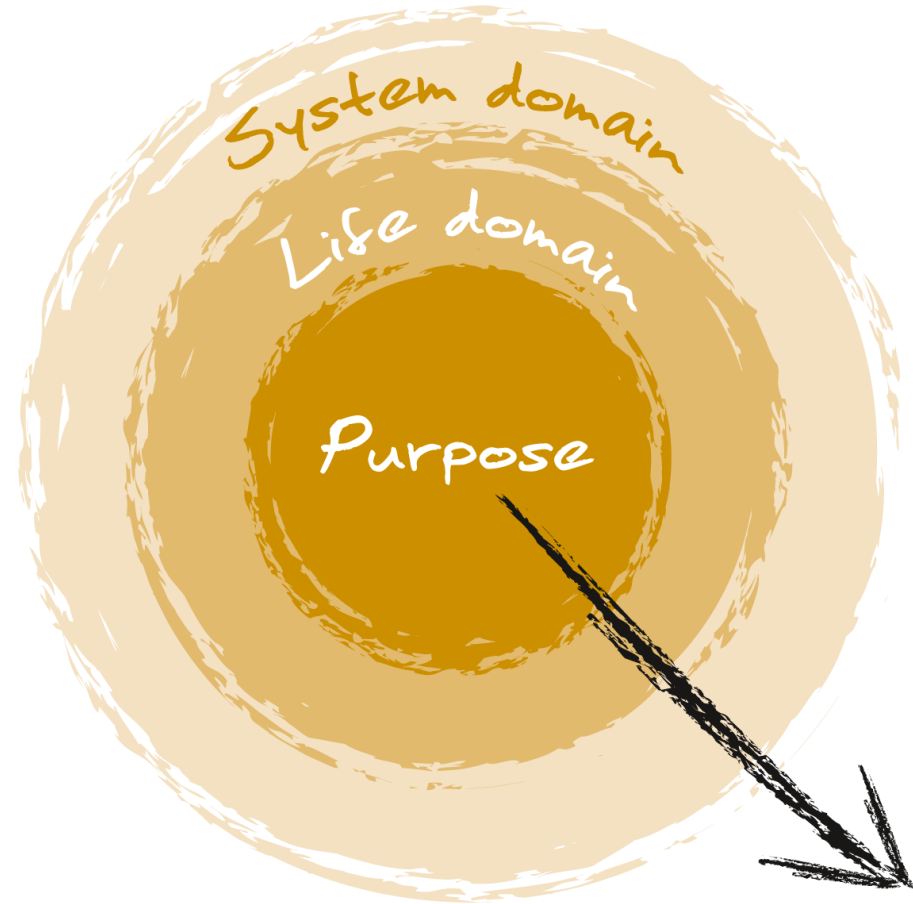
You will create
followers



Check solution
Feeling of control

Check resolving
Power
Enduring
insecurity





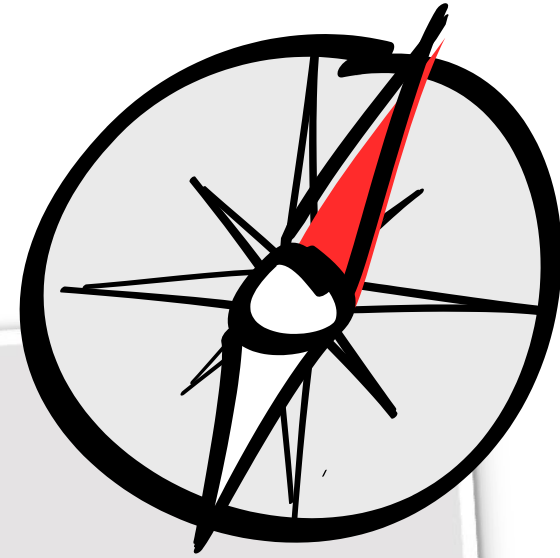
Direction of thought

Purposedriven

Culture of responsibility

Supporting systemdomain

**From being great,
into becoming great**



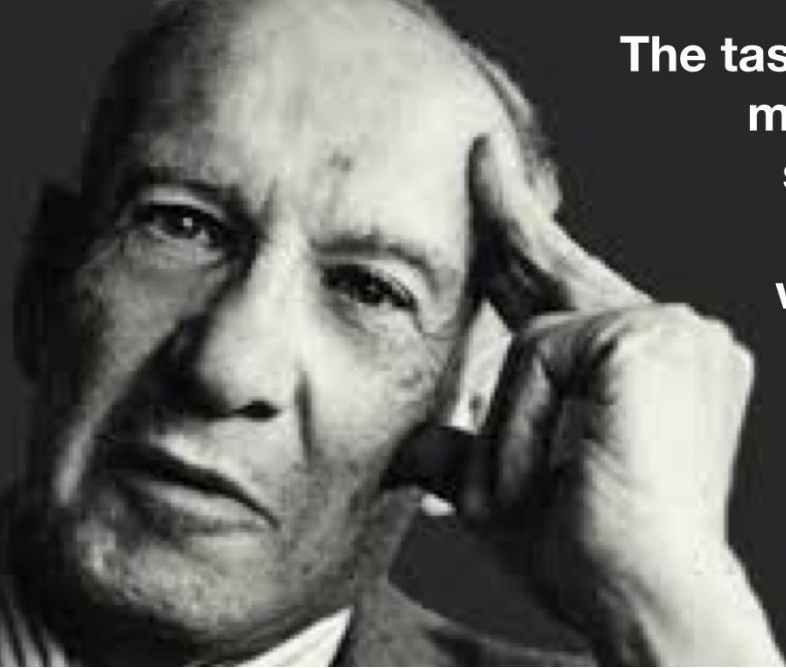
**Waarom AZ tegen zijn
jeugdtrainers zegt:
'Vooral niet altijd willen
winnen'**

Correspondent Sport



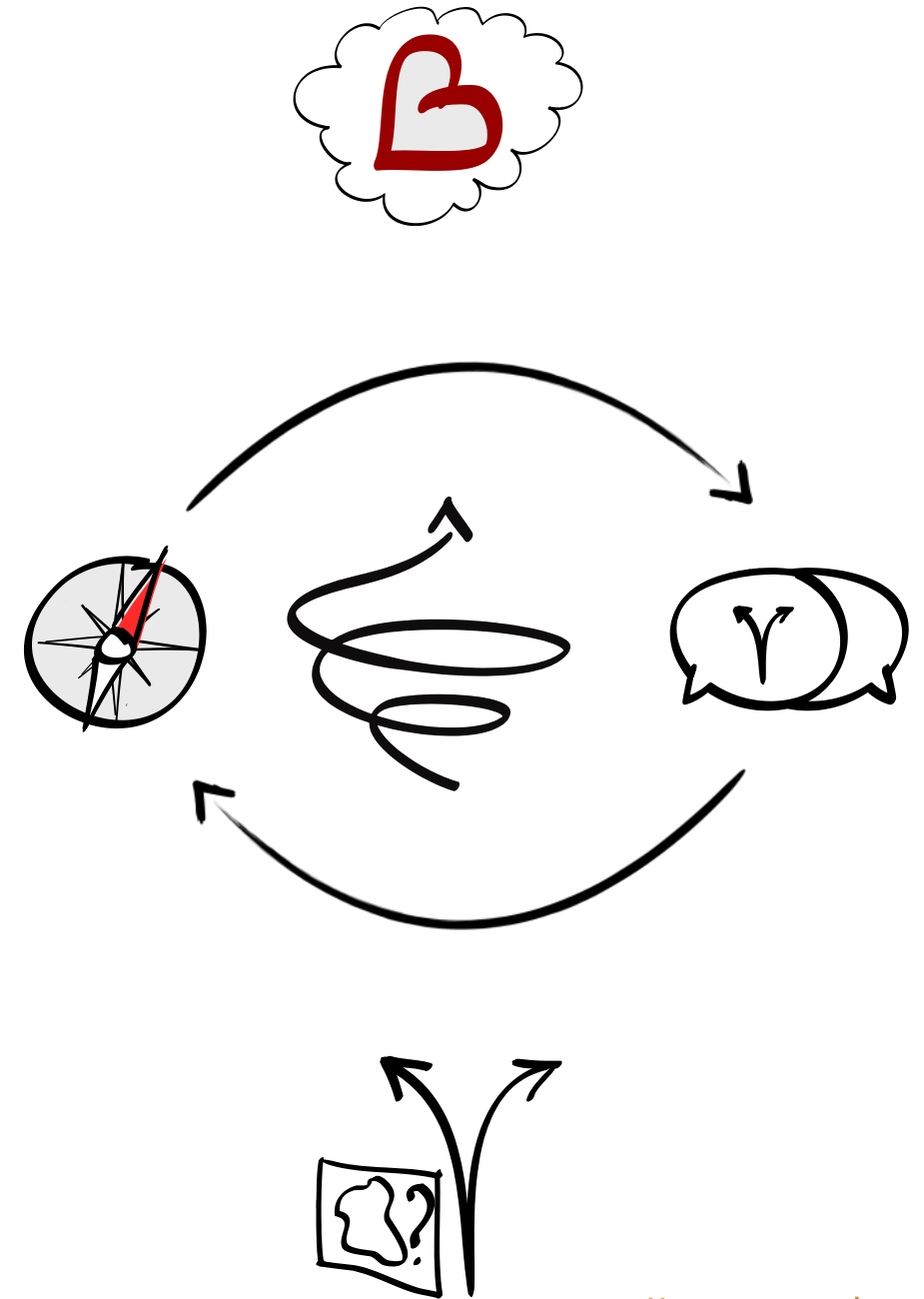
Michiel DE HOOG

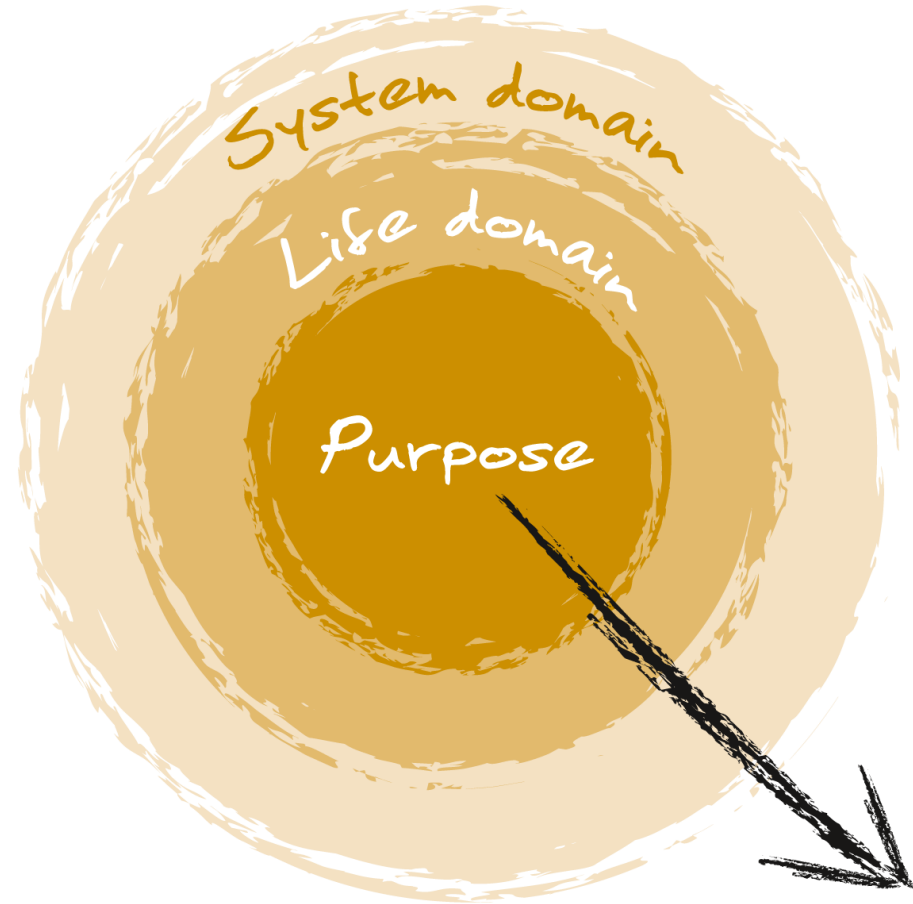




The task of leadership is to make an alignment of strengths so strong, It makes a systems weakness becomes irrelevant.

- Peter Drucker -





Direction of thought

Purposedriven

Culture of responsibility

Supporting systemdomain



Wisdom

Spirit

Value

Purpose

Problems

Protocol

Letter

Specific norm

Systemworld

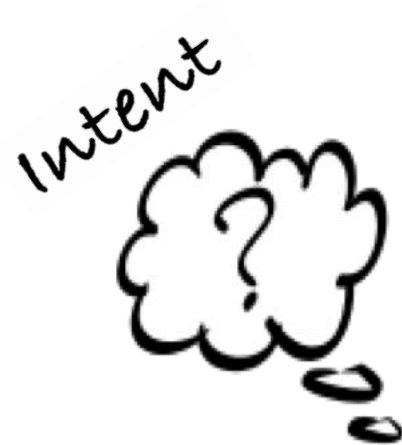
Solution

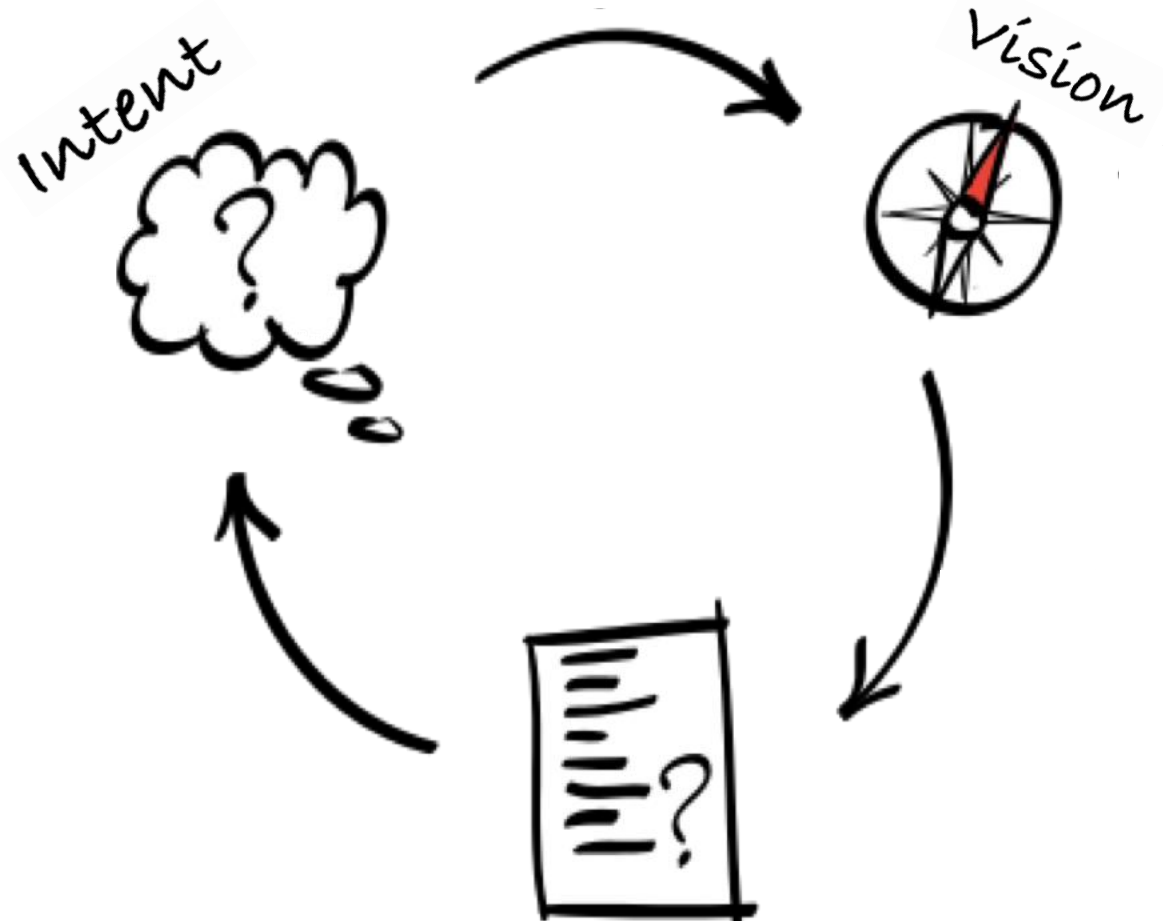
At the same time you tell
that person not to take
responsibility for the 'spirit'



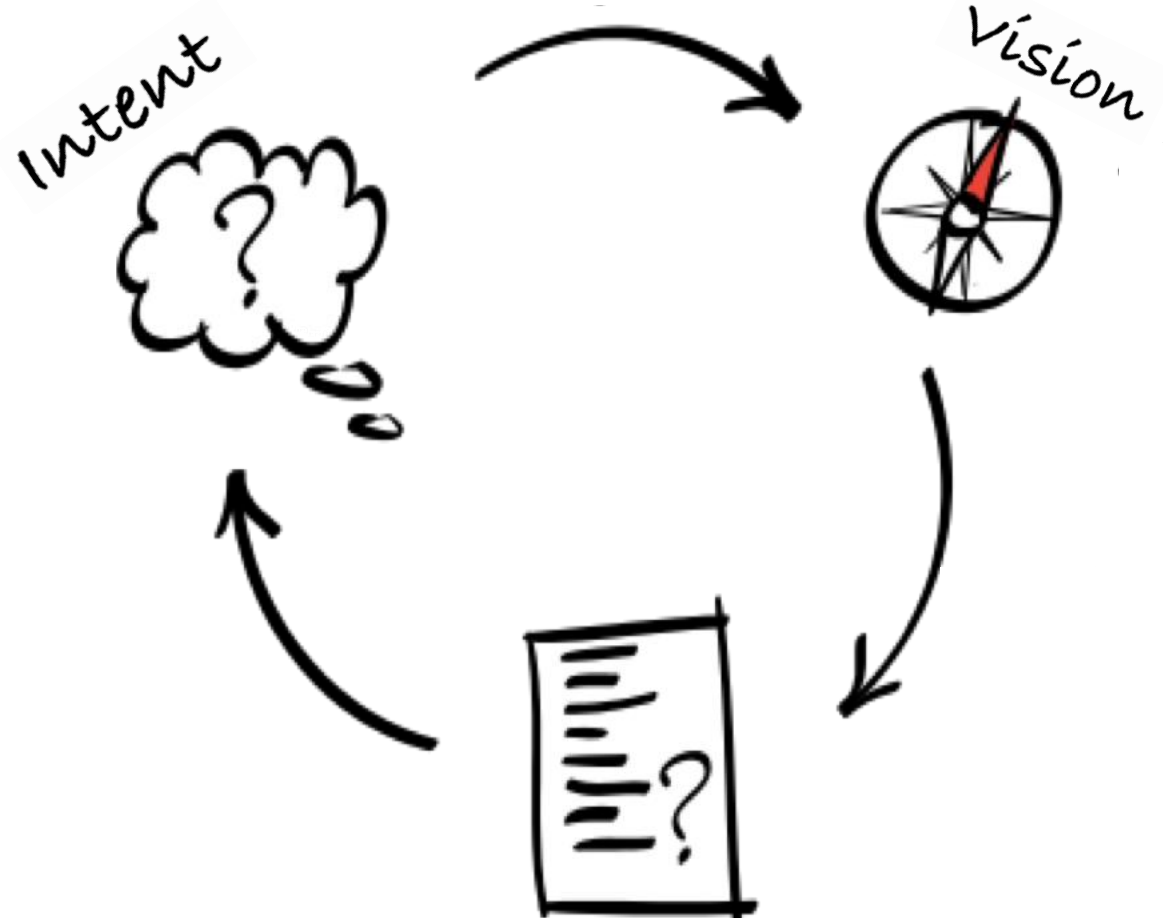
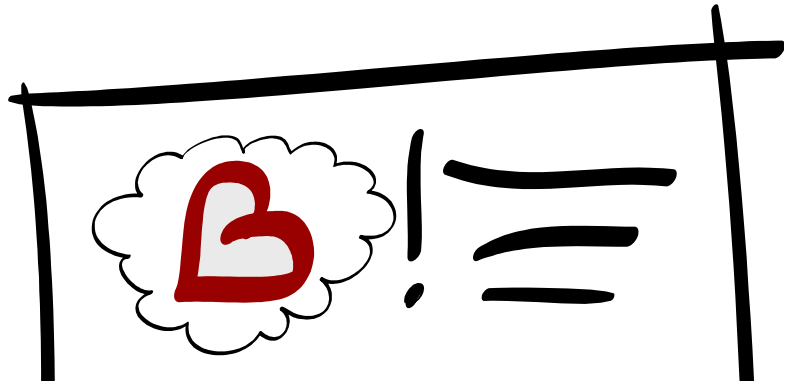
By holding someone
accountable for the
'letter'



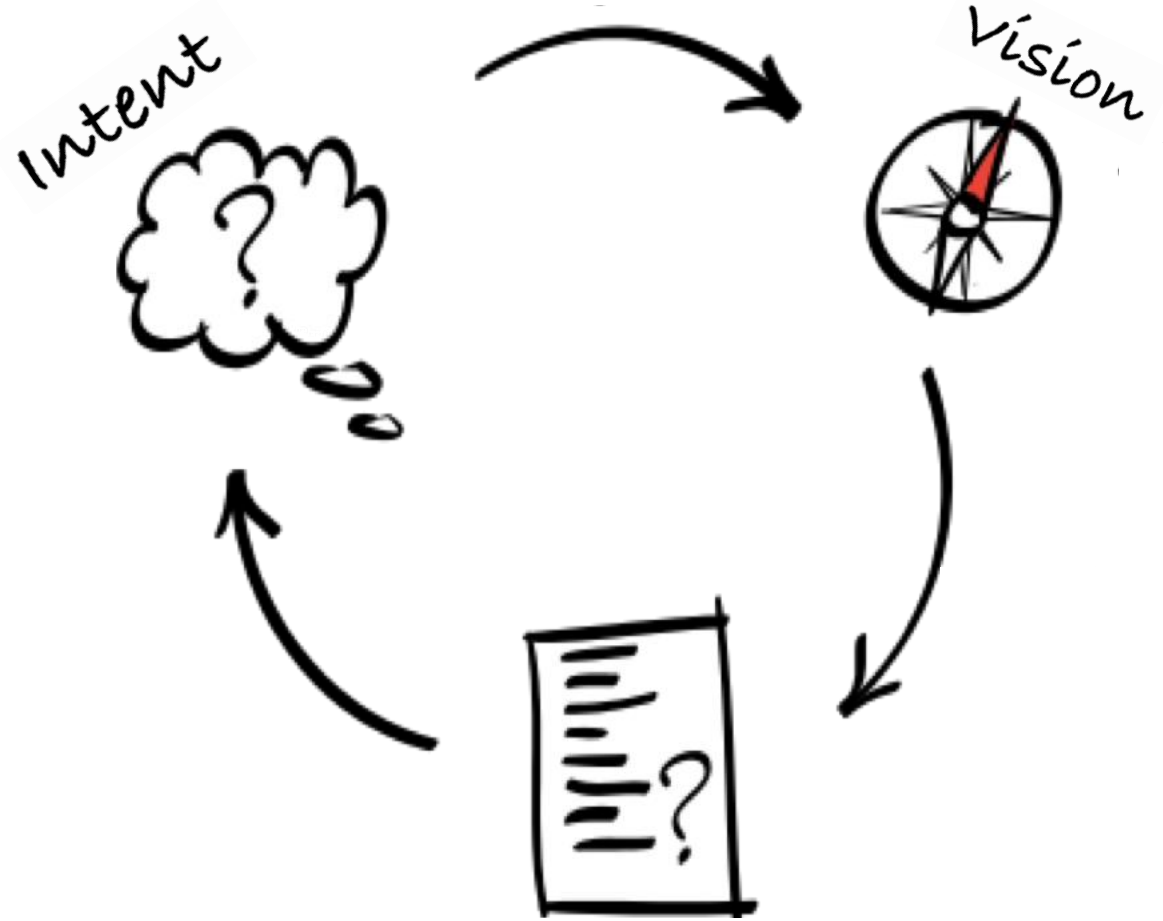
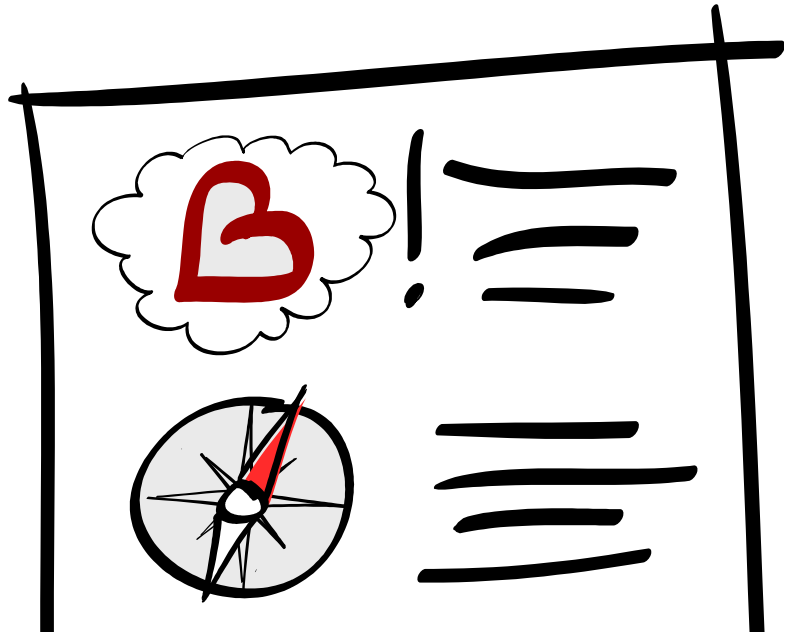




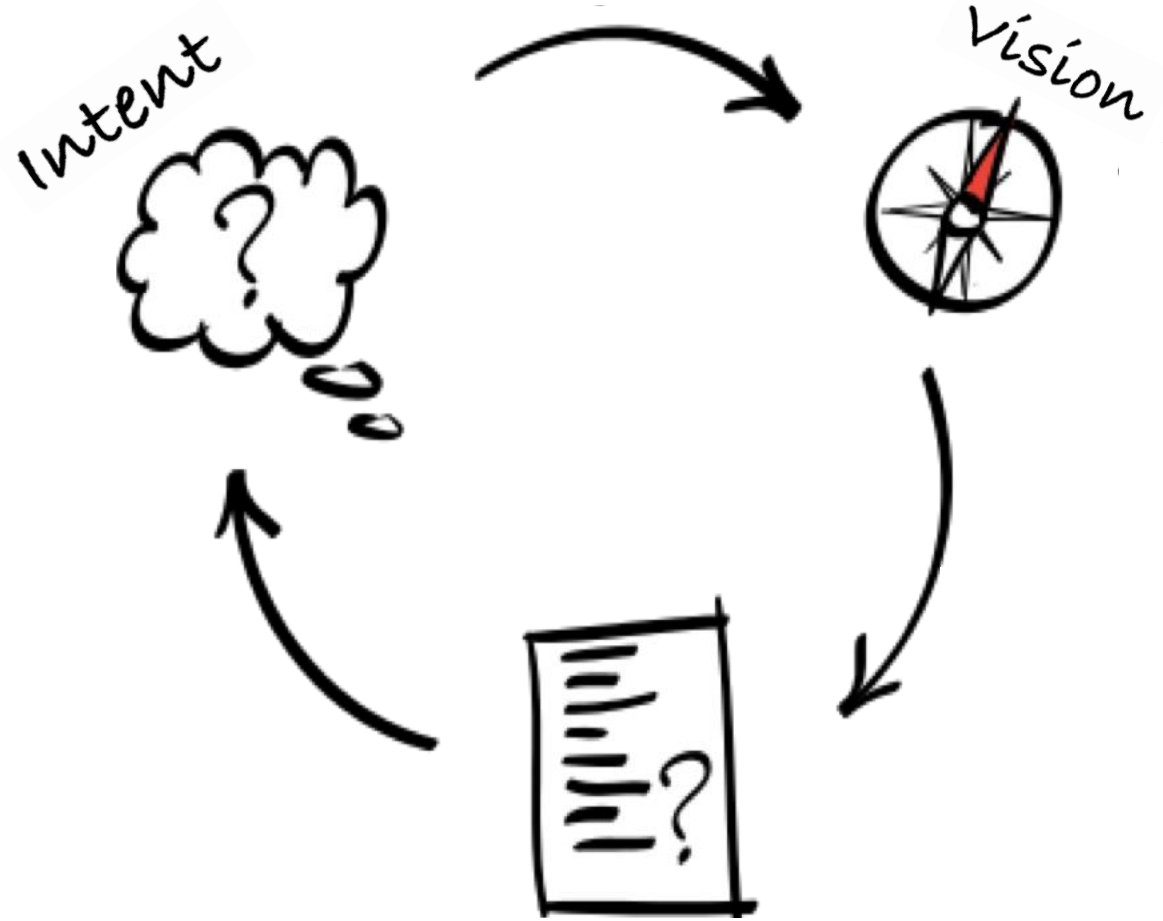
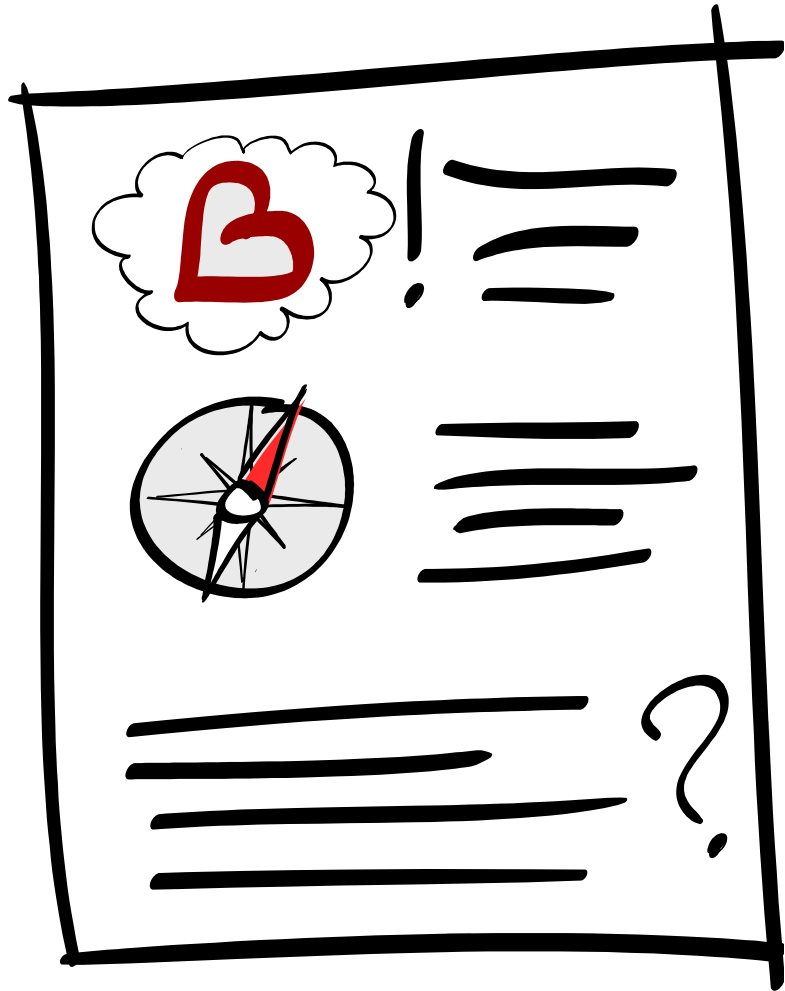
Letter as a
mean and
not a goal



Letter as a
mean and
not a goal



Letter as a
mean and
not a goal



Letter as a
mean and
not a goal



Kwaliteitsgebied Schoolklimaat

SCHOOLKLIMAAT (SK)

SK1. Veiligheid

Schoolleiding en leraren dragen zorg voor een veilige omgeving voor leerlingen.

Basiskwaliteit

De school zorgt voor de sociale, fysieke en psychische veiligheid van de leerlingen in en om de school gedurende de schooldag. Dit blijkt onder andere uit de beleving van de veiligheid en het welbevinden van leerlingen. De school monitort dit ten minste jaarlijks.

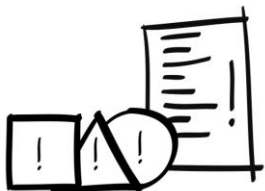
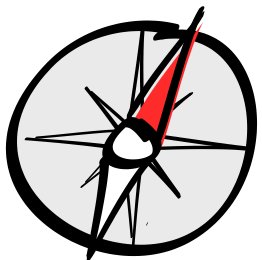
De school heeft een veiligheidsbeleid (beschreven in het schoolplan of een ander document), gericht op het voorkomen, afhandelen, registreren en evalueren van incidenten. Als de uitkomsten van de monitoring daartoe aanleiding geven, treft de school maatregelen om de situatie te verbeteren. De school heeft een persoon als aanspreekpunt als het gaat om pesten en voor coördinatie van het beleid tegen pesten. Schoolleiding en leraren voorkomen pesten, agressie en geweld in elke vorm en treden zo nodig snel en adequaat op. De uitingen van leerlingen en personeel zijn in lijn met de basiswaarden van de democratische rechtsstaat.

Eigen aspecten van kwaliteit

Welke eigen opdracht heeft de school opgenomen in het schoolplan en (hoe) realiseert de school deze?

Te denken valt aan

- beleid sociale media
- preventieve maatregelen
- afstemming met actoren buiten de school





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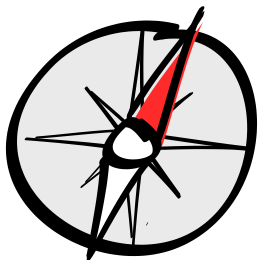
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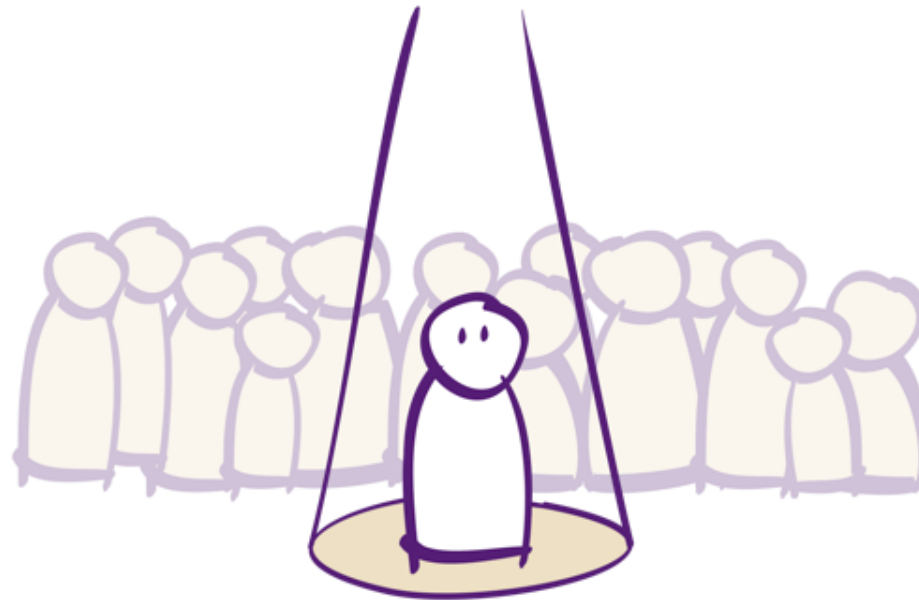
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- beleid sociale media
- preventieve maatregelen
- afstemming met actoren buiten de school



To live outside the law you must be honest.

- Bob Dylan -





We became a zero excuse culture

When the employee said the performance did not happen because of A, B, or C, then the next question was: “Ok, did you ask your manager to deliver A, B, C to you?”

If you did not, you have to pay the consequences. If you did then let’s talk to the manager”.”