



Starting 2025

Salio

**One direction,
connected through
growth**

Together Active Learning Talents Develop

One direction, connected through growth

The world is changing fast — and so are we. We're seeing rapid developments in the Brainport region: groundbreaking technology, a tight labour market, global partnerships, and a growing, diverse population. These shifts have a profound impact on education and demand clear, future-focused direction. Collaboration in the region isn't just helpful — it's essential. You can't go it alone — we achieve more when we work together.

At SALTO, we've been listening closely to what's happening around us. Our DNA is our foundation — it's where we begin. From there, we've charted a clear direction that reflects who we are, what we believe in, and where we're headed. We've built on what already works — the strong foundation laid by our previous direction. Much of that work has proven its value and continues to support us as we move forward. This renewed vision isn't a fixed plan with an end date. It's a living, breathing guide that helps us stay responsive, rooted, and relevant. This keeps us agile and closely connected to the necessary development of our education, in tune with the context in which we operate.

Our direction is built on a powerful balance: autonomy and connection, with the strength of solidarity at its core. By learning together, shaping policy collaboratively, and safeguarding quality, we lift each other up. At the same time, we give our schools the freedom to respond to the unique needs of their students and communities. This is how we create equal opportunities, reduce educational disadvantage, and contribute to inclusive, accessible facilities in every neighbourhood. International skills and

multilingualism are woven into our educational offering.

But our direction doesn't stop at the school gates. We actively work with partners across the region and beyond, staying in dialogue and remaining flexible when circumstances shift.

Our direction is grounded in our DNA — with key pillars like our social mission, lifelong learning, and the power of cooperation. Each year, we reflect on our goals, assess our progress, and fine-tune where needed. This keeps us connected to our environment and firmly focused on the future of education.

Now, we face the next important step: putting our direction into action. Because in the end, it's SALTO's people who will bring this vision to life - **One direction, connected through growth**

Jos van Deursen

*Acting Chairman of the Executive Board
February 2025*



The SALTO DNA

Who are we? What is our identity? What makes the SALTO-DNA so special? You will find - and feel - the answers to those questions in our mission, vision and in the description of our core values and key points.

Our Mission

Everyone has talent — and at SALTO, we help it shine. Together, we uncover and develop the unique talents of every child and every team member. Our schools and staff support one another in creating a healthy, inspiring environment where learning and working go hand in hand. Every day, with courage, joy, and dedication, we put our talents to work. We do this in close partnership with parents and children, guided by high expectations and a deep respect for individual differences, forming the basis for lifelong learning.

Vision

Together Active Learning Talents Develop

Core values



Accessible

At SALTO, we don't believe in boxes — we believe in belonging. We embrace the strength of a diverse and colourful society, where everyone is valued and included. We're an approachable, committed partner — not just for the parents of our students, but also for the social organisations and knowledge institutes we collaborate with on equal footing.



Talented

Our organisation is powered by passionate education professionals, with high-quality education at the heart of everything we do. We are committed to helping children discover, nurture, and develop their unique talents. At the same time, we invest in our own ambitious employees, recognising and cultivating their strengths to unlock their full potential.



Future-oriented

Building children's future begins with understanding what lies ahead. It means looking to the future — at the challenges they'll face and the opportunities to be seized. How can innovation drive progress? How do we craft sustainable solutions to today's complex issues? And how do we, as adults, shape a world where living and working remain meaningful — now and in the future?

Our direction



What we embrace

Social mission

SALTO schools act on their own social mission

Our Direction

At SALTO, every school shares a core commitment to collaboration, mutual support, and collective growth. This foundational mindset creates a safe and nurturing environment where children can thrive — a springboard to a bright future. It's within this space that children discover their place and potential within SALTO.

Each SALTO school has a clear sense of its unique social mission and acts accordingly, creating a vibrant community that includes children, parents, staff, and local partners. Together, we foster an environment of holistic child development, with the school serving as a key anchor in the neighbourhood.

SALTO believes that true equality of opportunity begins with embracing difference. That's why we give each school the freedom to approach diversity in ways that best fit their community. After all, no two neighbourhoods are the same, and every student has unique needs. Operating within the dynamic, international Brainport region, SALTO's schools celebrate a rich diversity of backgrounds, identities, and aspirations. Each school reflects its own distinctive character — a true reflection of the community it serves.

Our promises

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How this is reflected in behaviour

At SALTO...

- ...We immerse ourselves in understanding the pulse of both the neighbourhood and the world.
- ...We explore topics from diverse perspectives, fostering a deeper understanding.
- ...We empower children to think critically and form their own opinions.
- ...We create a space where everyone is encouraged to be their authentic selves, in harmony with others.
- ...We make purposeful choices, guided by our values and vision.

How this is reflected in effect

Children are given the freedom to grow, with ample opportunities for conversation and collaboration with SALTO professionals.

Parents in the community have shared their needs through surveys, and we see these insights reflected in the school environment.

Our professionals are encouraged to connect both personally and professionally, fostering a supportive and collaborative atmosphere.

Partners work alongside SALTO, united in our shared mission to strengthen the neighbourhood, and SALTO maintains strong connections with all key partners in the community.

Ambitions

1. Every SALTO school provides high-quality education, tailored to its unique community, and evolves into an inclusive hub with a central role in the neighbourhood. Our goal is to create language-friendly environments where students thrive, fostering a dynamic language learning atmosphere in every SALTO school.

2. Each school promotes equal opportunities by making conscious choices and investing unequally where needed. At SALTO, all children grow.

The translation of the ambitions will be laid down in school plans for each SALTO school.

What we rely on

Collaboration

SALTO takes the lead in building and maintaining collaborations

Our Direction

Collaboration is at the core of our SALTO DNA. We believe that cooperation within and between schools, as well as with our broader network, benefits everyone.

By sharing talents across schools and expanding our partnerships, all SALTO schools can tap into each other's knowledge and experience. Connecting with a wider (inter)national network, SALTO creates rich learning environments centred around the child. True collaboration thrives on clear structures and a cooperative mindset.

We foster structured collaboration by setting clear goals, frameworks, roles, and expectations. Facilitating meetings and connecting schools at all levels ensures cooperation isn't left to chance. By making exemplary behaviour explicit, we turn desired actions into tangible outcomes.

At SALTO, we empower professionals to truly be professionals. We believe that with clear agreements, structures, and decision-making frameworks, we cultivate a professional culture where every educator can make informed decisions based on trust and autonomy.

Our promises

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How this is reflected in behaviour

At SALTO...

- ...We connect and actively seek out one another.
- ...Cooperation is second nature.
- ...We both give and receive, knowing that exchange is a powerful source of enrichment.
- ...We leverage each other's talents and expertise to grow together.
- ...Asking for help is part of our everyday culture.

How this is reflected in effect

Children Children learn to collaborate, ask for help, and see learning from mistakes as the norm.

Our professionals connect with one another, leveraging each other's talents with the belief that this enhances education.

Parents are expected to contribute collectively to the growth of all children and the school.

Partners and SALTO continuously invest in a constructive partnership built on trust and clear responsibilities.

Ambitions

1. Every SALTO school actively collaborates with both internal and external partners to turn ambitions into reality through strong, sustainable connections. This approach amplifies our impact and fosters equal opportunities for all children in the Brainport region.

2. SALTO schools collaborate in a cyclical and systematic way to continually enhance educational quality. We work together using a shared language, aligned educational frameworks, and the flexibility to pursue our own unique ambitions.

The translation of the ambitions will be laid down in school plans for each SALTO school.

What we work on

Learning for life

SALTO stands for lifelong learning

Our Direction

SALTO stands for lifelong learning— learning for today and for the future, encompassing all aspects of life. While we recognise the importance of basic skills, we also understand that in reality, the basics are much broader, they also include:

Preparing for a changing society: How do you relate to another? How do you connect with another? And how do you deal with change?

Discovering talents: What are you good at? What makes you happy? And how do you figure that out?

Learning how to learn: How do you learn new things? How do you discover what you want to learn? And how do you retain what you have learnt?

Personal growth: How do you deal with challenges? How do you become independent? And how do you guard boundaries?

These questions apply not only to our learners but also to our professionals. They are the foundation of our success, empowered with autonomy, trust, and professionalism to foster growth in both students and themselves every day. Driven by genuine curiosity and self-reflection, they continuously evolve. At SALTO, the focus isn't solely on the child or the professional; it's on learning for life.

Our promises

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How this is reflected in behaviour

At SALTO...

- ...We continue to investigate and ask the right questions.
- ...We trust each other's professionalism.
- ...We develop by setting priorities.
- ...We show empathy to the children and the professionals.
- ...We set boundaries and expressly don't do certain things.

How this is reflected in effect

Children develop socially, emotionally, and cognitively, both as individuals and within groups.

Our professionals prioritise development and cultivate a culture of feedback and continuous improvement.

Parents feel heard and have a high level of commitment.

Partners see SALTO as an open, constructive and development-oriented cooperation partner.

Ambitions

1. SALTO provides children with more than just basic skills. Each school fosters talent development, promotes learning how to learn, and supports personal growth. We focus on building international competencies, including multilingualism, global citizenship, cultural awareness, and intercultural collaboration.

2. SALTO is an inspiring and vibrant environment for education professionals. It offers the freedom to develop talents, grow personally, and engage in meaningful work. Here, you'll feel a strong sense of pride and connection with your colleagues and the world.

The translation of the ambitions will be laid down in school plans for each SALTO school.

Collaborative implementation

We conclude with the firm belief that the true strength of our direction lies in its practical application. Each school actively works towards its ambitions as outlined in their school plan, aligning with the SALTO DNA and the strategic direction we've collectively set for the region. Through ongoing dialogue with schools, the board of supervision, GMR, and external partners, we conduct annual evaluations and adjust our goals as needed. This approach keeps us agile, fosters mutual support throughout the evaluation and implementation process, and ensures we remain connected, flexible, and focused on strengthening our education for the future.