

# INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

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## *Upcoming FCIS Events*

**Technology Workshop**  
April 23, 2013  
Tampa Preparatory

**Governance/Legal Workshop**  
April 24, 2103  
Tampa Preparatory

**Heads' Retreat**  
June 10-12, 2013  
Hammock Beach

**Evaluation Academy**  
June 12-13, 2013  
Hammock Beach

## *from the executive director...*

As a former head of school of 17 years, January and February have become natural times for me to reflect on the value of the institution I have been fortunate enough to represent. I am sure each of you is in that mindset as enrollment season is in full swing. Just like you, I am assessing the accomplishments of the first six months of the 2012-13 school year and anticipating what may be accomplished in the remaining months of a year that has gone by too quickly. This school year began with two new initiatives for FCIS. In August 2012, we rolled out the Virtual Independent School Network (VISnet), a partnership with other state independent school associations offering technological resources at a reduced rate. To date, twelve FCIS schools have joined VISnet and are taking advantage of the resources offered. A second major initiative was the opening of the Dale D. Regan Leadership Institute (DDRLI). This institute was funded in part by an Edward E. Ford Foundation Grant. The institute, when fully developed will be comprised of three programs – the Prospective Heads Institute (PHI), the New Heads Institute (NHI), and the Experienced Heads Institute (EHI). The focus for 2012-13 has been PHI. Twenty-three independent school leaders in FCIS have been engaged in PHI during this school year. The program has consisted of webinars on hot topics, governance, finance, legal issues, along with a two-day seminar at The Mission Inn in Howey-in-the-Hills, featuring a panel of six experienced heads and an outside consultant. The feedback has been so positive that FCIS is already planning the 2013-14 Prospective Heads Institute. On July 25 through 27, FCIS will host the New Heads Institute at the Sheraton Sand Key Resort in Clearwater; this event will be open to any new FCIS head of school. For those of you who came into FCIS from another state, you are well aware that the state of Florida presents unique challenges to its independent schools. The FCIS Administrators' Retreat will be held at the same location beginning on July 28 giving additional opportunity to those new heads who want to join their administrative teams in professional development and team building. The third phase, the Experienced Heads Institute, will be developed for the 2014-15 school year. Along with these two major initiatives, FCIS has continued to offer webinars in governance and finance and the legal webinar series with Suzanne Bogdan, not to mention the workshops on various topics including crisis management. Recordings of webinars are posted on the heads' portal, so don't hesitate to access those resources if you have missed some. I hope

these programs are facilitating your work in your individual schools.

**TALLAHASSEE.** The 2013 Florida Legislative Session will open on March 8. A great deal of work has been done in these last two months preparing for that session. On January 29, Brenda Dickinson, FCIS Lobbyist, and I met with legislative aides in the Governor's office to discuss the Governor's position on testing in independent schools in order to clarify the strong measures of accountability present in FCIS schools. In addition, Brenda and I met with the new Executive Director of Early Learning, Shan Goff, regarding issues impacting FCIS preschools. On February 20, representatives from various private school associations, including FCIS, met with the new Commissioner of Education, Tony Bennett, regarding the issue of proposed testing in private schools, including the new language on End of Course Exams (EOC's) in Biology, Algebra I, and Geometry. As always, this legislative session will require the voices of all independent schools as we strive to maintain our independence from government regulation.

**WASHINGTON.** New national legislation gives permanency to the Cloverdale Education Savings Account (ESA), which allows families to "earn tax-exempt interest on up to \$2000 in annual savings to be used for certain expenses, including tuition" for private schools and postsecondary programs. Other legislation extends the tax advantage for teachers to claim a deduction up to \$250 for out-of-pocket expenditures for the classroom for the 2012 and 2013 tax years.

**FCIS Upcoming Events.** It is not too early to start making plans for the FCIS Spring Symposium to be held at Tampa Preparatory School on April 22 and 23. The first day of the symposium will feature Chuck Loring speaking on governance and strategic planning in the morning, and Suzanne Bogdan speaking on legal issues in the afternoon. April 23 will be a day dedicated to technology; a full day of stimulating speakers is planned. On June 10 – 12, the FCIS Heads' Retreat will be held at the Ginn Resort at Hammock Beach, a favorite retreat spot for our Florida heads. The 2013 FCIS Convention will be held on November 6 -8 at the Hyatt Regency Orlando Airport Hotel; make plans now to close your school for Faculty Day on November 8.

*Barbara H Hodges, Ed.D.*  
Executive Director

Setting High Standards for Independent Education for over 58 Years

## **FCIS Prospective Heads' Institute: A Huge Success! Mission Hills Resort—Howey-in-the Hills January 16-17, 2013**

The 2012-2013 school year launched the first phase of the Dale Regan Leadership Institute, beginning with the Prospective Heads' program. Nineteen administrators from our member schools participated in a series of events culminating with a dinner and all day workshop at the Mission Inn Resort in Howey-in-the-Hills. After attending a session at the annual convention and a series of webinars, the group met on Wednesday evening, January 16 for a reception and dinner, along with six of our current school heads and guest consultant Stephen DiCicco from Educational Directions, Inc.

The following day the prospective heads participated in sessions that focused on the challenges, opportunities and expectations of today's headship. Participants received tips on resume writing and interviewing, as well as family considerations and resources to learn of open positions. Our current heads led discussions on board/head relationships, unexpected surprises that may arise during a head's first year, leadership vs management, strategic planning, lessons learned, fundraising, and much more!

A special thanks to the FCIS heads participating in this event: Richard Gehman (Oak Hall), Angél Kytte, (Saint Paul's School), David Mahler (The Out-of-Door Academy), Kevin Plummer (Tampa Preparatory School), Jan Pullen (Saint Stephen's Episcopal School) and Joe Seivold (Berkeley Preparatory School). Their expertise, experience and candor helped to make this event a tremendous success!

This program was partially funded by a grant from the E. E. Ford Foundation.

## **How the Brain Learns: New and Exciting Findings for all Educators David Sousa @ Corbett Preparatory School of IDS—Tampa, FL January 27, 2013**

Corbett Preparatory School of IDS hosted an energized group, from Pre-Kindergarten teachers to university professors, from Florida teachers to Spain educators, from board members to parents. All gathered to hear David Sousa share his latest research on reaching and educating today's learners. He began by offering this unique answer to the question "What is teaching?" **Teachers are brain-changers!** As he explained, "teaching is the only profession on the planet whose job it is to change the human brain every single day".

From this unique, "wow" perspective, David shared proven and effective ways to educate 21<sup>st</sup> century children. Some proven techniques include:

- Importance of movement - physical activity improves memory storage and access
- Use of Novelty - Anything the brain perceives as out of the ordinary helps concepts "stick"
- Playing classroom music - choose music beat appropriate for student activity
- Use of Humor (not sarcasm)
- Practice makes...permanent!

Additionally, instead of memorizing and recalling information, brains are trained to find the information. What's the implication? We have to revise curriculum...what do we want kids to remember? What do we want them to be able find? Needless to say, the afternoon was entertaining, full of valuable information and motivating!

## FCIS Academy for High Performing Educators Corbett Preparatory School of IDS—Tampa, FL February 10-12, 2013

After training hundreds of FCIS teachers and administrators, the FCIS Academy for High Performing Educators continues to inspire and educate! Academy Director, Dr. Joyce Swartzman, Head of School at Corbett Preparatory of IDS, was exceptional in her knowledge, enthusiasm, delivery, and dedication to our mission of quality professional development. This workshop is based on brain research related to increasing time on task, creativity, problem solving, and risk-taking. From early morning sessions, until long after dark, the attendees participated in a variety of strategies, interactions, group aerobics, brain breaks and other learning experiences.



Looking for a way to reward and re-energize your experienced and dedicated faculty members? **Send them to the 2014 Academy next year!**

## “Are You Prepared for the Unexpected?” The Bolles School—Jacksonville, FL February 7, 2013

After a day-long workshop on the ‘unexpected’, our FCIS attendees felt VERY prepared for future challenges! In the morning, Tallahassee attorney Bill Krizner shared “Tales from the Labor Lawyer’s Crypt” with the audience. He recounted actual cases dealing with: problems with wage and hour issues, ADA compliance, obtaining references, conditional benefits, termination, accommodating religious-based requests, documentation when corrective action is needed, and work place violence. He strongly recommended having standardized procedures in place for all employees. We are living in an extremely litigious society and our schools are not exempt from law suits filed by employees, parents, and in some cases, students. Bill’s session provided valuable information for all FCIS member schools.

In the afternoon, Joe Markham, Executive Director of Transportation, Safety, Security and Crisis Management at Pine Crest Preparatory School in Ft. Lauderdale shared his expertise in the prevention of school violence. Joe has assisted the White House Staff, the Secret Service, and the Broward County Sheriff’s Office. He stressed the importance of crisis planning and the notion that a violent incident can occur anywhere. Research tells us that all school shooters have had mental health issues and that they nearly always tell someone about their violent plans. Rarely is there a “sudden explosion” of violence. Sadly, teachers are often the “first responder”. He strongly suggested that every school should:

- designate a “Head of Security”
- identify key actions for emergencies
- define the plan components
- educate the stakeholders
- inform teachers and parents of the plan, but avoid posting it on the school website
- be very aware of who is on the campus.



He also recommended contacting local police departments to inquire about a security survey. This is often a free service and will provide schools with an unbiased opinion about their overall safety measures. It can also serve to establish a good relationship with local law enforcement.

Feedback from the attendees indicated that it was a valuable experience with great relevance to our schools. Special thanks to The Bolles School in Jacksonville for hosting this workshop. The location, food, and ambiance were outstanding!



# FCIS-VISNET News

## FCIS-VISNET News

- FCIS is proud to announce the “21<sup>st</sup> Century Teaching Academy”, July 17-19 at All Saint’s Academy. This three day workshop is an opportunity for teachers and administrators to engage in discussion with presenters on an array of topics, including “How to teach creativity?”, assessment methods for today’s students, technology integration, use of classroom space for effective classroom collaboration and more! Details and registration information are available on the web site.
- Don’t wait! VISNET membership is available second semester for FCIS schools at 50% of the annual fee. If you’re considering membership, now is a great time to “test the waters”!
- The College & Work Readiness folks (CWRA) are offering a spring 2013 price of \$25 per student for VISNET schools. Skills assessed include: problem solving, critical reading and evaluation writing effectiveness and critiquing an argument.
- Upcoming free Wednesday Webinars from VISNET (registration on VISNET website):
  - February 27 – Carone Fitness
  - March 6 – CWRA and StarrMatica



Please contact Karen at [kmathews@fcis.org](mailto:kmathews@fcis.org) for additional information.

## FCIS Workshops

**Technology Workshop**  
April 23, 2013  
Tampa Preparatory

**Governance/Legal Workshop**  
April 24, 2103  
Tampa Preparatory

**Heads' Retreat**  
June 10-12, 2013  
Hammock Beach

**Evaluation Academy**  
June 12-13, 2013  
Hammock Beach

**21st Century Teaching Academy**  
July 17-19, 2013  
All Saints' Academy  
Winter Haven

**New Heads' Institute**  
July 25-26, 2013  
Sheraton Sand Key  
Clearwater

**Administrators' Retreat**  
July 28-30, 2013  
Sheraton Sand Key  
Clearwater

**2013 Convention**  
November 7-8, 2013  
Hyatt Regency Airport  
Orlando

**New Teacher Institute**  
September 22-24, 2013  
Mission Hills Resort  
Howey-in-the-Hills

## 2013 Heads' Luncheons

Save the date cards and/or invitations will be sent for the following area Heads' Luncheons. **Please feel free to contact another "area host", if you are unable to attend your area luncheon.**

**Tuesday, April 16, 2013**  
Tallahassee Area

Hosted by: Peter Klekamp, Holy Comforter Episcopal School

**Friday, April 26, 2013**  
Orlando Area

Hosted by: Cindy Moon, Park Maitland School

**Tuesday, April 30, 2013**

Tampa/St. Petersburg/Sarasota/Naples Areas  
Hosted by: Kevin Plummer, Tampa Preparatory School

**Thursday, May 2, 2013**

Boca Raton/Ft. Lauderdale/Coral Springs Areas  
Hosted by: Karen Feller, Donna Klein Jewish Academy

**Friday, May 3, 2013**  
Miami Area

Hosted by: Dr. Gregory Blackburn, St. Philip's Episcopal School

**Tuesday, May 7, 2013**

Jacksonville Area  
Hosted by: Cathy Hardage, St. Mark's Episcopal School

## Other Workshops

ISM

Summer Institute, June 23-July 20 VT [www.isminc.com/si](http://www.isminc.com/si)

SSATB

Annual Meeting, Sept. 18-22 PA [www.admission.org](http://www.admission.org)



## Accreditation Corner

*By Karen Mathews, Associate Director for Accreditation*

### Upcoming Events and Announcements from the FCIS Accreditation Office!

#### Workshops:

Summer Evaluation Academy for Heads of School

- June 12-13, 2013, following Annual Heads' Retreat
- Hammock Beach, Palm Coast
- Training for Heads who wish to serve as a Chair of an FCIS Accreditation team
- Contact Karen – [kmathews@fcis.org](mailto:kmathews@fcis.org) for additional information

“Preparing for an Evaluation” – for Administrators and Steering Committee Chairs

- Administrator's Retreat - July 28-30
- In-depth session available Monday afternoon
- Sand Key, Clearwater

#### Accreditation Reminders

- Unless you have been notified that your school qualifies for a review, please use the FULL Evaluation template for the self-study. If you're not 100% certain which to follow, call Karen.
- Please send a hard copy of the completed self-study to the FCIS Office at least two weeks prior to your visit.

#### Announcement for 2013-14 Review schools:

The FCIS Board has determined that schools that qualify for the Five Year Review must hold their evaluation visit between **September 15, 2013 and January 30, 2014**. As you begin planning for the accreditation visit, please begin with an evaluation visit date in mind. Qualifying schools were notified in July 2012.

Chair assignments will be sent to schools later this spring.



## Florida Kindergarten Council Corner

### FKC Grant Winner!

Congratulations to **Dr. Jennifer E. Tinker** at **Palm Beach Day Academy** in West Palm Beach for winning our first FKC grant! She will use the \$900 to support with creating the first schoolyard habitat guide for Palm Beach Day Academy's lower campus. The guide would include research by elementary students ages 4 – 9.

Thank you to everyone who submitted an application. The committee had a difficult time choosing from the wonderful proposals!

### Mark Your Calendars-FKC Convention 2013

#### *The World Is Our Playground*

The Doubletree by Hilton @ SeaWorld  
10100 International Drive, Orlando

#### Friday, October 11, 2013

6:30-8:00 Meet and Greet

Complimentary Beverages and Hors D'oeuvres

#### Saturday, October 12, 2013

7:30 a.m. Registration and Continental Breakfast

8:00 a.m. – 8:30 a.m. General Meeting

9:00 a.m. – 3:30 p.m. Sessions/Lunch

# School News

On Jan. 29, sixth grade students from the **Park Maitland School** in Maitland, watch as Marine One carrying President Barack Obama takes off from the South Lawn at the White House in Washington as he departs for Las Vegas, Nevada.



**Jewish Academy of Orlando** is pleased to announce that it has been named an Apple Distinguished School for 2012-13 school year. Their mission is to infuse technology into classroom instruction as an integral part of the curriculum.

**The Out-of-Door Academy's** Gabriella Costa, Payton Henson, Melanie Mason, Kevin Moody and Alex Ruschau are all being celebrated for getting a perfect score on a portion of the SAT exam. Congratulations!

On Jan. 12, four students from China arrived at Sarasota Airport with their teacher to face a new world of exciting opportunities through an exchange program with The Out-of-Door Academy.

On Jan. 24, **Jacksonville Country Day School** held a STEM Fair. The fair showcased STEM experiments and projects students in kindergarten through 6th grade have completed.

**Episcopal School of Jacksonville** has announced that Mark Brunell will be the school's next football coach and program director. Mark is a former NFL Quarterback for the Jacksonville Jaguars. Charley Zimmer, Acting Head of School, has graciously offered to serve the school in the role of Headmaster for the 2013-14 academic year.



**Montverde Academy** held a fundraiser, selling "light-up" novelty items for 6 year old Silas (Sy) Harger. Sy was diagnosed with Eosinophilic Esophagitis. Thanks to



Montverde for supporting a good cause. On Jan. 18, Montverde Academy Boys' Varsity Soccer team handily defeated Vero Beach High School 5-0 completing a third straight undefeated season.

On Feb 6, Montverde Academy was selected as the "Cool School of the Week" from Orlando Florida's Fox 35 morning news.

**Carrollwood Day School** announces Mr. Christopher Ryan as the new High School Principal. Christopher Ryan will replace Ryan Kelly who will be stepping into his new role as CDS Head of School on July 1, 2013.



**The Vanguard School's** English Department Chair, John Davis Jr., was awarded a writing workshop scholarship funded from *Image* Journal and the Davis Foundation. John attend the Glen West Workshop in Santa Fe, New Mexico this summer. Congratulations!

On Dec. 21, **St. John's Episcopal Parish Day School's** students and fathers from the Dads' Club donated gifts to patients at Tampa General Hospital's Children's Medical Center. Many of the children were unable to go home for the holidays due to health issues, and the students and the Dads' Club wanted to make their holiday a little brighter.



Congratulations to **Tampa Preparatory School's** Varsity Boys Soccer team on winning the 2013 1A State Title! The Terrapins took on Hillel Community Day School in a rainy State Final game yesterday, coming out on top, 1-0! This win is the second consecutive title and the 6th State title for the Boys Soccer program in the past 9 years! Congratulations!



**The Berkeley Preparatory** Buccaneers took back the Cup on Saturday, January 12th at the 10th annual Headmasters' Challenge, which was hosted by Berkeley. The annual challenge, a day-long competition against cross-town rivals Tampa Prep, resulted in a resounding success for the Buccaneers.



**Do You Have School News?**

Please send school news to Keara Danger at [kdanger@fcis.org](mailto:kdanger@fcis.org).