

INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

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Upcoming FCIS Events

New Teacher Institute
September 20-22, 2015
Mission Inn Resort,
Howey-in-the-Hills

Governance Workshop
October 4-5, 2015
Hyatt Orlando Airport

FCIS Annual Convention
November 4-6, 2015
Hyatt Orlando Airport

from the executive director...

Where has the summer gone? I suspect that most of you are either preparing to receive students or are already engaging with students for the 2015-16 school year. As we have packed more and more into summer planning, there appears to be little time between the ending of one year and the beginning of another.

Similar to all of you, the FCIS Office has been quite busy. First, we have been working on a re-design of our website, which will be rolled out this fall. In keeping with the theme of using technology for greater efficiency, we are in the process of designing a convention app which will debut in November. We are also exploring the development of software to make the accreditation process more efficient and school friendly. Finally, we are once again working with NAIS on **DASL** (Data and Analysis for School Leadership) for greater efficiencies; all FCIS schools will be submitting the required annual report in DASL, which opened on **August 10** for submission of data. The deadline for FCIS schools completing their annual reports in DASL is **October 26**.

In addition to these major projects, FCIS hosted several professional development events this summer. First, the Annual FCIS Heads' Retreat drew 54 heads, along with families and guests, to the beautiful South Seas Resort in Captiva. The theme was "Leadership and Change". Donna Orem with NAIS presented "Building and Nurturing the Board Your School Needs in a Time of Change", and Allan Calarco with the Center for Creative Leadership presented "The Art of Leading Change". The **2016 Heads Retreat** will be held **June 13-15** at the Naples Grande Beach Resort. On June 24-26, 2015, FCIS offered the third annual 21st Century Learning Academy in Tampa. This event featured state and national speakers, presenting on various topics to build and enhance curriculum for today's learners. The **2016 Academy** is already scheduled for **June 22-24** in Tampa. In July 2015, FCIS hosted four events at the Sanibel Harbour Marriott Resort, which included the third Annual New Heads' Institute, a Fundraising Seminar, the Administrators' Retreat, and an ISM Workshop on Enrollment. Next year, FCIS will be

hosting those events at the **Jupiter Spa and Resort** in Jupiter. As you can see, FCIS has had a full summer offering and planning events for our member schools.

Upcoming Events. FCIS has opened registration for various institutes that are a part of the Dale D. Regan Leadership Institute. First, the **Prospective Heads' Institute (PHI)** will begin with an introductory webinar on September 24. In our fourth year, FCIS now offers PHI I and II and is looking to add a third track for those who have been in the program for two years. PHI has graduated several new heads, and those individuals continue to share how valuable PHI has been to their success. PHI will hold a two-day seminar at Howey-in-the-Hills on **January 13 and 14**, along with other webinars throughout the school year and a gathering at the FCIS Convention.

On October 4-5, FCIS will once again offer "**FCIS Leadership Partners through Principles of Good Governance**" at the Hyatt Regency, Orlando International Airport. This two-day seminar is designed for heads and board chairs and is focused on the leadership partnership necessary to promote a healthy school environment, as well as principles of effective independent school governance.

FCIS Welcome. I would like to extend a special welcome to our 17 new FCIS Heads. Many of our new heads joined us for the New Heads' Institute at Sanibel Harbour. The new heads will be gathering for a **two-day seminar on January 12-13** at the Mission Inn in Howey-in-the-Hills.

2015 FCIS Convention. If you have not already done so, please mark **November 4-6** on your calendar for the 2015 FCIS Annual Convention which will be held at the Hyatt Regency Orlando International Airport. Featured speakers include **Tony Wagner, author of Creating Innovators**, and **Christian Long, co-founder of WONDER (by design)**.

Barbara H Hodges, Ed.D.
Executive Director

FCIS Required Annual Reports through DASL



Opening Date: August 10, 2015
Deadline Date: October 26, 2015

FCIS Bylaws require that all member schools submit an annual report to FCIS. These reports must be submitted through NAIS's Data and Analysis for School Leadership (DASL). Get started today by clicking the link below.
Questions? Contact Tam Nguyen at tnguyen@fcis.org.

<https://sso.nais.org/sso/login>

New Heads of School 2015-16

Abdulmajid Biuk
American Youth Academy, Tampa

Toni Weissberg
Jacobson Sinai Academy, North Miami Beach

Leslie Dangerfield
Arthur I. Meyer Academy, Palm Beach Gardens

Andrea Mowatt
Keystone Prep High School, Tampa

David Farace
The Bolles School, Jacksonville,

Theo Eggleston
Palm Harbor Montessori, Palm Harbor

Rick Kirschner
Canterbury School, Fort Myers

Larry Litwiller, Interim
Sarasota Christian School, Sarasota

Olen Kalkus
Carrollton School of the Sacred Heart, Miami

Tom Southard, Interim
St. Thomas Episcopal, Coral Gables

Jason Flom
Cornerstone Learning Academy, Tallahassee

Dan Ceaser
Temple Beth Sholom, Sarasota

Helena Levine
Donna Klein Jewish Academy, Boca Raton

Maria Chelala
U of Miami Global Academy, Miami

Bethany McKee-Alexander
Grace Christian School, Ocala

William Kopas
University School of NSU, Fort Lauderdale

Harold Maready
Vanguard School, Lake Wales

School News

Holy Trinity Episcopal School fourth graders created a mechanical hand to help a child who lost his fingers. Kevin Zhao, Douglas Dyer and Kiran Shay used a 3-D printer to print the hand and parts. The artificial hand took about four months to build and only \$50 in materials to make.



Discovery Education and 3M have announced that Jordan Hochman, a rising 7th grader at **Community School of Naples**, has been named one of 35 state merit winners in the 2015 Discovery Education 3M Young Scientist Challenge for his use of scientific thinking and imagination to dream up a solution to an everyday problem that could ultimately reshape the way we live our lives. Six students from CSN traveled to Salt Lake City to attend the annual Mu Alpha Theta National Convention. The outstanding individual and team scores resulted in CSN's recognition as the 3rd place school nationally in the small school division.



David Posnack Jewish Day School will make history on August 31, 2015, as they welcome 206 high school students to the new 50,000-square foot Paul & Maggie Fischer High School and Gymnasium. In addition to the new state-of-the-art high school classrooms, laboratories and library, the building houses new art and theater spaces, and gym facilities for the entire school.

Beaches Episcopal School is thrilled to announce that they are a Maker school. This "Maker Movement" is referred to as "the new Industrial Revolution", equipping young and old alike to stimulate their brains in order to develop unique solutions for projects in the areas of science, technology, engineering, art and mathematics. Beaches Episcopal School has reimaged traditional classrooms into spaces that cultivate curiosity, inspire wonder, encourage playfulness, and celebrate unique solutions. Congratulations!

The **Creative Learning Academy** class of 2015 Outward Bound experience was memorable in so many ways. This year, new friendships were made and a bond formed between 10 students that will never be broken. They left knowing how the 4 pillars — Physical Fitness, Compassion, Self-Reliance and Craftsmanship — will impact the rest of their lives.



Florida Kindergarten Council Corner



FKC Conference 2016—*The Art of Tinkering*

Friday, February 5, 2016

6:30-8:00pm Meet and Greet

Complimentary Beverages and Hors D'oeuvres

Saturday, February 6, 2016

7:30am Registration and Continental Breakfast

8:00am - 3:30pm General Meeting/Sessions/Lunch

The DoubleTree Sea World Orlando

10100 International Drive

Orlando, FL

800-327-0363



FKC Conference Logo Competition Form is Now Available!

www.fkconline.org, events & workshops

Deadline: September 29, 2015

FKC Conference Speaker Proposal Form is Now Available!

www.fkconline.org, events & workshops

Deadline: September 29, 2015

Accreditation Corner

By: Melissa Alton, Director of Accreditation

Webinar: Serving on an FCIS Evaluation Team

Date: October 7, 2015 at 3:30 PM

Presented by: Melissa Alton, Director of Accreditation

Description: This webinar outlines the basics of evaluation team membership, including team responsibilities, preparation for an evaluation, schedules and more. All participants will be eligible to sign up for the FCIS evaluation team member pool.

Who should attend? Any employee of an FCIS member school is welcome. This webinar is also recommended for current team members and for schools who have upcoming accreditation visits.

Webinar: Understanding FCIS Financial Standards

Date: October 15, 2015 at 10:00 AM

Presented by: Dr. Barbara Hodges, Executive Director

Description: This webinar reviews standards 3.8.1 - 3.8.11 in detail for FCIS schools that are preparing for an FCIS evaluation or that wish to gain greater insight into FCIS financial standards. Learn how your school can ensure compliance.

Who should attend? FCIS member schools' business managers, CFO's, Heads of School, Trustees, and those who oversee school finance or want to learn more about school financial operations.

Workshop: Refresher Session for FCIS Evaluation Chairs

Date: Thursday, November 5 at the FCIS Convention, Orlando

Who should attend? Current FCIS Evaluation Chairs should attend this session to review procedures, best practices, templates and forms, and more. Heads of School interested in learning more about the chairing process are also welcome.

Workshops:

- **Preparing Your School for an FCIS Full or FCIS Review Evaluation**
- **Serving on an FCIS Evaluation team**
- **FCIS/FKC-SACS or FCIS/FKC-SAIS: Joint Accreditation Visit**

Date: Friday, November 6 at the FCIS Convention, Orlando

Who should attend? Any employee of an FCIS member school is welcome. These workshops are strongly recommended for schools who have evaluations scheduled in 2015-2016 or 2016-2017.

Schools with Evaluations in 2015-2016:

All Heads of School were mailed letters at the start of August confirming the name(s) of your evaluation team Chair(s). Please contact your Chair(s) to confirm dates, schedules, and other details for your evaluation visit. Questions? Contact Melissa Alton, Director of Accreditation, at malton@fcis.org

Interested in serving on an FCIS Evaluation Team during the 2015-2016 school year? We are always on the lookout for educators who want to help other schools grow and improve by serving on an evaluation team. For information on how to sign up, please contact Director of Accreditation, Melissa Alton, at malton@fcis.org.

Your school's self-study: Write it right! Make sure your steering committee is using the correct template for the type of visit your school will undergo. Templates are available at www.fcis.org under "Info for School." If you are not sure which template to use, do not hesitate to contact the FCIS office for clarification.

Making a change? FCIS Bylaws require member schools to inform FCIS when they have a Change of Head, Change of Program, Change of Location, or Change of Ownership. Please inform the FCIS office of any upcoming changes in writing, either via e-mail or regular post. Need more information about what constitutes a change? Contact FCIS at (813) 287-2820 for assistance.

Accreditation Corner, Continued

By: Melissa Alton, Director of Accreditation

If your school has an evaluation in school year 2015-2016:

- All schools have been assigned a chairperson for their upcoming 2015-2016 evaluations. If you did not receive a letter disclosing the name of your Chair, contact the FCIS Office as soon as possible.
- Please schedule your evaluation dates with your assigned chairperson, if you have not already done so. Once the dates are set, please notify Director of Accreditation Melissa Alton (malton@fcis.org).
- Do not hesitate to contact the FCIS Office with any questions about your upcoming evaluation, required documents, preparing your self-study, etc. We are here to help!

FCIS 21st Century Learning Academy

June 24-26, 2015

At the end of June, 32 dedicated independent school teachers and administrators attended the *21st Century Learning Academy* at Corbett Preparatory School of IDS in Tampa. Bradley Meyer, 21st Century Learning Specialist at Holy Trinity Episcopal Academy, kicked off the first day with his session on creating authentic and engaging learning experiences with video tools. Sam Lindsay, Director of Technology at Saint Stephen's Episcopal School, introduced an engineering challenge that teaches students about aerodynamics, environmental factors, and teamwork. Debbie Rogers, Director of Instructional Digital Design at Riverside Presbyterian Day School, shared first-hand experiences and reflections on implementing her first design systems mindset initiative for pre-kindergarten and kindergarten students in which her students inductively explored the interrelationships of digital and physical tools to develop their literacy, numeracy, and social and design skills. Matthew Parets, Computer Science Teacher at Montverde Academy, gave a presentation on how to develop a team of programmers starting from scratch and building to state and university competitions.

On the second day, Dr. Jimmie Davis, Senior Software System Engineer with The MITRE Corporation and Chairman of STEMflorida, Inc., discussed the importance of integrating STEM into the curriculum and shared data and research about college preparedness and job opportunities in the field of STEM. In his inspiring presentation, he encouraged teachers and administrators to embrace a growth mindset toward innovation and change in teaching and learning and highlighted the critical role they play in preparing students for the future. Debbie Rogers returned to present a second session in which she outlined lessons that expose elementary students to the power of coding and highlighted programming as a contemporary literacy necessary to promote computational systems design thinking mindsets required in our complex world. Sharyn Gabriel and Betsy Marshall with Apple Education introduced Challenge Based Learning. This engaging, collaborative, and multidisciplinary approach starts with standards-based content and lets students leverage the technology they use in their daily lives to solve complex, real-world problems. In her session, Anna Baralt, Director of Educational Technology at Shorecrest Preparatory School, demonstrated how to use GPS technologies and geocaching to promote geography literacy through collaboration, problem-solving, and real-world projects. Ashley Brailsford, Coordinator for Partnership Development at the Council for Aid to Education, presented the trends in performance-based assessment and measuring 21st century skills, such as critical-thinking and written-communication skills, using the College Work and Readiness Assessment (CWRA+). Dr. Lisa Bianco, Head of Lower School, and Nicole St Amand, Director of Innovation and Educational Technology, both at Shorecrest Preparatory School, gave a presentation on the way in which project work, design thinking, and STEAM provide a process of inquiry and problem based learning that connects classroom lessons to real world experiences and topics of interest and promotes collaboration, critical thinking, creativity, and problem solving.

On the last day, Karl Schaefer, Digital Learning Coordinator at Durham Academy Middle School, introduced new tools for reimagining the textbook. Participants discussed the most popular formats for digital books, such as ePub and iBooks; explored two leading resources that allow teachers to create their own reimagined textbook using free and open educational resources (OER); and practiced making class resources with CK-12, Gooru Learning, and OER Commons. In his second session, Karl outlined strategies for combining Google Apps for Education (GAFE) with the iPad Operating System (iOS) to enhance students' learning.

FCIS 21st Century Learning Academy, Continued June 24-26, 2015

A number of the sessions were interactive and collaborative, and participants enjoyed exploring the different technologies, discussing new ways of developing 21st century skills in students, and connecting with colleagues at peer schools from around the state.

Special thanks to Dr. Joyce Swarzman and Corbett Preparatory School of IDS for hosting the Institute. We appreciate their enthusiasm for 21st century learning and their generous hospitality.



FCIS New Heads' Institute July 23-25, 2015

This year, nine new FCIS Heads met at the Sanibel Harbour Marriott Resort and Spa for a three-day institute. They participated in workshops on governance, board/head relationships, enrollment management, accreditation, Florida demographics, legal issues, financial sustainability, budgeting, fundraising, the FHSAA, and the impact of current legislation on independent schools. Informal discussions were held during the lunches and dinners.

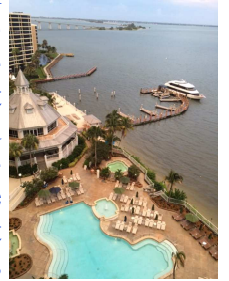
The final day of the institute was devoted to Fundraising. Advancement Officers from FCIS schools were invited to join our new Heads to hear a full day of topics, including: *Essential Components of Successful Fundraising*, *Building a Culture of Philanthropy by Engaging Leadership*, *Giving and Getting*, *Capital Campaigns*, *The Art of the Ask*, *Major Giving*, *Effective Prospect Research and Hiring*, *Attracting and Retaining Development Professionals*.

We want to thank all of our engaging and informative speakers: Dr. Jan Pullen, Head of School at Saint Stephen's Episcopal Day School in Bradenton; James Milford, Head of School at Maclay School; Suzanne Bogdan, Partner, Fisher & Phillips; Marc Levinson, Executive Director, MISBO; Janice Crampton, Executive Director, AISAP; Peter J. Gallo, Ph. D., Associate Head of School for Development at Saint Andrew's School and our Executive Director, Dr. Barbara Hodges. Based on the positive feedback from this three-day event, participants found the speakers knowledgeable and accessible and their expertise on the wide variety of topics invaluable. Participants also enjoyed networking and sharing experiences with each other and building supportive relationships within this cohort.



FCIS Administrators' Retreat July 26-28, 2015

In July, 43 FCIS administrators gathered at the Sanibel Harbour Marriott Resort in Fort Myers to participate in relevant and informative workshops, to engage in informal discussion groups, and to network with colleagues from across the state. On the first day, Hilary LaMonte, Vice President, Data and Analysis for School Leadership (DASL), National Association of Independent Schools (NAIS), discussed how to make the most of your data in DASL, an online tool that enables independent schools to find actionable data related to all aspects of their school operations. Hilary outlined how to use DASL to run benchmarking reports to compare their schools' figures to national, regional, or state figures, or to the customized comparison group of schools that they choose. She also asked participants to brainstorm in small groups about data related to academic program that would be helpful to include in DASL in the future. Hilary will also be presenting a session at this year's FCIS Convention in November.



On the second day, Bill Krizner, Managing Partner at The Krizner Group, led a dynamic dialogue covering the crucial topics of cohesive leadership and legal compliance. He explored the critical importance of varying team attributes constantly found in thriving independent schools across the country and offered practical steps to incorporate improved communications, affirm success, mediate conflict, and demonstrate forgiveness in order to strengthen school culture. In addition, Bill educated participants on varying employment law and school compliance topics. Given the record litigation and the dramatic increase in governmental audits impacting schools across the country, Bill encouraged participants to consider certain areas that are most likely to create costly legal exposure to independent schools. Topics included: key points of risk throughout the employment life cycle, common mistakes involving employee leave, recent changes to federal wage and hour laws, and creation of a social media policy that is compliant with the NLRB's recent decisions. Bill will also be presenting a session at this year's FCIS Convention in November.

Later that day, participants who have ever considered becoming a Head were encouraged to attend a Q&A session with our Executive Director, Dr. Barbara Hodges. Our Director of Accreditation, Melissa Alton, also offered a session to participants interested in learning how to prepare their schools for an FCIS visit. Melissa outlined the process for an evaluation and reviewed the FCIS standards, including how to write and organize a self-study and plan the logistics for the actual visit.

On the last morning, Bill Simmer, Director of Association Relations and Workshops at Independent School Management (ISM), presented a comprehensive session on how to assess the sustainability of schools for the future. He encouraged participants to consider the elements of their work that are non-negotiables and must be prioritized in order to succeed in implementing the mission of their schools and in developing their students. Bill explored what matters most for private/independent school leaders and the strategies needed to ensure that they spend their time and resources on achieving these goals. In the afternoon, Bill offered a second session, open to Heads, Administrators and Admissions' Officers in addition to participants of the Administrators' Retreat, on the shared responsibility of enrollment management. Bill made the case that enrollment demand is impacted more by what academic administrators do and how the Head of School supports them than by the admissions office. He proposed that Admissions' Officers channel the energy, organize the energy, and act as a catalyst to the energy. The energy itself comes through a healthy, mission driven, child focused, faculty engaging in powerful ways with students and parents. Bill underscored the importance of an entire management team working together to drive enrollment by understanding their own role and how they all must synergize together. Bill and his team from ISM will lead a Pre-Conference Workshop and present an additional session at the Convention.

Special thanks to our speakers, all those who attended and the Sanibel Harbour Marriott Resort and Spa for their warm hospitality and delicious food.



Prospective Heads' Institute I , Institute II & Institute III

Have you ever thought about becoming a head of school?

This program provides an opportunity to learn about the personal and professional qualities needed to lead effectively in the 21st century. If you are currently serving in an administrative role and you have given any thought to becoming a head of school or learning more about the responsibilities of a head of school, come and explore the many facets, challenges and rewards involved in a headship.

Four part program consists of:

Webinar, September 24 at 10:00 a.m. (PHI I and II)
Understanding FCIS Financial Standards Webinar, October 15 at 10:00 a.m. (PHI III)
Gathering, FCIS Convention, November 5
Seminar, Mission Inn Resort & Club, January 13-14, 2016
Webinar, March 10, 2016 at 10:00 a.m.

Cost: \$375 (includes webinars and two-day seminar at Mission Inn)
Mission Inn Resort Hotel Room: \$119 **Hotel Deadline: November 27, 2015**

New Teacher Institute

Sept. 20-22, 2015

Mission Inn Resort & Club, Howey-in-the-Hills

The Institute provides new and “nearly new” faculty members with an opportunity to connect with colleagues and to develop valuable skills and strategies for a successful start to a teaching career in independent schools.

Topics will include:

- Establishing Professionalism
- Understanding School Culture
- Planning Lessons
- Identifying Teaching and Learning Styles
- Maintaining a Healthy Work/Life Balance
- Finding Mentors
- Managing Your Classroom
- Communicating with Parents
- Setting Goals
- Understanding Legal Issues

Workshop and Meals: \$425 **Hotel: \$105** **Deadline: August 28, 2015**
Register at www.fcis.org, workshop and events

Leadership Partners through Principles of Good Governance

October 4-5, 2015

Orlando Airport Hyatt Regency

Join us for a two-day workshop for the leaders of Florida independent schools. The workshop will offer strategies for strengthening the partnership, support and collaboration between Heads and Board Chairs.

Topics will include:

- Building a Strong Partnership
- Communicating Effectively
- Addressing 21st Century Challenges in Independent Schools
- Developing a Strategic Plan
- Understanding Head and Board Expectations
- Conducting Performance Evaluations for Heads and Boards
- Establishing Good Governance

Workshop and Meals: \$395 **Hotel: \$124** **Deadline: Sept. 14, 2015**
Register at www.fcis.org, workshop and events

FCIS Professional Development Calendar 2015-16

Mark your calendars for these upcoming professional development opportunities.

New Teacher Institute
September 20-22, 2015
Mission Inn Resort,
Howey-in-the-Hills

Governance Workshop
October 4-5, 2015
Hyatt Orlando Airport

FCIS Pre-Conf: ISM
November 4, 2015
Hyatt Orlando Airport

FCIS Annual Convention
November 4-6, 2015
Hyatt Orlando Airport

**FCIS Post-Conf: Christian
Long, WONDER (by Design)**
November 6, 2015
Hyatt Orlando Airport

**Prospective Heads'
Institute I, II & III
January 13-14, 2016
Mission Inn Resort,
Howey-in-the-Hills**

**Academy for High
Performing Educators**
January 24-26, 2016
Corbett Prep at IDS,
Tampa

**Winter Symposium:
Finance and Legal
Workshop**
February 2, 2016
Technology Workshop
February 3, 2016
Pine Crest, Ft Lauderdale

Evaluation Academy
February 17, 2016
Lake Highland Preparatory,
Orlando

Heads' Retreat
June 13-15, 2016
Naples Grande Beach
Resort, Naples

Evaluation Academy
June 15-16, 2016
Naples Grande Beach

**21st Century
Learning Academy**
June 22-24, 2016
Corbett Prep at IDS,
Tampa

New Heads' Institute
July 21-23, 2016
Jupiter Beach
Resort & Spa

Fundraising Workshop
July 23, 2016
Jupiter Beach
Resort & Spa

Administrators' Retreat
July 24-26, 2016
Jupiter Beach
Resort & Spa



FCIS Webinars

**Prospective Heads'
Program Introduction**
Sept. 24, 2015 @ 10:00 a.m.

**Serving on an FCIS
Evaluation Team**
Oct. 7, 2015 @ 3:30 p.m.

**Understanding FCIS
Financial Standards,
Oct. 15, 2015 @ 10:00 a.m.**

**Understanding FCIS
Governance Standards**
Nov. 13, 2015 @ 10:00 a.m.

**Serving on an FCIS
Evaluation Team**
Jan. 21, 2016 @ 3:30 p.m.

Prospective Heads' Program Conclusion
Mar. 10, 2016 @ 10:00 a.m.

Legal Webinars with Suzanne Bogdan

*Discipline and Expulsion
of Students*
Sept. 25, 2015 @ 12:00 p.m.

*Professionalism in
Communication*
Oct. 22, 2015 @ 12:00 p.m.

***Personnel: Teacher Contacts
and Student/Adult Boundaries***
Nov. 17, 2015 @ 12:00 p.m.

***Bring your own Devices; Just
Don't Bring Me a Lawsuit***
Dec. 16, 2015 @ 12:00 p.m.

***Sex, Gender, Same Sex
Marriage - What it All Means***
Jan. 22, 2016 @ 12:00 p.m.

***FHSAA Update:
Understanding and Operating
Within the Guidelines***
Feb. 16, 2016 @ 12:00 p.m.