

INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

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Governance Workshop

October 6-7, 2013

Hyatt Regency, Coral Gables

2013 Convention

November 7-8, 2013

Hyatt Regency, Orlando

Prospective Heads' Institute I and II

January 15-16, 2014

Howey-in-the-Hills

from the executive director...

Are you wondering where has the summer gone? If so, I hope it is because this has been such a productive summer with some time set aside for vacation to refuel and prepare for the new school year.

FCIS hosted several new events this summer. On July 17 through 19, FCIS held its first-ever **21st Century Teaching Academy**, which featured various speakers versed in transforming instruction in our schools to meet the needs of students today. In response to evaluations by participants, the next rendition of this academy is being planned for next summer and will be called the **21st Century Learning Academy**, encouraging schools to send **teams of teachers and administrators** to consider new possibilities in our schools. The dates will be **June 18 through 20, 2014 in Tampa**, so reserve those dates now.

On July 18 through 20, eleven heads gathered for the first-ever **FCIS New Heads Institute**. The institute featured national speakers on enrollment management, financial sustainability, human resources, hot legal issues, and fundraising, as well as local speakers on Florida demographics, FCIS accreditation, and Florida Legislature. The **FCIS New Heads' Institute** was held in conjunction with the **FCIS Administrators' Retreat** to give schools an opportunity to allow new heads to interface with their administrative teams. The **2014 New Heads' Institute** will be held **July 24 through 27, 2014** at the **Hutchinson Island Marriott Beach Resort and Spa**, followed by the **2014 Administrators' Retreat July 28 through 30**. As you can see, FCIS has been quite busy.

Upcoming FCIS Events. FCIS is now opening registration to another new event, as a part of the Dale D. Regan Leadership Institute. **On October 6 and 7** at the **Coral Gables Hyatt Regency**, FCIS will present "**FCIS Leadership Partners through Principles of Good Governance**", a two-day seminar designed for heads of school and

their

board chairs. This seminar will focus on the leadership partnership between heads and chairs to promote a healthy school environment as well as principles of effective governance.

In addition, the second **Prospective Heads' Institute (PHI)** is open for registration. PHI will kick off with an introductory webinar on September 25 and will consist of webinars, a gathering at the FCIS Annual Convention, and a two-day seminar at The Mission Inn Resort at Howey-in-the-Hills on January 15 and 16. The introductory and closing webinars feature a panel of experienced heads, who bring timely and relevant information to anyone considering the headship. New this year, individuals completing the 2012 Prospective Heads Institute will be offered an opportunity to register for the second track of PHI, which will offer webinars and a seminar at The Mission Inn.

FCIS Welcome. I would like to extend a special welcome to our **24 new FCIS Heads**. Several of our new heads joined us for the New Heads' Institute in Clearwater and have already learned about the support of our association. I am sure that our other new Heads will quickly learn about the collegiality of heads in our FCIS schools.

2013 FCIS Convention. If you have not done so already, please mark **November 7 and 8** on your calendar for the 2013 FCIS Annual Convention which will be held at the **Hyatt Regency Orlando International Airport** this year. Among the speakers will be **Richard Honack, Professor, Kellogg Center for Non-Profit Management, Northwestern University**, and **Eric Mazur, Professor, Harvard University**, widely known for his presentations on "**Confessions of a Converted Lecturer**". This is a convention you will want to attend.

Barbara H. Hodges, Ed.D.
Executive Director

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

We certainly have some VERY dedicated teachers in our FCIS schools! Twenty five eager and enthusiastic attendees arrived at All Saints' Academy in mid-*July* (!!) for a three day learning experience! Felix Jacomino, Director of Technology at St. Stephen's Episcopal School in Coconut Grove, opened the event with a presentation on Technology and Character Education. Felix also provided examples of a variety of tools and apps for classroom teachers to incorporate into project based learning. Ashley Brailsford, a consultant from the Council for Aid to Education, presented a session describing an assessment tool that measures critical thinking skills, analysis, problem solving, critical reading, evaluation and more, for middle and upper school students: The College and Work Readiness Assessment (CWRA). Susan Bearden's session demonstrated the importance of using Twitter to follow educational leaders, trends in education and to share experiences with others in our field. Susan is the Director of Technology at Holy Trinity Episcopal Academy in Melbourne. Saeed Arida, Founder and Chief Excitement Officer of NuVu Studio in Cambridge, Massachusetts, gave a presentation highlighting the creative and innovative work being done with students in a hands-on learning environment, where students are coached and mentored as they create projects using tools of the 21st century. In keeping with the Academy's theme, Prakash Nair, President of Fielding Nair Architects, presented "School Designs for the Creative Age", with visual presentations of independent school renovations in several FCIS schools. Alysa Nolen, Director of Technology, led a practical session on the use of Evernote, demonstrating the many ways that this app may be used to facilitate the work of educators. On the last day, Emmanuel Schanzer, the Program Director of Bootstrap, gave an inspiring presentation on how to use his program to teach algebra and functional programming to students by having them create their own videogames. The test of the value of these three days was evident as participants were reluctant to leave because they were so engaged in learning.

Our thanks to All Saints' Academy for their gracious and generous hospitality!

**New Heads' Institute/Fundraising Workshop
July 27-29, 2013
Sheraton Sand Key**

If you attended the "first ever" FCIS New Heads' Institute, you came away with an enormous amount of information, suggestions, advice and inspiration! The eleven attendees 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 affecting independent schools! Informal discussions were held during the lunches and dinners. We want to thank all of our interesting and informative speakers: Suzanne Bogdan, Fisher & Phillips Labor Lawyers; Marc Levinson, Executive Director, MISBO; Janice Crampton, Executive Director, AISAP; Brad Reed, Director of Admission, The Bolles School; Brenda Dickinson, Legislative Consultant; and our Executive Director, Dr. Barbara Hodges. The final day of the Institute, Paula Schwartz, Co-Director, Advancement Academy and Senior Consultant from ISM, presented a full day workshop on "21st Century Master Plan for Capital Campaign Readiness and Record Success". All FCIS heads, trustees, advancement and development officers were invited to attend, and seventeen schools were represented. Several schools brought "teams". In her workshop Paula provided specific information on assessing the school's readiness to begin a campaign, identifying the leaders, defining the role of the board of trustees, dealing with donors, and much, much more!

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

Clearwater Beach was the destination for this year's retreat. More than 60 FCIS administrators gathered to engage in informal discussion groups, participate in a variety of interesting workshops and of course to enjoy the beach, the pool, and the gym. On Sunday, Dr. Joan McGettigan, Director of Educational and Information Technology at North Broward Preparatory School, demonstrated a variety of ways that students can create a positive digital footprint, including the use of electronic portfolios in lower, middle and upper grades. Later on, these portfolios can be used in the college admission process or as students begin to market themselves as they enter the work force. Teaching students positive ways to use the Internet is just as important as making them aware of the potential dangers. Joan will be a presenter at this year's FCIS convention in November.

On Monday, Lori Smith, Esq., an attorney with Zimmerman Kiser and Sutcliffe, discussed one of today's 'hot button' issues: the use of social media with teachers, students and parents. Lori's presentation included acceptable uses, ways to avoid potential dangers, and ideas for staff training. Her workshop also included ways to deal with difficult parents and employment law regarding handbooks, job descriptions, contracts and terminations. Lori has spoken at several FCIS conventions in past years.

In the afternoon, attendees interested in learning how to prepare their schools for an FCIS visit attended a workshop led by our Executive Director, Dr. Barbara Hodges. This session explained the difference between a five-year full and five-year review visit, and included the latest FCIS standards, how to write and organize the self study, and the logistics for the actual visit.

Tuesday morning, Terry Moore, from Independent School Management (ISM), presented a comprehensive workshop on attracting, developing and evaluating faculty in the 21st century. Topics in this workshop were: faculty development models, coaching and mentoring, identifying characteristics of excellence, communicating clear and realistic expectations and providing feedback. Our own feedback from previous retreats has shown that this topic is of great interest to many administrators, and Terry provided an interesting, practical and research-based workshop! Later in the afternoon, Terry spoke to a smaller group about the advantages of "merit pay" for teachers. In this session he outlined traditional pay scales and introduced reasons for change. He provided criteria and rationale for moving to merit pay and addressed concerns.

Our thanks to all those who attended and to the Sheraton Sand Key Resort for their warm hospitality and amazing food!

New Teacher Institute Sept. 22-24, 2013

**New Location: Mission Inn Resort & Club
Howey-in-the-Hills**

Provide your new and "nearly new" faculty with a variety of strategies for a successful year!

- Teaching and learning styles
- Strategies for classroom management
- School politics, Parent conferences, Professionalism
- Writing comments and grades
- Subject and grade level discussions
- Legal issues related to classroom supervision, social media, field trips and more!

Workshop and Meals: \$350 Hotel: \$110 Deadline: Sept. 5, 2013
Register at www.fcis.org, workshop and events

Leadership Partners Through Principles of Good Governance

**Oct. 6-7, 2013
Hyatt Regency, Coral Gables**

This **new** workshop offers the FCIS heads and board chairs time to gather together to strengthen their leadership partnership. Collaboration about the challenges and opportunities available in leading an independent school will also be a related focus.

Workshop and Meals: \$379 Hotel: \$159

Deadline: Sept. 16, 2013

Register at www.fcis.org, workshop and events



FCIS-VISNET

Brought to you by FCIS, in partnership with the
North Carolina Association of Independent Schools



FCIS is a partner with VISNET, a virtual school network created by the North Carolina Association of Independent Schools (NCAIS) with funds from the Edward E. Ford Foundation in 2009. Exclusive to FCIS accredited schools in the state of Florida, VISNET provides FCIS member schools with an array of professional development, online courses, blended learning resources and a rich content repository. After joining, VISNET schools will then have the opportunity to enhance 21st century learning resources – EPSCO, BrainPop, Middlebury Language Program, Haiku and many more at discounted prices!

Some highlights include:

- Unique elective courses where a student is an “intern” in a Green Industry or studies Video game design, cartoon animation or Gothic Literature
- Professional Development opportunities including a summer conference for 21st Century Teachers and access to Campus Outreach Services webinar series with topics such as Internet Safety, Mental Health & Stress, Body Image and Alcohol Risk
- EBSCO – library database and resources, already used in FL state Universities
- Middlebury Language Institute competency and fluency programs, with native speakers in real-life situations
- Carone Fitness Program, where students can complete PE and health requirements in an innovative and stimulating program

VISNET membership guidelines for FCIS schools for the 2013-14 school year will remain the same! If you are a current VISNET member, details will be sent out soon. New members, go to fcis.vis-network.org/ or contact Tam at tnguyen@fcis.org for additional information.

FCIS Workshops

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

Governance Workshop
October 6-7, 2013
Hyatt Regency, Coral
Gables

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

**Prospective Heads’
Institute I and II**
January 15-16, 2014
Mission Hills Resort,
Howey-in-the-Hills

**Academy for High Per-
forming Educators 2014**
January 26-28, 2014
Corbett Preparatory @ IDS,
Tampa

Legal Webinars with FCIS and Suzanne Bogdan

Monday, Sept 16
Truth in Lending: Make Sure
Your Enrollment Agreements
Aren’t Creating More Liability
Than Revenue

Tuesday, October 15
International Student Pro-
grams: Managing the Process
and Risks

Tuesday, November 12
Voluntary Retirement
Plans: Encouraging Appropri-
ate Turnover Within Your
School

Thursday, December 12
Investigations of Student and
Employee Issues: Avoiding
Traps for the Unwary

Friday, January 10
Skeletons in the Closet: Risks
and Guidance for Managing
Claims (Ancient or Current)

Thursday, February 13
FHSAA Update: Understand-
ing and Operating Within the
Guidelines

Time: 12:00 (noon) - 1:00pm
Cost: **Free** for member schools
www.fcis.org

Other Workshops

SSATB Annual Meeting
Sept. 18-22 PA www.admission.org
NAIS Annual Convention
Feb 26-28, 2014 FL www.nais.org

NAIS STATS Online

July 17, 2013
All surveys open for data entry

October 25, 2013
All surveys close

Prospective Heads Institute I and Institute II

Have you ever thought about becoming a head of school?

Excellent opportunity for any Division Head, Assistant/Associate Head or Administrator to explore the facets, challenges and rewards involved in a headship.

Four part program consists of:

Webinar, September 25 at 10 a.m.

Gathering, FCIS Convention, November 7

Seminar, Jan. 15-16, 2014 - Mission Inn Resort & Club, Howey-in-the-Hills

Webinar, March 13, 2014 at 10 a.m.

Cost: \$295 includes webinars, seminar/meals at Mission Inn and seminar materials

Mission Inn Resort Hotel Room: \$109

Register at www.fcis.org, workshop and events



Accreditation Corner

Upcoming Events and Announcements from the FCIS Accreditation Office!

The deadline for completing the Annual Report is **September 12, 2013**. Please remember to note any Changes (Change of Head, Change of Program, Change of Location) which would require a one day visit.

Webinar: FCIS Financial Standards— A one hour webinar on 3.8 Business and Finance

Date: Oct. 9, 2013

Why: To review in detail standards 3.8.1 - 3.8.11 for FCIS schools that are preparing for an FCIS evaluation or wish to gain greater insight into the financial standards; how can schools ensure compliance?

Who: Dr. Barbara Hodges, Executive Director

For Whom: FCIS Business managers, CFO's, Heads of School, Trustees

Workshop: November 7-8, 2013—Hyatt Regency Airport Orlando—FCIS Convention

Three accreditation sessions will be offered:

- 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

If your school has an evaluation scheduled for 2013-14 or 2014-15, please plan to attend!

2013-14 Accreditation visits

- FCIS and FKC Chair information has been sent to Heads of School
- Please contact Chairs directly to schedule dates for evaluation
- **FCIS/FKC Review** evaluations—must be held between Sept. 30—Jan. 15, 2014
- It is **strongly** recommended that an administrator/Steering Committee Chair attend one of the above sessions as you prepare for your Five-Year Evaluation

School News

St. Joseph's Episcopal School, Boynton Beach, announced the expansion of its current student resource department to include guidance counselor services for students and parents beginning in Sept. Tami Pleasanton, Head of School, welcomed and congratulated Philomena Smith on her position as Guidance Counselor.

Community School of Naples' International Program has grown quite rapidly since 2010. This year, 2013-14, they enrolled 21 Chinese students from ten cities, ranging in age from 8-19. CSN announced Tricia Helenbolt as the New Director of Admissions.

Wendy Bieneman and Rochelle Ibanez Wolberg, teachers at **Palm Beach Day Academy** in West Palm Beach, were selected from a pool of more than 500 applicants to participate in the Library of Congress Teaching with Primary Sources Summer Teacher Institute. During the five-day program, participants worked

with Library education specialists and subject-matter experts to learn effective practices for using primary sources in the classroom, while exploring some of the millions of digitized historical artifacts and documents available on the Library's website.

The Johan Cruyff Foundation chose **Montverde Academy** for the first ever Cruyff Court in the United States. It is through the construction of small-side soccer fields known as "Cruyff Courts" where the mission of Johan Cruyff Foundation has helped millions of children around the world by giving them their playgrounds back. The court is expected to open later this year. Goalie Jaeda Smith, a native of Bermuda and Montverde Academy class of 2014, was recently chosen as one of six students awarded scholarships from the Pembroke Hamilton Club Foundation (PHC) ([view a PHC Foundation introduction video here](#)) during their sixth annual awards celebration.

New Heads of School, 2013-14

School	City	Head of School
Beaches Episcopal School	Jacksonville Beach	Martha Milton
Bolles School	Jacksonville	Brad Johnson
Cambridge Christian School	Tampa	Tim Euler
Carrollwood Day School	Tampa	Ryan Kelly
Christ's Church Academy	Jacksonville	Dr. Madison Nichols
Community School of Naples	Naples	David Watson
Cornerstone Learning Community	Tallahassee	Tony Brown
Creative Learning Academy	Pensacola	Dana DeYoung
Genesis Preparatory School	New Port Richey	Dr. Melissa Nurrenbrock
Glades Day School	Belle Glade	Amie Pitts
Grace Episcopal	Orange Park	Sharon Chapman, Interim
Holy Trinity Episcopal Academy	Melbourne	Christopher Hayes
Jacobson Sinai Academy	Miami	Nancy Posner
Jewish Academy of Orlando	Orlando	Shari Wladis, Interim
Miami Shores Presbyterian	Miami Shores	Otis Wirth
Noonan Academy	Ft. Myers	Mindy Pflieger
Palmer Trinity School	Palmetto	Tom Reed, Interim
Saint Andrew's School	Boca Raton	Peter Benedict
St. Andrew's Academy	Ft. Pierce	Jim Young
St. Barnabas School	Deland	Dr. Betty Creamer
St. Christopher's By-the-Sea	Key Biscayne	Dr. Mary Ellen Cassini
St. John's Episcopal	Homestead	Ms. Lakshmi Nair
Saint Paul's School	Clearwater	Nancy Wood, Interim
Sheridan Hills Christian	Hollywood	William J. Hewlett III
Westlake Christian School	Palm Harbor	Jayenne Roggenbaum



Registration Now Open!
www.fkconline.org

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

For complete registration information go to
www.fkconline.org, workshop and events.

Keynote Speaker

Dr. Sharon Shaffer

Early Learning in Museums, Principal

Cost: \$100 per person, Send 10 attendees and get 1 attendee FREE!!!!

Deadline: Friday, September 20, 2013

Dr. Sharon Shaffer, the Founding Director for the Smithsonian's model early childhood program, will share her personal passion for teaching with objects – from cultural artifacts and natural specimens to works of art. This teaching methodology is referred to as object-based learning, an educational practice that reflects a museum perspective and emphasizes critical thinking methodologies. Dr. Shaffer will explain object-based learning, offer examples of classroom practice, and touch on the benefits for children. An object lesson – with a hands-on experience for everyone – will model the technique and demonstrate positive outcomes from teaching with objects.