

INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

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New Teacher Institute

September 21-23, 2014

Mission Inn Resort,

Howey-in-the-Hills

Leadership/Governance

October 5-6, 2014

Hyatt Regency

Orlando Airport

2014 Convention

November 20-21, 2014

Hyatt Regency Riverfront,
Jacksonville

from the executive director...

Are you like me asking where did the summer go? Summers no longer move at a slower pace; most of our schools are engaged in completing projects or active planning for the future, and time passes so quickly.

Just like all of you, FCIS has had a busy summer. First, FCIS welcomed **two new staff members** this summer – **Alison Carlson**, Director of Professional Development, and **Melissa Alton**, Director of Accreditation. Alison has been with us since June 1, and Melissa came on board July 1. The FCIS Office is thrilled to have these two individuals on our team and encourage you to get to know them better. Second, FCIS has been working on customizing software to manage the **Master In-service Program (MIP) online**. Keara and Tam have spent many hours working with the software developer, who lives in London. We believe this will be a benefit to our member schools and to the FCIS Office. Next, FCIS has been working with **NAIS on DASL (Data and Analysis for School Leadership)**. The FCIS Annual Report will be compiled through DASL, along with providing all of our schools with a resource of data that may be used for setting goals, assessing those goals, and planning for the future, not to mention the ability to create comparison school groups for the purpose of benchmarking.

In addition to those major transitions and projects, FCIS hosted several events this summer. The Heads' Retreat drew almost 50 heads of school to Bonita Springs, where Bill Krizner presented "The Seven Cornerstones in Creating Cohesive Culture", and Richard Honack presented "Strategic Thinking in the Nanosecond Culture". **Heads' Retreat 2015** will be at the **South Seas Island Resort in Captiva on June 15-17**. On June 18-20, we offered the second annual 21st Century Learning Academy in Tampa. This event featured state and national speakers, encouraging schools to make the transformations necessary to meet the needs of students of today. The next **21st Century Learning Academy** is already scheduled for **June 24-26, 2015** in Tampa. In July 2014, FCIS hosted the second New Heads' Institute, a Fundraising Seminar, and the Administrators' Retreat at

Hutchinson Island. Next year, all of those events will be held at the **Sanibel Harbour Marriott with New Heads on July 23-25** and **Administrators' Retreat on July 26-28**. As you can see, the FCIS Office has been very busy.

Upcoming FCIS Events. FCIS is now opening registration for another event, as a part of the Dale D. Regan Leadership Institute. **On October 5 and 6** at the **Hyatt Regency Orlando International Airport**, FCIS will present "**FCIS Leadership 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.

This year, we will offer the third **Prospective Heads' Institute (PHI)**; several of our past participants are now heads of school. PHI, kicking off with an **introductory webinar on September 24**, 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 14 and 15**. The introductory and closing webinars feature a panel of experienced heads, who bring timely and relevant information to anyone considering headship. We will again be offering two tracks, one for those new to the program and one for past participants.

FCIS Welcome. I would like to extend a special welcome to our **21 new FCIS Heads**. Several of our new heads joined us for the New Heads' Institute in Hutchinson Island and have already learned about the support of our association.

2014 FCIS Convention. If you have not done so already, please mark **November 20 and 21** on your calendar for the 2014 FCIS Annual Convention which will be held at the **Hyatt Regency Jacksonville Riverfront**. Among the speakers will be **Dr. Yong Zhao, Presidential Chair and Director of The Institute for Global and Online Education**, and **John Hunter, Author and Developer of the "World Peace Game"**.

Barbara H Hodges, Ed.D.
Executive Director

FCIS Workshops

New Teacher Institute
September 21-23, 2014
Mission Inn Resort,
Howey-in-the-Hills

Leadership/Governance
October 5-6, 2014
Hyatt Regency,
Orlando Airport

**ISM Pre-Convention
Workshop**
Schools That Win
November 19, 2014
Hyatt Regency Riverfront,
Jacksonville

2014 Convention
November 20-21, 2014
Hyatt Regency Riverfront,
Jacksonville

**Prospective Heads'
Institute I and II**
January 14-15, 2015
Mission Inn Resort,
Howey-in-the-Hills

**Academy for High
Performing Teachers
and Administrators**
January 25-27, 2015
Corbett Prep at IDS,
Tampa

Evaluation Academy
February 15, 2015
Lake Highland Prep,
Orlando

Heads' Retreat
June 15-17, 2015
South Seas Resort,
Captiva Island

Evaluation Academy
June 17-18 2015
South Seas Resort,
Captiva Island

**21st Century Learning
Academy**
June 24-26, 2015
Corbett Prep at IDS,
Tampa

New Heads' Institute
July 23-25, 2015
Sanibel Harbor Marriott,
Fort Myers

Administrators' Retreat
July 26-28, 2015
Sanibel Harbor Marriott,
Fort Myers

Legal Webinars

Presented by FCIS and Suzanne Bogdan

Tues, Sept. 30, 2014
Understand Your
Rights and Obligations
Regarding
Transgender Employ-
ees and Students

Wed, Oct. 8, 2014
Who is Negotiating and
Managing Your School's
Vendor Contracts? Do you
Know What the Provisions
Mean? Are They Binding
on You?

Fri, Nov. 7, 2014
Supervisor Bootcamp:
Drill Down on Coach-
ing, Counseling, and
Appropriate Documenta-
tion to Encourage Em-
ployee Improvement
and Reduce Liability for
Non-Renewals and
Separations

Tues, Dec. 16, 2014
Five Things Your
School is Probably Do-
ing that May Be Illegal

Wed, Jan. 7, 2015
Americans With Disa-
bilities Act: Learn the
Roadmap for Working
through ADA
Issues with Students
and Employees

Thurs, Feb. 12, 2015
FHSAA Update:
Understanding and
Operating Within the
Guidelines

Time: 12:00p.m. - 1:00p.m.
Cost: Free for member
schools
www.fcis.org

FCIS Webinars

Wednesday, Oct. 1, 2014
Serving on an FCIS
Evaluation Team
3:00p.m. - 4:00p.m.

Friday Oct. 17, 2014
Understanding FCIS
Financial Standards
10:00a.m. - 11:00a.m.

Thursday, Nov. 13, 2014
Understanding FCIS
Governance Standards
10:00a.m. - 11:00a.m.

Friday, Jan. 9, 2015
Serving on an FCIS
Evaluation Team
3:00p.m. - 4:00p.m.

Other Workshops

SSATB Annual Meeting
www.admission.org
Sept. 17-20, 2014
Orlando, FL

2015 NAIS Annual Conference
www.nais.org
February 25-27, 2015
Boston, MA

Teachers

2015 NCHE Conference
National Council for History Education
"Encounters in History"
Flagler College, St. Augustine
March 19-21, 2015
more information can be found at:
www.nche.net/conference

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 24 at 10:00 a.m.

Gathering, FCIS Convention, November 20

Seminar, January 14-15, 2015 - Mission Inn Resort & Club, Howey-in-the-Hills

Webinar, March 12, 2015 at 10:00 a.m.

Cost: \$345 (includes webinars, seminar/meals at Mission Inn and seminar materials)

Mission Inn Resort Hotel Room: \$104

Register at www.fcis.org, workshop and events

New Teacher Institute

Sept. 21-23, 2014

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

Workshop and Meals: \$385

Hotel: \$102

Deadline: August 22, 2014

Register at www.fcis.org, workshop and events

Leadership Partners Through Principles of Good Governance

Oct. 5-6, 2014

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: \$119

Deadline: Sept. 5, 2014

Register at www.fcis.org, workshop and events



FCIS 21st Century Learning Academy June 18-20, 2014

In mid-June, close to 50 dedicated independent school teachers attended the *21st Century Learning Academy* at Corbett Preparatory School in Tampa. Matt Wilson, Director of School Operations and Technology at Jacksonville Country Day School, kicked off the Academy with an introduction to *Edmodo*, offering ideas for how to use this learning management platform to collaborate with colleagues and students. Robert Ponzio, Chair of the Fine Arts Department, and Jason Stahl, Band Teacher, both at Oak Hall School, gave an inspiring presentation about their global education program and the personal interactions and creative collaboration that their students have developed with schools and communities around the world. They provided participants with strategies and resources to start developing global education programs in their own schools. Dr. Joan McGettigan, Director of Educational/Information Technology at North Broward Preparatory School, shared a list of the “must have” apps for creating assessments and podcasts, annotating infographics, collaborating with colleagues and so much more.

On the second day, Tom Pilecki, educator, musician, and co-author of *From STEM to STEAM*, highlighted the value of integrating the arts into STEM, shared practical strategies for authentic integration, and demonstrated successful projects from this movement. In her hands-on session, Susan M. Bearden, Director of Information Technology at Holy Trinity Episcopal Academy, showed participants how to use *Twitter* as a professional development tool to build personal learning networks, connect with colleagues and follow leaders in education. Rita Kienle, Academic Technology Integrationist, and Lynn Wilbur, Mathematics Teacher, both from Trinity Preparatory School, demonstrated how to “flip” a classroom and suggested free tools to get started. In her interactive session, Dr. Denise Spirou, Head of The Weiss School, engaged participants in fun lessons designed to captivate 21st century learners in the classroom. Dr. Joan McGettigan returned to give a presentation on using *Google* as a learning system and taking advantage of all its useful tools for teaching and learning. Dottie Smay and Courtney Walker, both Maker-Media Specialists at Shorecrest Preparatory School, introduced participants to the “Maker Movement”. They shared resources, equipment, and activities for fostering a “maker mentality” and creating a “makerspace” for project-based learning in their school.

On the last day, Dr. Danielle Herro, Assistant Professor of Digital Media and Learning at Clemson University, presented research and statistics that support gaming and game-like environments to hone 21st century skills. She detailed large-scale initiatives and classroom examples using video games for learning through meaningful play. Dr. Elizabeth Shaunessy-Dedrick, Associate Professor of Gifted Education, College of Education, University of South Florida, wrapped up the Academy with her session on creativity. She introduced different conceptions of creativity, presented research on cultivating creativity, and offered strategies for nurturing creativity in students. Participants left the Academy energized and eager to use and share what they learned about 21st century learning in their schools.

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

FCIS Administrators' Retreat July 27-29, 2014

Forty-eight administrators gathered at the Hutchinson Island Marriott Resort and Marina for 3 days of workshops and relaxation! Several schools sent their entire administrative staff, while others sent individuals. Workshops included: *Building Relationships and Maximizing Resources Through Community Based Educational Partnerships* with Dr. Roxanne Davies, Associate Vice President for Mission and Institutional Effectiveness, Barry University in Miami, and Dr. Joan Lutton, Retired Head, The Cushman School in Miami; *Leveraging Change* with Donna Orem, COO of the National Association of Independent Schools (NAIS); *Preparing Your School for an FCIS Evaluation: Five Year or Five Year Review* with Melissa Alton, Director of Accreditation; and *A New Learning Landscape* with Jeff Utecht, Educator, Consultant, Blogger, Author, Apple Distinguished Educator, and Google Apps for Education Certified Trainer. Feedback from this event was extremely positive for all speakers! Attendees also had time to explore the beautiful beach and visit several local attractions.

FCIS New Heads' Institute July 24-26, 2014

This year eleven attendees met at the Hutchinson Island Marriott Resort and Marina. They participated in workshops on governance, board/head relationships, enrollment management, accreditation, Florida demographics, legal issues, financial sustainability, budgeting, fundraising, the FHSA, 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: Dr. Jan Pullen, Head of School at Saint Stephen's Episcopal Day School in Bradenton; Suzanne Bogdan, Fisher & Phillips Labor Lawyers; Marc Levinson, Executive Director, MISBO; Janice Crampton, Executive Director, AISAP; Brenda Dickinson, Legislative Consultant; and our Executive Director, Dr. Barbara Hodges.

The final day was devoted to Fundraising and special thanks go out to Peter J. Gallo, Ph. D., Associate Head of School for Development, Saint Andrew's School. In addition to our new heads, advancement and development officers from FCIS schools were invited to hear a full day of topics such as: *Essential Components of Successful Fundraising, Giving and Getting, Capital Campaigns, The Art of the Ask, Why Leadership Matters, Major Giving*, and many more!

Feedback from this three-day event indicates that all speakers and topics were well received and considered valuable by all in attendance.

DASL/FCIS Annual Report

FCIS Annual Reports will now be done through Data and Analysis for School Leadership (**DASL**) on the **NAIS website**. This new resource will allow FCIS schools to make comparisons with other FCIS schools, as well as with schools from other associations of which they are members. For more information go to www.fcis.org, "news". [Click here for more information.](#)

Survey Now Open
All Surveys Close—October 25, 2014

Florida Kindergarten Council Corner



Mark Your Calendars – FKC Convention 2015

Friday, January 30, 2015

6:30pm - 8:00pm Meet and Greet

Complimentary Beverages and Hors D'oeuvres

Saturday, January 31, 2015

7:30am—Registration and Continental Breakfast

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

The DoubleTree SeaWorld Orlando
10100 International Drive
Orlando, FL
800-327-0363

FKC Convention Speaker Proposal Form is Now Available!

www.fkconline.org, events & workshops

Deadline: November 4, 2014

FKC Convention Logo Competition Form is Now Available!

www.fkconline.org, events & workshops

Deadline: November 10, 2014

FCIS Accreditation Corner

Upcoming Events and Announcements from the FCIS Accreditation Office

Webinar: Serving on an FCIS Evaluation Team

Date: October 1, 2014 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 a visit, visit 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: FCIS Financial Standards

Date: October 17, 2014 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.

Workshop: Chairing an FCIS Evaluation Team

Date: Thursday, November 20 at the FCIS Convention, Jacksonville

Who should attend? Heads of School interested in becoming leaders in FCIS accreditation efforts. Also recommended for Heads whose schools are being evaluated in 2014-2015 or 2015-2016.

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 21 at the FCIS Convention, Jacksonville

Who should attend? Any employee of an FCIS member school is welcome. These workshops are strongly recommended for schools who have evaluations scheduled in 2014-2015 or 2015-2016.

Schools with Evaluation Visits in 2014-2015:

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



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:

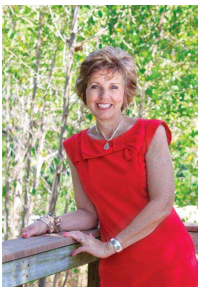
- Unique elective courses where a student is an “intern” in a Green Industry or studies video game design, cartoon animation or Gothic Literature
- Professional Development opportunities, including a summer conference for 21st Century Teachers and access to Campus Outreach Services webinar series with 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 2014-15 school year will remain the same! New members, go to fcis.vis-network.org/ or contact Tam at tnguyen@fcis.org for additional information.

New Heads of School 2014-15

School	City	Head of School
Coral Springs Christian	Coral Springs	Joe Sanelli
Fisher Island Day School	Fisher Island	Michael Bell, Interim
Grace Episcopal	Orange Park	Stephanie Kowald
Gulliver Schools	Miami	Frank Steel Jr.
Heritage School	Miami	Monica Heras
Jacksonville Country Day School	Jacksonville	Pat Walker, Interim
Jewish Academy of Orlando	Palmetto	Alan Rusonik
Maclay School	Tallahassee	James Milford
Martin J Gottlieb	Jacksonville	Rabbi Jim Rogozen
Pace Brantley	Longwood	Pamela Tapley
Palmer Trinity School	Miami	Patrick Roberts
Providence School	Jacksonville	Dr. Julie Giardino
Royal Palm Academy	Naples	Gene Nara
St. Andrew's Episcopal	Fort Pierce	Trina Angelone, Interim
St. Barnabas School	Deland	Paul Garcia
St. John's Episcopal Parish	Tampa	Robert Stephens
St. Mark's Episcopal	Jacksonville	Kevin R. Conklin
St. Paul's Episcopal	Clearwater	Samantha Kemmish
Sweetwater Episcopal	Longwood	Cynthia Lane
Temple Beth Sholom Schools	Sarasota	Dr. Wendy Katz, Interim
Unity School	Delray Beach	Louis St-Laurent

School News



The Governing Board of the National Association of Episcopal Schools (NAES) is pleased to announce the election of Janet S. Pullen, Ed.D., Head of School at **Saint Stephen's Episcopal School, Bradenton**. She began her three-year term on July 1, 2014. Congratulations, Jan!

All Saints Academy hosted a Summer Strings Camp, July 14-18, for 42 novice musicians from local Boys & Girls Clubs. The program was made possible by a grant from the George W. Jenkins Fund with the GiveWell Community Foundation as part of its Impact Polk initiative.



Fourth graders at **San Jose Episcopal Day School** (SJEDS) participated in a pilot STEM (science, technology, engineering and math) program developed by Jacksonville University professors, Ashley Johnson, Ph.D. and Ray Oldakowski, Ph.D. The project, which spanned over six sessions in May, employed geospatial and math skills to examine the impact of rising sea levels on natural and built landscapes of Florida's coastal communities.



As **St. Thomas Episcopal School** was designing its STEM Lab three years ago, the University of Florida's College of Education was expanding its K-12 STEM teacher training programs. The two institutions have now agreed to join forces to take STEM education at the elementary school level to new heights. Congratulations on an incredibly exciting collaboration!