

INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

Volume 06-14

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Mission Inn Resort,
Howey-in-the-Hills

Academy for High Performing Educators

January 25-27, 2015

Corbett Prep at IDS

Technology/Legal

Winter Symposium

February 3-4, 2015

Lake Highland Prep,
Orlando

from the executive director...

Happy Holidays to each of you as the year 2014 comes to a close!

The 2014 year has brought many opportunities for FCIS and our member schools, and it has also brought challenges. Student enrollment has grown as an aggregate for our member schools, increasing from 71, 198 to 71, 442. Sixty-seven member schools have seen a decrease in enrollment since 2009-10, while 85 schools have grown in enrollment. Of those 67 schools experiencing decreased enrollment, 42 are elementary schools with no high school programs. North Florida member schools, especially elementary schools, have been more affected by enrollment challenges than schools in the rest of the state.

Along with increased enrollment, FCIS has continued to see a significant number of head transitions. This year brought 23 new heads of school, following the national trend. In the past five years, there have been 102 transitions in headships in FCIS schools. According to a recent study done by Dr. Pearl Rock Kane of Teachers College, Columbia University, the average tenure of an independent school head in the United States is eight years. In addition, the study indicates that approximately 68% of current heads of school intend to make a transition or retire by 2019. These transitions present many opportunities, but also many challenges.

Always striving to meet the emerging needs of its member schools, FCIS has responded with professional development opportunities including the FCIS New Heads Institute, the FCIS Leadership Partnership through Principles of Good Governance, and Prospective Heads Institute I and II, with plans to add Prospective Heads III for the 2015-16 school year. In response to our schools concerns on enrollment management, FCIS will feature a speaker on that topic at the Winter Symposium in February 2015.

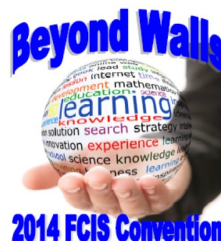
FCIS. The 59th Annual FCIS Convention was held in Jacksonville on November 20-21 and was hosted by our North Florida Schools. The theme

"Beyond Walls" resonated throughout the Convention, incorporating innovation, creativity, and globalization. I want to personally thank our co-chairs, Palmer Bell, Head of Riverside Presbyterian Day School; Cathy Hardage, Retired Head of St. Mark's Episcopal Day School; and Martha Milton, Head of Beaches Episcopal, for an exceptional convention. We are already making plans for the 60th Annual Convention, which will be held on November 5 and 6 at the Hyatt Regency Orlando International Airport. Co-chairs for this event are Cindy Moon, Head of Park Maitland School, and Mike Sligh, Head of Lakeland Christian School. Please mark your calendar now for what promises to be an outstanding convention!

At the FCIS Annual Business Meeting, new Directors and one new Officer were elected. The new FCIS Vice President is Robert Stephens, Head of St. John's Episcopal Parish Day School. New Directors elected to the FCIS Board include Kim Bednarek, Head of Discovery Montessori School; Elise Ecoff, Head of North Broward Preparatory School; and Nikki Koski, Head of Parkway Christian School. We extend a special welcome to our new directors! In addition, the membership approved a major revision of the FCIS Bylaws. The new bylaws go into effect immediately and may be found on the FCIS website.

DASL. As a reminder, all FCIS schools submit the annual report, as required in FCIS Bylaws to maintain membership, through Data Analysis for School Leadership (DASL), located on the NAIS website. Starting on December 11, 2014, benchmark reports and statistical tables will be available with 2014-15 data. If your school did not submit the required data previous to the October deadline, you'll be able to use the "Update Past Survey" tool to enter data you missed and/or to correct data incorrectly entered, beginning December 11, as well. Once you add the data in, you'll be able to pull reports in those same data categories.

Barbara H Hodges, Ed.D.
Executive Director



Convention 2014 * November 20-21, 2014 * Jacksonville

Thank you to all the schools, speakers and sponsors who participated in the annual FCIS Convention at the Hyatt Regency Jacksonville Riverfront in November. Convention Committee Chairs, Palmer Bell, Head of Riverside Presbyterian Day School; Martha Milton, Head of Beaches Episcopal School; and Cathy Hardage, Retired Head of St. Mark's Episcopal Day School designed a program that highlighted transformative ways to expand learning environments and shift educational mindsets. In order to prepare for the challenges of globalization and technological advancements, students must develop the skills, habits of mind, and knowledge to problem solve in real world situations and the cultural competence to serve as citizens and leaders in a global community.

ISM kicked off the Convention with a pre-conference workshop, *Schools That Win*. Nearly 40 participants spent the day thinking about the future of their schools in four different areas: leadership, enrollment, development, and money. Simon Jaynes presented current research and framed the important questions to ask to ensure that their schools sustain strong numbers in both enrollment and finances. Participants designed strategic plans in each of the four areas to bring back to their respective schools and help drive effectiveness.

Nearly 1700 educators from 130 FCIS schools attended two energizing days filled with innovative sessions on topics targeting educational leadership, character development, student engagement, creativity through divergent thinking, and the use of evolving technologies to enhance teaching and learning. Outstanding keynote addresses were delivered by Dr. Yong Zhao, Presidential Chair and Director of the Institute of Global and Online Education in the College of Education, University of Oregon, and John Hunter, Filmmaker, Author, and Inventor of the *World Peace Game*. To meet the challenges of globalization and technological advancements, we need creative and entrepreneurial citizens who are capable of creating new jobs and opportunities for themselves and others around the globe. Cultivating globally competent, creative and entrepreneurial citizens requires a new educational paradigm, and in his presentation Dr. Yong Zhao outlined the essential elements. In his keynote, John Hunter explained how the *World Peace Game* reinforces the idea that today's students are tomorrow's leaders and that giving students practice in complex problem solving and complicated communication issues is good practice for their challenges and opportunities as adults.

Both the luncheons sold out in anticipation of our two luncheon keynotes: Donna Orem, Chief Operating Officer, National Association of Independent Schools, and Grant Lichtman, Senior Fellow of The Martin Institute for Teaching Excellence, Author, Consultant, Speaker. On Thursday, more than 350 administrators attended the luncheon to hear Donna Orem's presentation. She spoke about the current educational landscape characterized by change and emphasized the importance of understanding how to use disruptive challenges to drive positive change. More than 800 faculty members attended the Friday luncheon and heard a presentation by Grant Lichtman. He highlighted the importance of restructuring the learning relationship between students, teachers and knowledge in order to meet the challenges of a rapidly changing world. He also outlined the programmatic and pedagogical changes needed in education in order to prepare students for an unknowable future and described the ways successful schools are making these changes. During the luncheon, door prizes were also awarded, and the lucky winners went home with a number of great prizes: gift baskets, gift cards, and overnight stays at the Mission Inn Resort, Sanibel Harbour Marriott Resort, Hyatt Regency Riverfront Jacksonville, and St. Augustine Courtyard Marriott.

Dr. Barbara Hodges also delivered a 'state of the association' address on Thursday, bringing members up to date on current FCIS initiatives.

Mark your calendars for next year! The FCIS Convention 2015 will take place at the Hyatt Regency Orlando International Airport Hotel on November 5-6.

Convention Keynote Speakers



John Hunter



Simon Jeynes



Dr. Grant Lichtman



Donna Orem



Dr. Yong Zhao

Welcome Reception and President's Reception



Special Thanks To Our Generous Convention Underwriters

Independent Colleges and Universities Benefits Association (ICUBA)
FCIS 60th Anniversary Board Dinner and Co-Sponsor of the Welcome Reception

Balfour Yearbooks
Co-Sponsor of the Welcome Reception

Independent School Management (ISM) and Southern Teachers Agency
Co-Sponsors of the FCIS President's Reception

Smart Tuition Financial Solutions for Schools
Contribution to the Business Officers' Dinner

ERB
Admission Directors' Dinner

River City Brewing Company
Contributions toward the Admission Directors' and Business Officers' Dinners

Zaner-Bloser and Fujitsu Intel
Contributions to Morning Coffee



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 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 tnghuyen@fcis.org for additional information.

FCIS Workshops

Prospective Heads' Institute I and II

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

Academy for High Performing Educators

January 25-27, 2015
Corbett Prep at IDS,
Tampa

Technology and Legal Winter Symposium

February 3-4, 2015
Lake Highland Prep,
Orlando

Evaluation Academy

February 11, 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 Harbour Marriott,
Fort Myers

Administrators' Retreat

July 26-28, 2015
Sanibel Harbor Marriott,
Fort Myers

Legal Webinars

Presented by FCIS and Suzanne Bogdan

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 Webinar

Friday, Jan. 9, 2015

Serving on an FCIS
Evaluation Team
3:30p.m. - 4:00p.m.

Other Workshops

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



We wish you a happy and safe holiday season!
From: The FCIS Office
Dr. Barbara Hodges, Melissa Alton, Alison Carlson,
Keara Danger and Tam Nguyen



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. (Previously Recorded)

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

Deadline: Wednesday, December 15, 2014

School News



San Jose Episcopal Day School students supported the Empty Bowls Luncheon, a local fundraiser to promote hunger awareness presented by the Nourishment Network. As part of the school's on-going service learning program,

SJEDS sixth grade students handcrafted ceramic bowls to donate to the fundraiser. In addition, students served a meager meal of soup and bread—just like those who come to the Nourishment Network for a meal—as they learned about food insecurity, one of the nation's most solvable social issues.

On November 24, **Carrollton School of the Sacred Heart** held a Liturgy of Thanksgiving and Dedication Ceremony of the Wellness Center.

All Saints Academy students participated in the First Pumpkin Chunkin' Challenge hosted by Florida Polytechnic University. All Saints' Middle School



students stepped up to face three collegiate tre-bucket teams. Congratulations!

Dr. Rod Brame's engineering students at All Saints erected quite the display in Munn Park, after putting in over 500 man-hours to create a scaled replica of the Leaning Tower of Pisa. The students created the model from 600 cardboard pizza boxes held together with 3,000 zip ties and coated in 10 gallons of paint.



St. Joseph Episcopal School's Lady Varsity Volleyball team had an outstanding season with a record of 8-4 having played hard in the semi-finals and finals at



the tournament. St. Joseph's Football Team also had an outstanding season with a record of 9-1.

Community School of Naples is pleased to announce the appointment of Colonel Bartholomew W. Weiss, currently Vice Athletic Director at the U.S. Air Force Academy in Colorado, as their first Director of Athletic Operations.

Palmer Trinity School's Suzanne Gottlieb Calleja, Director of Strategic Communications and Community Relations, has been appointed as one of the Marketing and Communications Commissioners for the Council of Advancement and Support of Education (CASE). CASE is a professional association that serves educational institutions and the advancement professionals who work on their behalf. Congratulations, Suzanne!

On Dec. 5, students, trustees and faculty celebrated the first-ever **Tampa Prep Day** in honor of the school's 40th Anniversary. To celebrate, the school held a special assembly featuring several esteemed guests, Dave Andreychuk, Tampa Bay Lightning (2001–02 to 2005–06) and Police Chief, Jane Castor. Mayor Mr. Bob Buckhorn declared Friday, Dec. 5, Tampa Prep Day in honor of the school's continued partnership with the city and Tampa's downtown.



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 7, 2015

Tallahassee Area
Hosted by: Peter Klekamp
Holy Comforter Episcopal School

Thursday, April 23, 2015

Miami Area
Hosted by: Dr. John Davies
Miami Country Day School

Wednesday, April 22, 2015

Boca Raton/Ft. Lauderdale Areas
Hosted by: Dr. Dana Markham
Pine Crest School

Wednesday, April 29, 2015

Orlando Area
Hosted by: Cindy Moon
Park Maitland School

Tuesday, April 21, 2015

Palm Beach Gardens Area
Hosted by: Dr. Denise Spirou
The Weiss School

Thursday, May 7, 2015

Jacksonville Area
Hosted by: Martha Milton
Beaches Episcopal School

Tuesday, May 5, 2015

Tampa/St. Petersburg/Sarasota/Naples Areas
Hosted by: Dr. Joyce Swarzman
Corbett Preparatory School of IDS

Florida Kindergarten Council Corner



FKC Convention 2015
Playing to Learn

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

Rate: \$129

About the Keynote—Susan Engel

SUSAN ENGEL was born in NYC in 1959. She grew up on a farm on the eastern end of Long Island, and attended Sarah Lawrence College. She earned her doctorate in Development Psychology at the CUNY Graduate Center. Though she has been teaching college for over 20 years, she also has taught children aged 3-18, as well as adults. She is Senior Lecturer in Psychology, and Class of 1959 Director of the Program in Teaching at Williams College. Her research has focused on the emergence of narratives, children's autobiographical memory, imaginative processes in childhood, and the development of curiosity. Her work appears in chapters and articles for scientific publications, and she has also written for teachers and parents. She has published four books. Her most recent is *Red Flags or Red Herrings?: Predicating Who Your Child Will Become*. She is the co-founder of an experimental school in New York State, where she oversaw all aspects of educational practice, including developing curriculum and supervising the teachers for 14 years. In 2007/8 she published a series of columns in the New York Times describing how teachers solve problems, and in 2009/10 she published four op-ed pieces in the New York Times. She is also currently serving as director of learning and teaching for a public school district in Western Massachusetts. She lives with her husband Tom Levin, in New Marlborough Massachusetts. They have three sons, Jake, Will and Sam.

Registration Now Open—www.fkconline.org



Accreditation Corner

By: Melissa Alton, Director of Accreditation

Workshops:

Evaluation Academy: For Heads of School and Steering Committee Chairs

- Wednesday, February 11, 2015, 9:00 a.m.-3:00 p.m.
- Lake Highland Preparatory School, Orlando
- In-depth information regarding standards and evaluation procedures. Appropriate for Heads of School and leaders in your school's accreditation process.
- Cost: \$50

Summer Evaluation Academy: For Heads of School

- June 17-18, 2015, following the annual Heads' Retreat
- South Seas Resort, Captiva Island
- Training for Heads who wish to serve as an FCIS Accreditation Team Chair
- Cost: No additional cost for Heads' Retreat attendees

Preparing for an Evaluation: For Administrators and Steering Committee Chairs

- Monday, July 27, 2015, during the annual Administrators' Retreat
- Sanibel Harbour Marriott, Fort Myers
- Information for schools preparing for evaluations in 2015-2016 or 2016-2017
- Cost: Included in Administrators' Retreat registration fee

Webinars:

"Serving on an FCIS Evaluation Team"

Friday, January 9, 2015

3:30 p.m.-4:00p.m.

Who should attend? Anyone interested in serving on an FCIS Evaluation Team, or who is employed at a school with an upcoming evaluation.

Standards Webinars – Heads of School who were unable to attend the live webinars on Financial Standards or Governance Standards will find viewable archived copies on the Head's Portal. Pertinent in-depth information was reviewed during these webinars. Contact Tam Nguyen for a Head's Portal password at tnguyen@fcis.org or by calling (813) 287-2820.

Accreditation reminders for schools with upcoming evaluations:

- Please send a copy of your school's completed self-study to the FCIS Office and your evaluation team at least two weeks prior to your visit. Don't forget to send financials to your team's Chair along with his/her copy of the self-study.
- When booking hotel rooms for the evaluation team, remember that proximity to school and comfort are of utmost importance! Book well in advance of the team's arrival.
- Please follow the self-study templates available on the FCIS website under "Accreditation Resources".