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## Upcoming FCIS Events

**New Teacher Institute**  
September 18-20, 2016  
Mission Inn Resort,  
Howey-in-the-Hills

**Leadership Partners**  
September 25-26, 2016  
Hyatt Regency,  
Orlando Airport

**FCIS Annual Convention**  
November 2-4, 2016  
Hyatt Regency, Miami

**Prospective Heads' I, II, & III**  
January 11-12, 2017  
Mission Inn Resort,  
Howey-in-the-Hills

## from the executive director...

How quickly summer 2016 has flown! I hope this summer has been not only a great time for planning and looking ahead, but also a time for much needed relaxation and reflection. At this time, I suspect that most of you have either been engaged with the start of school or are preparing for students to return. The past summer will become a vague memory all too soon, but we know exciting things are ahead.

Just like all of you, FCIS has spent quite a bit of time in planning and developing goals for the 2016-17 school year. We are continuing the process of **revising accreditation standards** with more information being shared at the annual meeting in November. Along with the revision of the standards, FCIS is re-envisioning the accreditation process. In the spring of 2016, we piloted the new process at two schools and will continue to pilot that process in the 2016-17 year. Different from the past, the pilot has entailed a compliance visit for standards prior to the evaluation team arriving on campus. In addition, the schools in the pilot have provided strategic priorities to the FCIS office so that the evaluation teams may include members with expertise in those areas. We learned a great deal from the spring pilots and look forward to learning more in the coming year before finalizing this new process. We also understand that it will require significant training for schools, chairs, and teams to prepare for such a transition, so we are making plans for training as well.

Along with planning, FCIS hosted several professional development events this summer. First, 53 Heads gathered for the **Annual Heads' Retreat** at the beautiful Naples Grande Hotel. Dr. Yong Zhao was the keynote speaker on the first full day of the retreat entitled "Being a Globally Minded Leader". On the last day of the retreat, presentations on the theme were made by Richard Gehman, Oak Hall School; Kevin Plummer, Tampa Preparatory School; and Patrick Roberts, Palmer Trinity School; concluding with an "unconference" on global initiatives. A special thanks goes to all of our heads who attended and especially to our presenters! The **2017 Heads Retreat** will be held on **June 12-14, 2017** at the **Hammock Beach Resort**. Other professional development events included the **21st Century Learning Academy**, the **New Heads Institute**, the **Finance Institute**, the **Fundraising**

**Institute**, the **Administrators Retreat**, and an **ISM Workshop for Administrators**. FCIS is in the process of finalizing the 2016-17 FCIS Professional Development Calendar which will be mailed to each school in late August.

**Upcoming Events.** FCIS has opened registration for various institutes. As a part of the Dale D. Regan Leadership Institute, the **Prospective Heads Institute (PHI)** is entering its fifth year; that institute includes three tracks with 72 participants in the past four years. Fifteen percent of those participants have gone on to be heads of school. PHI will begin on September 21 with an introductory webinar. Along with webinars and a gathering at the FCIS Convention, PHI will hold a two-day seminar at Howey-in-the-Hills on January 11 and 12.

On September 25-26, FCIS will once again offer **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 **23 new FCIS Heads**. Many of our new heads joined us for the New Heads Institute at the Jupiter Beach Resort this summer. It was invigorating to witness firsthand the new talents that will become a part of our FCIS Heads. I look forward to learning more about our new heads and supporting them in their work.

**2016 FCIS Convention.** If you have not done so already, please mark November 3-4 on your calendars for the FCIS Annual Convention, which will be held at the Hyatt Regency Miami. Keynote speakers include Paul Tough, known for his work on "Grit", and Kristen Hadeed, entrepreneur and expert on engaging millennials in the workforce.

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

# FCIS Professional Development Calendar

Mark your calendars for these upcoming professional development opportunities.

## 2016-17

<p><b>New Teacher Institute</b> September 18-20, 2016 Mission Inn Resort, Howey-in-the-Hills</p> <p><b>Leadership Partners</b> September 25-26, 2016 Hyatt Regency, Orlando Airport</p> <p><b>FCIS Pre-Conf. (ISM)</b> <b>FCIS Pre-Conf. (Business Officers)</b> November 2, 2016 Hyatt Regency, Miami</p> <p><b>Gathering for New &amp; Prospective Heads</b> November 3, 2016 Hyatt Regency, Miami</p> <p><b>FCIS Annual Convention</b> November 2-4, 2016 Hyatt Regency, Miami</p>	<p><b>Prospective Heads’ Institute I, II &amp; III</b> January 11-12, 2017 Mission Inn Resort, Howey-in-the-Hills</p> <p><b>Academy for High Performing Educators</b> January 22-24, 2017 Corbett Prep at IDS, Tampa</p> <p><b>Winter Symposium: Finance and Legal Workshop</b> February 7, 2017 <b>Technology Workshop</b> February 8, 2017 Shorecrest Prep, St. Petersburg</p> <p><b>Business Officers’ Conference</b> May 7-9, 2017 Renaissance Hotel, Orlando</p> <p><b>Chair Training</b> June 12, 2017 Hammock Beach Resort, Palm Coast</p>	<p><b>Heads’ Retreat</b> June 12-14, 2017 Hammock Beach Resort, Palm Coast</p> <p><b>21st Century Learning Academy</b> June 21-23, 2017 Corbett Prep at IDS, Tampa</p> <p><b>New Heads’ Institute</b> July 27-29, 2017 Sheraton Sand Key, Clearwater</p> <p><b>Finance Institute</b> July 28, 2017 Sheraton Sand Key, Clearwater</p> <p><b>Fundraising Institute</b> July 29, 2017 Sheraton Sand Key, Clearwater</p> <p><b>Administrators’ Retreat</b> July 30-Aug 1, 2017 Sheraton Sand Key, Clearwater</p>
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## FCIS Webinars

<p><b>Prospective Heads’ Program Introduction</b> Sept. 22, 2016 @ 10:00 a.m.</p> <p><b>Serving on an FCIS Evaluation Team</b> Oct. 4, 2016 @ 3:30 p.m.</p>	<p><b>Understanding FCIS Financial Standards</b> Oct. 13, 2016 @ 10:00 a.m.</p> <p><b>Understanding FCIS Governance Standards</b> Nov. 16, 2016 @ 10:00 a.m.</p>	<p><b>Serving on an FCIS Evaluation Team</b> Jan. 25, 2017 @ 3:30 p.m.</p> <p><b>Prospective Heads’ Program Conclusion</b> Mar. 14, 2017 @ 10:00 a.m.</p>
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## Legal Webinars with Suzanne Bogdan

<p><i>Old and New: Federal Wage &amp; Hour Law</i> Sept. 23, 2016 @ 12:00 p.m.</p> <p><i>Addressing Employee &amp; Student Drug &amp; Alcohol Use</i> Oct. 26, 2016 @ 12:00 p.m.</p>	<p><i>Criminal Background Checks &amp; Prop- er Documentation to Reduce Claims</i> Nov. 17, 2016 @ 12:00 p.m.</p> <p><i>Conducting an Appropriate Workplace Investigation</i> Dec. 12, 2016 @ 12:00 p.m.</p>	<p><i>Sexual Misconduct: Standards Have Changed</i> Jan. 19, 2017 @ 12:00 p.m.</p> <p><i>Claims Brought Against Independent Schools</i> Feb. 22, 2017 @ 12:00 p.m.</p>
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## New Heads of School 2016-17

**Christina Simonds**

Academy at Ocean Reef, Key Largo

**Carol Mercier**

Palm Harbor Montessori School, Palm Harbor

**Debbie Hodsdon & Deedee Neal, Co-Heads**

Amelia Island Montessori, Amelia Island

**Don Barfield**

Providence School, Jacksonville

**Farhat Siddiqui**

American Youth Academy, Tampa

**Scott Baier**

Royal Palm Academy, Naples

**Dominick Giombetti**

Creative Learning Academy, Pensacola

**Chris Wester**

Saddlebrook Academy, Wesley Chapel

**Adam Greene**

Episcopal School of Jacksonville, Jacksonville

**Dr. Jim Byer**

St. Andrew's School, Boca Raton

**Emlyn James**

Greenwood School, Jacksonville

**Todd Zehner**

St Johns Country Day School, Orange Park

**Tirza Dalkoff**

Jacobson Sinai Academy, North Miami Beach

**Kyle Aubrey**

St. Joseph's Episcopal School, Boynton Beach

**P.J. Petrillo**

Keystone Prep, Odessa

**Deb Strainge**

St. Mark's Episcopal School, Palm Beach Gardens

**Dr. David Rowe**

Lake Highland Preparatory School, Orlando

**Lillian Issa**

St. Thomas Episcopal Parish School, Coral Springs

**Jack Delman**

Lake Mary Preparatory School, Lake Mary

**Byron Lawson**

Trinity Preparatory School, Winter Park

**John Klemme**

Oxbridge Academy, West Palm Beach

**Scott Lauman**

University of Miami Global Academy, Coral Gables

**Dr. Edwin Gordon**

Palm Beach Day Academy, Palm Beach

**Dr. Tammy Ferguson**

Weiss School, Palm Beach

## FCIS Required Annual Reports through DASL

**Opening Date: August 1, 2016**

**Deadline Date: October 10, 2016**



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.

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

## ***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.

### **Program consists of:**

*Webinar*, September 22 at 10:00 a.m.  
Understanding FCIS Financial Standards Webinar, October 13 at 10:00 a.m.  
*Gathering*, FCIS Convention, November 3  
*Seminar*, Mission Inn Resort & Club, January 11-12, 2017  
*Webinar*, March 14, 2017 at 10:00 a.m.

**Cost: \$395** (includes webinars and two-day seminar at Mission Inn)  
**Mission Inn Resort Hotel Room: \$114**      **Hotel Deadline: December 12, 2016**  
Register at [www.fcis.org](http://www.fcis.org), events  
**Program Registration Deadline: September 15, 2016**

## ***New Teacher Institute*** **Sept. 18-20, 2016** **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
- Differentiated Learning
- Managing Your Classroom
- Communicating with Parents
- Setting Goals
- Understanding Legal Issues

**Workshop and Meals: \$455**      **Hotel: \$108**      **Deadline: August 19, 2016**  
Register at [www.fcis.org](http://www.fcis.org), events

## ***Leadership Partners through Principles of Good Governance*** **September 25-26, 2016** **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 21<sup>st</sup> 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. 2, 2016**  
Register at [www.fcis.org](http://www.fcis.org), events

## **New Heads' Institute/Finance & Fundraising Workshops June 21-23, 2016 - Jupiter Beach Resort, Jupiter**

This year, 11 new FCIS Heads met at the Jupiter Beach Resort 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, and 38 Heads, Business Officers, and Advancement Officers from FCIS schools joined our new Heads at the Fundraising Institute: *Independent School Advancement - Formula For Success*. This workshop provided an overview of advancement, including, admissions, marketing/communications, and development. Each participant took a fundraising assessment and reviewed the results. Later in the workshop, participants took a deeper dive into the development essentials: leadership, annual fund, major gifts, capital campaigns, stewardship, and constituent relations. Governance and the board's role in advancement were also highlighted.

As a separate opportunity, 28 Heads, Business Officers, and Advancement Officers attended the Finance Institute for a full-day workshop. In the morning session, *Tuition, Pricing and the Business Model for Independent Schools: Can our schools continue to operate with a business model that appears to be unsustainable?*, participants explored the financial challenges independent schools face. Through a number of exercises and design thinking, participants had the opportunity to think creatively about the financial model for independent schools and collaboratively discuss possible ideas for new models and/or solutions to challenges at their schools. In the afternoon session, *Debt Relief and Deficit Budgets to a Growing and Stable Financial Future*, participants followed the script of Saint Edward's School in its financial history, with a focus on the past 16 years, and learned the school's story from being on the brink of closure to its current status of stability and health.

We want to thank all of our engaging and informative speakers: Dr. Jan Pullen, Head of School, Saint Stephen's Episcopal Day School; James Milford, Head of School, Maclay School; Suzanne Bogdan, Partner at Fisher & Phillips; Marc Levinson, Executive Director, MISBO; Mike Mersky, Head of School, and Beth Zamerski, CFO, Saint Edward's School; Philip Higginson, Assistant Head of School for Institutional Advancement, Ravenscroft School; and our Executive Director, Dr. Barbara Hodges. Based on the positive feedback from these events, 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.

## **Administrators' Retreat June 25-27, 2016 - Jupiter Beach Resort, Jupiter**

In July, 40 FCIS administrators gathered at the Jupiter Beach Resort 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, administrators from Palmer Trinity—Reverend Mary Ellen Cassini, D. Min, Chaplain and Director of Spiritual Life; Rita Feild, School Counselor; and Koreé Hood, Diversity Director and Faculty Hiring Director—discussed cultivating global citizens and presented effective practices for school communities to engage students and faculty around matters of inclusion and global events. They shared the process of their institution's assessment, reflection, and development of a school wide program of inclusion and multiculturalism entitled "Mosaic." This innovative program provides a template that schools can utilize to create safe spaces for discussions surrounding inclusion and global events. Additionally, methods for navigating and coping with communal and global tragedies were highlighted through case studies.

On the second day, Jason T. Ramsden, Chief Information Officer at Ravenscroft School, presented *Lead with Why: How Schools Can Inspire Change*. Informed by almost 20 years of leading educational technology change in independent schools, and inspired by a range of notable thought leaders from Simon Sinek (*Start with Why*) to Eric Ries (*The Lean Startup*), Jason shared lessons about embracing the challenges of change in order to spearhead innovation and growth. 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.

On the last morning, Bill Simmer, Director of Association Relations and Workshops at Independent School Management (ISM), presented a comprehensive session on exploring some of the "internal" aspects of being an effective leader in the independent school context. He outlined the behaviors, disciplines, and attitudes that lead to success and a life of meaning and fulfillment. In the afternoon, Bill offered a second session, emphasizing the "external" aspects of leadership within the context of independent schools, including what it means to be an effective team member and to work with others toward common goals and purpose. Bill and his team from ISM will lead a Pre-Conference Workshop at the Convention in November.

Special thanks to our speakers, all those who attended, and the Jupiter Beach Resort for their warm hospitality and delicious food.



# Florida Kindergarten Council Corner

## Mark Your Calendars—FKC Convention 2017

**Friday, February 3, 2017**

6:30-8:00pm Meet and Greet  
Complimentary Beverages and Hors D'oeuvres

**Saturday, February 4, 2017**

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 Competition Form is Now Available!

[www.fcis.org/fkc/events/convention/logo-competition](http://www.fcis.org/fkc/events/convention/logo-competition)

**Deadline: October 14, 2016**

## FKC Conference Speaker Proposal Form is Now Available!

[www.fcis.org/fkc/events/convention/proposal-form](http://www.fcis.org/fkc/events/convention/proposal-form)

**Deadline: October 14, 2016**

## School News

**Fort Myers Christian School** 8th grader, Matthew Krupka, won the Lee County Spelling Bee and continued on his journey through the Scripps National Spelling Bee. Congratulations, Matthew, on finishing 46th in the nation. Annalisse VanZanten, 8th grader, has been awarded first place in the category of engineering for the state of Florida. The announcement was made at the State Science and Engineering Fair Awards in Lakeland, Florida, that featured over 850 projects from top science students from all over Florida. Annelisa Swiersz, 7th grader, was chosen to be the Middle School winner of the Governor's Black History Month Essay Contest for the state of Florida. She traveled to Tallahassee to attend a ceremony with the Governor on February 17.

**All Saints Academy's** Mobile Computer Science Principle class students are creating their first app, *I Have A Dream*. The app will feature an image of Dr. Martin Luther King, Jr. and a clickable button that activates a video of his famous speech.

## TEACHERS

### Mock Election Day

Mock Election Day is scheduled for November 3. Not along ago, Florida was one of the jurisdictions with the highest number of participants, which enabled National Mock Election to bring to Miami an original copy of the Declaration of Independence in 2010.

The Florida Mock Election is endorsed by the Florida Joint Center for Citizenship, The Lou Frey Institute, Bob Graham Center for Public Service, and the University of Central Florida, among others. The Florida Mock Election is a joint effort of over 60 national civic organizations, coordinated by Instituto de Formacion Democratica (Institute of Civic Education), Ambassador Ramon Barquin Foundation, and the National Student Parent Mock Election.

Remember to have your schools register at [www.nationalmockelection.com](http://www.nationalmockelection.com).

Subject: Letter from Secretary King  
re: Health Information and Resources

July 26, 2016

Dear Chief State School Officers:

The U.S. Department of Education (ED) would like to refer you to information and resources for state and local leaders, schools, school-based health staff, and educators on steps that can be taken to guard against viruses spread by mosquitoes such as dengue, chikungunya, and Zika virus disease (Zika). We continue to appreciate the work you do to foster a healthy environment in America's schools and hope that these materials will support your efforts.

The Centers for Disease Control and Prevention (CDC) has developed interim guidance, <http://www.cdc.gov/zika/schools.html>, for kindergarten through grade 12 (K–12) district and school administrators on public health actions pertaining to Zika virus infection. Zika virus is transmitted to people primarily through the bite of an infected mosquito. Zika can also be transmitted through sex with an infected person or passed from a pregnant woman to her fetus. The CDC guidance is intended to address concerns about the risk of Zika virus infection in K–12 schools in the United States, provide school districts with information for planning school-related activities, and recommend actions that can be taken, in consultation with local public health authorities and government officials, to reduce the potential risk of Zika virus transmission on school premises and among members of the school community.

Complete information about Zika and how to prevent it is given at <http://www.cdc.gov/zika> and at <http://www.cdc.gov/zika/comm-resources/toolkits.html>. Prevention of mosquito bites through multiple mosquito mitigation efforts is of paramount importance for avoiding Zika virus infections. We encourage you to share the CDC guidance with your district and school leaders and to remind teachers, students, and others that the best way to prevent diseases spread by mosquitoes is protection from mosquito bites.

As with all health-related issues, districts and schools must maintain the privacy and identity of individual students and teachers consistent with all applicable privacy laws.

We hope that you will familiarize yourself with these resources and that you will share them through all of your available networks and communication vehicles to help ensure they reach the appropriate audiences. In the appendix to this letter you will find a checklist for district and school leaders that we hope will be a valuable resource.

Thanks for all you do every day to support the health, safety, and education of our students.

Sincerely,  
John B. King, Jr.

cc: Council of Chief State School Officers

#### Mitigation Strategies Checklist for District and School Leaders

1. **Inform the school community**
  - The risks of mosquito bites and how to protect themselves
  - [Symptoms of Zika](#)
  - How to [apply insect repellent to children](#)
  - How to [talk to children about Zika](#)
  - [Sexual transmission of Zika](#)
2. **As appropriate, encourage the use of the following**
  - [Environmental Protection Agency \(EPA\)-registered insect repellents](#) containing one of these active ingredients: DEET, picaridin, IR3535, or oil of lemon eucalyptus or para-menthane-diol
  - Long-sleeved shirts and long pants
  - Clothing and gear treated with permethrin that will provide an added layer of protection
  - Lightweight, loose fitting clothing during the warmer months. When wearing longer sleeves and pants, take additional steps to prevent [heat-related illnesses](#) (for example, drink additional water and take rest breaks)
3. **Conduct routine mosquito control around school properties**
  - Once a week**, empty and scrub, turn over, cover, or throw out any items that hold water where mosquitoes lay eggs
  - [Repair septic tanks](#) and screens on windows and doors
  - Treat standing water that cannot be removed and will not be used for drinking or swimming with larvicides
  - Use outdoor and indoor insecticides according to label instructions to kill mosquitoes
  - Contact your local mosquito control district for assistance with applying insecticides and conducting larval control in water that will not be used for drinking
4. **Support members of the school community**
  - If requested, consider reassigning anyone who indicates she is or may become pregnant, or who is male and has a sexual partner who is or may become pregnant, to indoor tasks to reduce their risk of mosquito bites
  - Ensure that staff and students receive prompt and appropriate medical evaluation and follow-up after a suspected exposure to Zika virus
  - [Provide resources specifically for parents and caregivers](#)
  - Provide [resources for those traveling](#)