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Upcoming FCIS Events

New Teacher Institute
September 17-19, 2017
Mission Inn Resort,
Howey-in-the-Hills

Leadership Partners
October 1-2, 2017
Hyatt Regency,
Orlando Airport

FCIS Annual Convention
November 1-3, 2017
Omni ChampionsGate,
Orlando

Prospective Heads' I, II, & III
January 10-11, 2018
Mission Inn Resort,
Howey-in-the-Hills

from the executive director...

Welcome back to all as we start the 2017-18 school year! How quickly the summer has gone! I hope this summer brought not only time for planning and reflection, but also some time for relaxation and renewal.

The new school year brings several changes to FCIS, and I am sure your schools are experiencing change as well. Below are some of the significant changes.

- First, we welcome **Julie Johnson**, our new **Assistant Director of Accreditation**; Julie joined us on July 1. We are delighted to have her on our team and believe that she will be a tremendous asset in our accreditation work.
- Also on July 1, the **new FCIS Accreditation Standards** and Indicators went into effect.
- During the summer, in collaboration with the California Association of Independent Schools (CAIS), our **new accreditation portal** was built. The FCIS staff is currently reviewing that work, making edits, and preparing to finalize the portal. We hope to have evaluation teams completing reports in the new portal second semester. In addition, we plan to have a school or two voluntarily complete the self-study in the portal. This is a project that we have been working on for three years, and we are thrilled to see it come to fruition.
- Schools up for their five-year evaluations in the 2017-18 school year may use the **new self-study template**. This will be the last year that a school may choose to use the old self-study template.
- In addition, all schools going through the evaluation process this year will have a **compliance visit**, even if using the old template.
- Also, schools being evaluated may submit **essential questions or special areas of focus** to the FCIS Office to aid in the development of the evaluation team. **Customizing the evaluation process** for each school is one of our goals.

As you can see, FCIS has been hard at work in the implementation of the new standards and protocols. We are excited because we believe this new process will better serve our member schools.

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 sixth year; that institute includes three tracks with 93 participants in the past five years. Twenty percent of those participants have gone on to be heads of school. PHI will begin on September 20 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 10 and 11.

On October 1-2, 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 **19 new FCIS Heads**. Many of our new heads joined us for the New Heads' Institute at the Sheraton Sand Key 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.

2017 FCIS Convention. If you have not done so already, please mark November 1-3 on your calendars for the FCIS Annual Convention, which will be held at the Omni Orlando Resort at ChampionsGate. Keynote speakers include Hal Gregersen, Executive Director of MIT Leadership Center, and Mark Milliron, Co-Founder and Chief Learning Officer of Civitas Learning.

Barbara H Hodges, Ed.D.
Executive Director

FCIS Professional Development Calendar

Mark your calendars for these upcoming professional development opportunities.

2017-18

<p>New Teacher Institute September 17-19, 2017 Mission Inn Resort, Howey-in-the-Hills</p> <p>Leadership Partners through Principles of Good Governance October 1-2, 2017 Hyatt Regency, Orlando Airport</p> <p>FCIS Pre-Conf: ISM November 1, 2017 Omni ChampionsGate, Orlando</p> <p>Business Officers' Pre-Conf November 1, 2017 Omni ChampionsGate, Orlando</p>	<p>Gathering for New & Prospective Heads November 2, 2017 Omni ChampionsGate, Orlando</p> <p>Annual Convention November 2-3, 2017 Omni ChampionsGate, Orlando</p> <p>Prospective Heads' Institute I, II & III January 10-11, 2018 Mission Inn Resort, Howey-in-the-Hills</p> <p>Academy for High Performing Educators January 21-23, 2018 Corbett Prep at IDS, Tampa</p>	<p>Winter Symposium: Finance and Legal Workshop February 6, 2018 Technology Workshop February 7, 2018 Pine Crest, Ft. Lauderdale</p> <p>Business Officers' Conference May 6-8, 2018 Renaissance Hotel, Orlando</p> <p>Chair Training June 11, 2018 Hyatt Regency Coconut Point, Bonita Springs</p> <p>Heads' Retreat June 11-13, 2018 Hyatt Regency Coconut Point, Bonita Springs</p>	<p>Summer Symposium June 20-21, 2018 Corbett Prep at IDS, Tampa</p> <p>New Heads' Institute July 26-28, 2018 Delray Beach Marriott , Delray</p> <p>Finance Institute July 27, 2018 Delray Beach Marriott , Delray</p> <p>Fundraising Institute July 28, 2018 Delray Beach Marriott , Delray</p> <p>Administrators' Retreat July 29-31, 2018 Delray Beach Marriott , Delray</p>
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Legal Webinars with Suzanne Bogdan

<p>Part 1: Liability Issues Relating to Volunteers, Contractors, Interns, and Summer Camp Workers. Part 2: Must Haves for Your Employee Handbooks Sept. 22, 2017 @ 12:00 p.m.</p>	<p>Navigating the Minefield of Separated/Divorced Parents in Admissions and After Enrollment Nov. 15, 2017 @ 12:00 p.m.</p>	<p>Managing Gender Identity Issues and Determining the School's Obligations Jan. 19, 2018 @ 12:00 p.m.</p>
<p>The Enforceability of Enrollment Contracts in Florida, Perpetual Enrollment Agreements, and the Legalities and Requirements for Electronic Signatures Oct. 19, 2017 @ 12:00 p.m.</p>	<p>Protecting You and the School from Claims in the Teacher Termination/ Non-Renewal Process Dec. 12, 2017 @ 12:00 p.m.</p>	<p>School Obligations Regarding Background Checks (including Early Childhood and Summer Camp Workers) and Obligations for Schools Receiving State Scholarship Funds Feb. 22, 2018 @ 12:00 p.m.</p>

*SHRM/HRCI credits will be offered.

New Heads of School 2017-18

Diane Dodds

Amelia Island Montessori School
Amelia Island

Sally Parker

Montessori House Day School
Tampa

Yamile Francese

Boca Prep International School
Boca Raton

Dr. James Hutchins

Oak Hall School
Gainesville

Nicholas Rodriguez

Brandon Academy
Tampa

Danelle Evans

The Parke House Academy
Winter Park

Aaron Farrant

The Christ School
Orlando

Binney Caffrey

The Pine School
Hobe Sound

Ed Costello (Interim)

Episcopal Day School
Pensacola

Ben Ketchum

Riverside Presbyterian Day School
Jacksonville

Gordon Rode (Interim)

Hillel Academy
Tampa

Dr. Adam Gaffey

Robert F. Munroe Day School
Quincy

Cathy Cobb

Holy Trinity Episcopal Academy
Melbourne

Suzanne Barry

St. Andrew's Episcopal Academy
Fort Pierce

Kent Hercules

The Mandelstam School
Miami

Ethan Shapiro (Interim)

Saint Andrew's School
Boca Raton

Raquel Scharf-Anderson

Martin J. Gottlieb Day School
Jacksonville

Erin Duffy

Seacrest Country Day School
Naples

David Medder (Interim)

Westminster Christian School
Miami

FCIS Required Annual Reports through DASL

Opening Date: August 8, 2017

Deadline Date: October 11, 2017

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.

<http://dasl.nais.org/>



New Heads' Institute/Finance & Fundraising Institutes July 27-29, 2017 - Sheraton Sand Key, Clearwater

This year, 10 new FCIS Heads met at the Sheraton Sand Key Resort in Clearwater Beach 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 30 Heads, Business Officers, and Advancement Officers from FCIS schools joined our new Heads to hear a full day of topics, including, *Governance, 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, Minding Your Philanthropic Manners, and Hiring, Attracting and Retaining Development Professionals.*



As a separate opportunity, 16 Heads, Business Officers, Division Heads, Advancement Officers, and Trustees attended the Finance Institute for a full-day workshop titled, *We're all schools, but what business are you in?* Participants learned how to evaluate their school's financial model in the context of their local market and their competitive position within it.



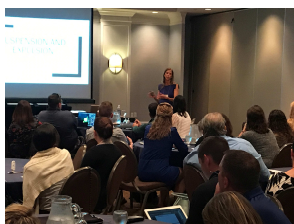
We want to thank all of our engaging and informative speakers: James Milford, Head of School, Maclay School; Suzanne Bogdan, Partner, Fisher & Phillips; Marc Levinson, Principal, Independent School Solutions; Peter J. Gallo, Ph.D., Director of Development, The Landon School in Bethesda, MD; Nat Conard, Head of School, and Olaf Weckesser, Chief Financial Officer and Director of Operations, Pingry School in Basking Ridge, NJ; 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 July 30-August 1, 2017 - Sheraton Sand Key, Clearwater

In July, 57 FCIS administrators gathered at the Sheraton Sand Key Resort in Clearwater Beach 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, Jefferson G. Burnett, Senior Vice President of Education Innovation at NAIS, and Kawai Lai, Vice President of Innovation Initiatives at NAIS presented *Re-imagining Independent Schools: An Innovator's Journey*. They discussed what needs to be in place for whole school innovation to succeed and equip administrators with new capabilities to help build a future-wise school. Disruptors challenge the often familiar and comfortable status quo, and this flux offers independent schools enormous opportunities to innovate, reimagine, and fully realize their missions.



On the second day, Lori W. Smith, Esq., Shareholder at Zimmerman, Kiser & Sutcliffe, presented *Suspension and Expulsion: Navigating the Legal Pitfalls of Student Discipline*. She provided legal advice on the ins and outs of dealing with serious student disciplinary issues and discussed when to stand your ground, when to make exceptions, and how to draft handbook policies that back up tough decisions. Participants also learned how an enrollment contract can either help or hurt, and how to document to protect themselves and their school. In her second session, *Supervising and Evaluating Teachers: How to Avoid Employment Law Mistakes with Your Instructional Staff*, Lori highlighted the biggest mistakes independent schools make in managing and supervising teachers and divisional leaders and discussed how to avoid those mistakes. 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.



Administrators' Retreat, Con't July 30-August 1, 2017 - Sheraton Sand Key, Clearwater



On the last morning, Justin Reich, Co-Founder of EdTechTeacher and Executive Director at MIT Teaching Systems Lab, presented *Creating and Sustaining a Culture of Innovation in Schools*. Justin shared research within education and across many sectors that demonstrates the power of approaching innovation through iteration. He emphasized that school leaders need to create conditions for teachers to try new things, reflect on their efforts, and then make improvements in rapid cycles of refinement. He explored specific strategies that school leaders can implement in supporting teacher experimentation and sharing: providing resources for research and development, supporting team learning, making time and space for institutional sharing, and establishing shared vision and

instructional language.

In the afternoon, Justin presented a second session *Dialogue about Practice: Conversations that Create and Sustain Innovation*. Real innovation in teaching practice happens in teams of people supporting one another. In this session, Justin discussed the importance of talking candidly, directly, and respectfully about how teaching is going as a requirement for continuous improvement. He explored specific strategies for helping teachers talk with one another about their practice and how to avoid the pitfalls of politeness that prevent teachers and administrators from talking frankly and respectfully about how they can improve learning for students.

Special thanks to our engaging and informative speakers and to the Sheraton Sand Key Resort for their warm hospitality and delicious food.

Mark your calendar for next year! Administrators' Retreat—July 29-31, 2018—Delray Beach Marriott



Florida Kindergarten Council Corner

Mark Your Calendars - FKC Convention 2018

Friday, February 9, 2018

6:30-8:00pm Meet and Greet

Complimentary Beverages and Hors D'oeuvres

Saturday, February 10, 2018

7:30am Registration

8:00am - 1:05pm Breakfast/General Meeting/Sessions

The DoubleTree Sea World Orlando

10100 International Drive

Orlando, FL

800-327-0363



FKC Convention Competition Form is Now Available!

<http://www.fcis.org/fkc/events/conference/logo-competition>

Deadline: October 20, 2017

FKC Convention Speaker Proposal Form is Now Available!

<http://www.fcis.org/fkc/events/conference/proposal-form>

Deadline: October 20, 2017