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## Upcoming FCIS Events

**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

**Academy for High Performing Educators**  
January 21-23, 2018  
Corbett Prep at IDS,  
Tampa

**Winter Symposium: Crisis Management / Legal Workshop**  
February 6, 2018  
**Technology Workshop**  
February 7, 2018  
Pine Crest,  
Ft. Lauderdale

## from the executive director...

What a turbulent start we have had for the beginning of the 2017-18 school year! School had just started when almost our entire state of Florida found itself in the cone of the approaching Hurricane Irma. There were many challenges brought by Irma, and some of our schools are still attempting to regain normalcy. After the dire predictions of the impact of the storm, most of our schools actually survived with minimal structural damage so we are truly fortunate. It was a long start to a new year, but hopefully this year has many positive things in store for our schools.

**FCIS Enrollment.** After an increasing aggregate enrollment over the past five years, the total enrollment for FCIS schools has plateaued this year. Forty-one percent of our schools have declined in enrollment over the past five years. Fifty-nine percent of FCIS schools have increased in enrollment over the past five years with 32% having enrollment increases of 10% or greater.

**New FCIS Standards and Evaluation Process.** As presented at the FCIS Annual Meeting in November 2016, the new FCIS Standards and Indicators went into effect on July 1, 2017. For this school year only, member schools undergoing their five-year evaluation in 2017-18 have a choice between using the old self-study template and the new template. The new process focuses on school improvement and involves the school identifying essential questions to gain perspective from the visiting evaluation team. The feedback from the new process has been quite positive. Additional information on the new process will be presented at the FCIS Convention in November.

**FCIS Annual Convention.** The FCIS Convention Steering Committee with the help of FCIS Director of Professional Development, Alison Carlson, has planned an outstanding program for the Annual Convention at the Omni Orlando Resort at ChampionsGate on November 2-4. Special thanks go to Mark Heller, Head of School of Academy at the Lakes; Ryan Kelly, Head of Carrollwood Day School; Joe Seivold, Head of Berkeley Preparatory School; and all of the Tampa Bay FCIS schools for chairing and hosting this important event. Thursday keynote speakers include Dr. Hal Gregersen, Executive Director of the MIT Leadership Center and

Senior Lecturer in the MIT Sloan School of Management; and Geoff Guidera, Senior Vice President of Administration with Strategic Property Partners. On Friday, Dr. Mark Milliron, Co-Founder and Chief Learning Officer of Civitas Learning, will open the faculty day, followed by luncheon keynote speaker, Dr. Jimmie Davis, President of STEMflorida, Inc. This convention is one not to be missed!

**NAIS.** In the summer of 2016, The National Association of Independent Schools (NAIS) and The Association of Boarding Schools (TABS) partnered to form the Independent School Task Force on Educator Sexual Misconduct. The goal of the Task Force was to develop recommendations to help schools in preventing educator sexual misconduct and responding effectively to cases of misconduct, past and present. The Task Force has developed a draft and will be publishing the final report in the near future.

**CAPE.** CAPE continues to search for the next Executive Director to lead this important association following the announcement of the retirement of Joe McTighe. CAPE continues to accept applications with plans to name a new Executive Director in the coming year. In a recent Gallup Poll featured in the CAPE Outlook, adults aged 18 and older were asked to rate how good an education the following school types provide: Independent, Religious, Charter, Home, and Public. Seventy-one percent rated independent schools as excellent or good while 44% rated public schools as excellent or good. Religious schools were rated next to independent schools with 63% receiving excellent or good. Charter schools ranked third with 55% of participants rating them as excellent or good. Forty-six participants in the poll rated home schooling as excellent or good. In other news, a government report released in August noted a 7% rise in private school enrollment between the years, 2013 and 2015. The report also noted that 38.8% of private school students in 2015 were enrolled in Catholic schools, followed by 21.8% enrolled in nonsectarian schools and 49% enrolled in various other religious schools.

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

# FCIS Professional Development Calendar

Mark your calendars for these upcoming professional development opportunities.

**2017-18**

<p style="text-align: center;"><b>Pre-Conf: ISM</b> November 1, 2017 Omni ChampionsGate, Orlando</p> <p><b>Business Officers' Pre-Conf</b> November 1, 2017 Omni ChampionsGate, Orlando</p> <p style="text-align: center;"><b>Gathering for Prospective Heads</b> November 2, 2017 Omni ChampionsGate, Orlando</p> <p style="text-align: center;"><b>Annual Convention</b> November 2-3, 2017 Omni ChampionsGate, Orlando</p>	<p style="text-align: center;"><b>Prospective Heads' Institute I, II &amp; III</b> January 10-11, 2018 Mission Inn Resort, Howey-in-the-Hills</p> <p style="text-align: center;"><b>Academy for High Performing Educators</b> January 21-23, 2018 Corbett Prep at IDS, Tampa</p> <p style="text-align: center;"><b>Winter Symposium: Crisis Management/Legal Workshop</b> February 6, 2018 <b>Technology Workshop</b> February 7, 2018 Pine Crest, Ft. Lauderdale</p>	<p style="text-align: center;"><b>Business Officers' Conference</b> May 6-8, 2018 Renaissance Hotel, Orlando</p> <p style="text-align: center;"><b>Chair Training</b> June 11, 2018 Hyatt Regency Coconut Point, Bonita Springs</p> <p style="text-align: center;"><b>Heads' Retreat</b> June 11-13, 2018 Hyatt Regency Coconut Point, Bonita Springs</p> <p style="text-align: center;"><b>Summer Symposium</b> June 20-21, 2018 Corbett Prep at IDS, Tampa</p>	<p style="text-align: center;"><b>New Heads' Institute</b> July 26-28, 2018 Delray Beach Marriott , Delray</p> <p style="text-align: center;"><b>Finance Institute</b> July 27, 2018 Delray Beach Marriott , Delray</p> <p style="text-align: center;"><b>Fundraising Institute</b> July 28, 2018 Delray Beach Marriott , Delray</p> <p style="text-align: center;"><b>Administrators' Retreat</b> July 29-31, 2018 Delray Beach Marriott , Delray</p>
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## Legal Webinars with Suzanne Bogdan

*Navigating the Minefield of  
Separated/Divorced Parents in  
Admissions and After Enrollment*

Nov. 15, 2017 @ 12:00 p.m.

*Protecting You and the School from  
Claims in the Teacher Termination/  
Non-Renewal Process*

Dec. 12, 2017 @ 12:00 p.m.

*Managing Gender Identity Issues  
and Determining the  
School's Obligations*

Jan. 19, 2018 @ 12:00 p.m.

*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.

\*SHRM/HRCI credits will be offered.

## 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 10, 2018**  
**Jacksonville Area**

Hosted by: Kim Bednarek  
The Discovery School

**Thursday, April 26, 2018**  
**West Palm Beach Area**

Hosted by: Dr. Edwin Gordon  
Palm Beach Day Academy

**Tuesday, April 24, 2018**  
**Miami Area**

Hosted by: The Reverend Dr. Greg Blackburn  
St. Philip's Episcopal School

**Tuesday, May 1, 2018**  
**Tallahassee/Panhandle Area**

Hosted by: James Milford  
Maclay School

**Wednesday, April 25, 2018**  
**Boca Raton/Ft. Lauderdale Areas**

Hosted by: Tane Bonham  
Christ Church School

**Thursday, May 3, 2018**  
**Tampa/St. Petersburg/Sarasota/Naples Areas**

Hosted by: Robert Stephens  
St. John's Episcopal Parish Day School

**Wednesday, May 9, 2018**  
**Orlando Area**

Hosted by: Dr. David Rowe  
Lake Highland Preparatory School



## FCIS Required Annual Reports through DASL

**Opening Date: August 8, 2017**

**Deadline Extended: November 7, 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/>



## 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



## *FCIS Accreditation Corner*

### **FCIS CONVENTION SESSIONS:**

- *Preparing for an FCIS Evaluation, 2017-2018*
- *The 2017 Standards for Accreditation: An Overview*

**Date:** Friday, November 3 at the FCIS Convention at the Omni Orlando Resort, ChampionsGate

**Who should attend?** These sessions will be most helpful for schools who are undergoing an evaluation in 2017-2018 or 2018-2019. Heads of School, Steering Committee Chairs, or any other faculty/staff member leading the accreditation process will benefit from these sessions.

### **Webinar: Serving on an FCIS Evaluation Team**

**Date:** Wednesday, November 15

**Who should attend?** Current and prospective team members should attend this webinar to learn more about their roles in the new FCIS Evaluation Process. FCIS team membership is open to all FCIS school employees in any area of school operations. Register online for this webinar soon – space is limited!

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**Making a change?** FCIS Bylaws require member schools to inform FCIS when they have a Change of Head, Change of Program, Change of Location, or Change of Ownership. Please inform the FCIS office of any upcoming changes in writing, either via e-mail or regular post. Need more information about what constitutes a change? Contact FCIS at (813) 287-2820 for assistance.

## *FCIS New Teacher Institute 2017*

September 17-19

The New Teacher Institute welcomed 45 enthusiastic, new and nearly new independent school teachers at the beautiful Mission Inn, just north of Orlando. On Sunday, teachers from over 21 different FCIS schools gathered to spend almost two full days together. They participated in a wide variety of workshops designed to strengthen and enhance their teaching and learning. Topics included independent school culture and tradition, parents as partners, classroom and time management, lesson planning and assessment, differentiated learning, technology and innovation, and bringing joy into the classroom. Lori Smith, an Orlando attorney, presented a session on professionalism; how to be an asset, not a liability, to your school; social media use; and other important legal issues relating to independent schools. After spending several weeks in the classroom, new teachers were eager to reflect on their experiences so far, to ask questions, and to discuss and expand their knowledge of best practices. They also took full advantage of connecting with educators from peer schools and enjoyed learning from each other and building the foundation for professional learning networks for ongoing collegial support.

Special thanks to our dedicated teaching faculty: Mike Jakubisin, Director of Upper School, Lake Highland Preparatory School; Suzanne Otero, K-4 Coordinator, The Pine School; Dr. Joyce Burick Swarzman, Head of School, Corbett Preparatory School of IDS; Brandi Goodman, Upper School Technology Integration Specialist, Lake Highland Preparatory School; and Steve Krueger, English Department Chair, Trinity Preparatory School.

## *Leadership Partners through Principles of Good Governance*

October 1-2

On October 1-2, a group of Heads and Board Chairs met at the Hyatt Regency Orlando International Airport for the FCIS Leadership Partners through Principles of Good Governance workshop. Dr. Barbara Hodges, FCIS Executive Director, and Dr. Jan Pullen, Head of Saint Stephen's Episcopal Day School in Bradenton, teamed up to design the program and lead each of the sessions. The workshop offered strategies for strengthening the partnership, support and collaboration between Heads and Board Chairs. Topics included: The Relationship Needed for Good Leadership, Leadership and Effective Communication, Issues Facing Independent Schools Today, Strategic Planning and Board Expectations, and Effective Governance. Each topic led to many informal discussions that carried over into Sunday evening's dinner and Monday's lunch. Time was also allocated for questions, candid observations and brainstorming. A major factor in a school's success is a healthy Head-Board Chair relationship, and participants took full advantage of their time together to share goals and challenges facing their individual schools as well as the broader independent school community.