

Inside this issue

Page 1
Executive Director Letter

Page 2
Prof. Dev. Calendar

Page 3
New Offering
Accreditation Corner
School News

Page 4
New FCIS School
Grant Winner
Business Officers' Conf.
FKC Corner

Page 5
Heads' Retreat

Page 6
Summer Symposiums

Page 7
Certification Renewal

Upcoming FCIS Events

New Heads' Institute
July 26-28, 2018
Delray Beach Marriott,
Delray

Finance Institute
July 27, 2018
Delray Beach Marriott,
Delray

Fundraising Institute
July 28, 2018
Delray Beach Marriott,
Delray

Administrators' Retreat
July 29-31, 2018
Delray Beach Marriott,
Delray

from the executive director...

By the time this newsletter is read, I hope that all of the members of our schools are getting some much needed rest, priming the way for the critical planning that takes place each summer. The 2017-18 school year will probably be remembered by all of us for some time, due to the events that took place during this year. We had only started the school year when Hurricane Irma threatened to engulf our state; most of our schools fared better than originally predicted, but several schools encountered damages which are still being addressed. February 14 shook our state as innocent lives were taken during the Parkland shooting; that event continues to reverberate, impacting state law and raising the awareness of school safety. Finally, Tropical Storm Alberto brought heavy rain to our state just as many of our schools were preparing for graduation and the end of the school year. Despite these events, our schools remain strong, relying on our communities and each other for support. Reflecting back on this past year, despite the external events, our schools accomplished a great deal in educating the students entrusted to them.

In reflecting back over the year, FCIS brought various new resources and services to our member schools.

- The FCIS/FKC New Standards went into effect on July 1, 2017. In addition, FCIS rolled out a new self-study template, which was voluntary for the 2017-18 school year. Only two of the 37 schools going through accreditation this past year chose to use the old template.
- Summer and Fall 2017, the accreditation portal was constructed with a debut in January 2018.
- Beginning in January 2018, the FCIS Director and Assistant Director of Accreditation moved around the state to offer new evaluation and portal training.
- January 2018, evaluation teams were given the choice of using the new portal to write reports; all of our teams chose to use the portal.
- The portal opened in February 2018 for schools for the purpose of writing their self-studies. To date,

34 schools have requested to use the portal to write self-studies for their evaluations scheduled for the 2018-19 school year.

- In June 2018, FCIS offered a new opportunity for administrators to learn more about supervising, supporting, and empowering faculty members through a workshop designed by Independent School Management (ISM).
- FCIS planned and added to its leadership offerings the "Partnership of 3", which will be facilitated by Dr. James Honan, Senior Lecturer at Harvard, and held on Saturday, September 29, 2018. The workshop will focus on the team of the head of school, board chair, and business manager.

As the new school year dawns on July 1, 2018, FCIS will continue to focus on offering professional development opportunities to meet the needs of our schools, will continue to refine our new accreditation process and resources, and will continue to advocate for the independence of our schools through our lobbying efforts with the Florida Legislature and the Florida High School Athletic Association (FHSAA).

NAIS. Data Analysis for School Leadership (DASL) opened at a new time this year – June 13; it will close on October 10, giving our schools four months to submit their data.

TABS and NAIS. The final report from the Independent School Task Force on Educator Sexual Misconduct, a collaborative effort of NAIS and The Association of Boarding Schools (TABS), has been released. The task force was developed to help our independent schools prevent and respond to sexual abuse.

FCIS Convention. It is not too early to make plans to attend the 2018 FCIS Annual Convention at the Hyatt Regency Jacksonville Riverfront on November 15-16, 2018.

Barbara H Hodges, Ed.D.
Executive Director

FCIS Professional Development Calendar

Mark your calendars for these upcoming professional development opportunities.

2018-2019

New Heads' Institute

July 26-28, 2018
Delray Beach Marriott,
Delray

Finance Institute

July 27, 2018
Delray Beach Marriott,
Delray

Fundraising Institute

July 28, 2018
Delray Beach Marriott,
Delray

Administrators' Retreat

July 29-31, 2018
Delray Beach Marriott,
Delray

New Teacher Institute

September 23-25, 2018
Mission Inn Resort,
Howey-in-the-Hills

Partnership of 3

Sept 29, 2018
Hyatt Regency Int'l Airport,
Orlando

**Leadership Partners through
Principles of Good
Governance**

Sept 30 - Oct 1, 2018
Hyatt Regency Int'l Airport,
Orlando

Pre-Conf: ISM

November 14, 2018
Hyatt Regency Riverfront,
Jacksonville

Business Officers' Pre-Conf

November 14, 2018
Hyatt Regency Riverfront,
Jacksonville

Annual Convention

November 15-16, 2018
Hyatt Regency Riverfront,
Jacksonville

**Prospective Heads'
Institute I, II & III**

January 9-10, 2019
Mission Inn Resort,
Howey-in-the-Hills

**Academy for High
Performing Educators**

January 27-29, 2019
Corbett Prep at IDS,
Tampa

Chair Training

June 10, 2019
Marriott Resort Palm Beach,
Singer Island

Heads' Retreat

June 9-11, 2019
Marriott Resort Palm Beach,
Singer Island

New Heads' Institute

July 25-27, 2019
Hyatt Regency Coconut Point,
Bonita Springs

Finance Institute

July 26, 2019
Hyatt Regency Coconut Point,
Bonita Springs

Fundraising Institute

July 27, 2019
Hyatt Regency Coconut Point,
Bonita Springs

Leadership Institute

July 28-30, 2019
Hyatt Regency Coconut Point,
Bonita Springs

WEBINAR: Preparing for an FCIS Evaluation

Date: July 18, 2016

Time: 11AM EST

Getting ready for an FCIS evaluation? Join this webinar to hear tips, timelines and ideas of how to efficiently and effectively prepare for an upcoming evaluation. The accreditation process should be a wonderful time to reflect on the great work that each school does, and we can help make this process less stressful. We will address pre-visit work (organizing standard documentation, campus preparation, and execution of the self-study) and during visit ideas (communication, schedules, and good impressions/hospitality issues). Questions and answers will be addressed.

Presented by: Dr. Tracy Ross and Jennifer Geimer, The Cushman School, with Melissa Alton, FCIS Director of Accreditation

Register: www.fcis.org, professional development, webinars

NEW OFFERING!

Partnership of 3

What Now? What Next?: Leading and Governing Independent Schools of the Future

September 29, 2018

Hyatt Regency Orlando International Airport, Orlando

This full-day workshop will offer strategies for strengthening the partnership, support, and collaboration among CFOs, Heads, and Board Chairs. CFO, Head, and Board Chair are encouraged to attend as a team.

Key take-aways include:

- *Tools and frameworks to address strategic challenges facing independent schools*
- *An understanding of the leadership and governance challenges, with a focus on mission, strategy, business model, and innovation*
- *An action plan for each team*

Accreditation Corner

FCIS Accreditation Regional Trainings are underway!

If you missed our sessions in Tampa and Jacksonville, FCIS will be conducting a training on July 30 in Delray Beach. This training will cover responsibilities of the host school, using the FCIS accreditation portal, preparing for a compliance visit, and writing the self study. Mark your calendars for this **free** session!

The FCIS Office is available to provide accreditation training -- either online or on-site at your school -- to help you prepare for an upcoming evaluation. If you are interested in setting up a training session, contact the FCIS Office.

School News

Paloma Rambana, a 12-year-old 7th-grader at the **Maclay School** in Tallahassee, is named one of America's top 10 youth volunteers of 2018 by the Prudential Spirit of Community Awards in Washington, D.C. Her activism helped secure \$1.25 million in state funding to help children who are visually impaired.

In April, Treasure Stein, a student at the **Benjamin School**, competed on a team called "The Fast And The Curious" with two other young teammates on NCS's *Genius Junior*, hosted by actor Neil Patrick Harris of "How I Met Your Mother," "Doogie Howser, M.D." and "A Series of Unfortunate Events". Congratulations, Treasure!

Erin Mitchell, who teaches science to 4th- and 5th-graders at the **Palm Beach Day Academy**, was named environmental educator of the year by Florida Atlantic University's Pine Jog Environmental Education Center.

An academic quiz team (AQT) from **Community School of Naples** competed at another national high school quizbowl tournament, the National Scholastic Championship (NSC), June 2-3 in Washington, DC. The quiz-bowlers competed against more than 90 other high school teams from around the country and the world. This is the first NSC for CSN, although earlier this year they traveled to tournaments at Harvard University and Johns Hopkins University.

**Congratulations to
Our New FCIS 2017-2018
Accredited School**

**Clewiston Christian School
Clewiston**
Head of School: George Duckstein

**Winner of the 2018
DeWitt E. & Vera M.
Hooker Grant**

Jan-Marie Cook
Palm Beach Day School

*Baby Boomers and Selfie Groomers:
Processing Generational Gaps*

Florida Kindergarten Council Corner

Mark Your Calendars - FKC Convention 2019

Friday, February 1, 2019

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

Saturday, February 2, 2019

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 Business Officers' Conference
May 6-8, 2018
Renaissance Airport Hotel, Orlando**

FCIS welcomed over 40 participants to Orlando for the second Annual FCIS Business Officers' Conference. Business Officers, Heads, and other school leaders attended the almost two-day event. This was the 32nd conference for FCIS business officers, formerly known as FISBO.

On Monday morning Heather Hoerle, Executive Director of The Enrollment Management Association, gave the opening keynote presentation, "Securing Your School's Future: What Business Officers Need to Know about Enrollment Management". Heather outlined the challenges of sustaining independent school models into the future, developing the critical partnership between the enrollment management leader and chief financial officer, and implementing strategic enrollment management. She highlighted the need for a more nuanced understanding of the external environment, the new customer, and admission policies and practices that shape the traditional admission funnel in order for business officers to make the best use of data to aid forecasting and predictive modeling. Additional topics covered throughout the conference included: employment law trends and updates, building reserves, gathering and tracking data, issuing and managing debt, long-range financial modeling, hiring best practices, non-profit financial statements, and consultative relationships. On Monday afternoon, Dr. Barbara Hodges

FCIS Business Officers' Conference (Con't)

May 6-8, 2018

Renaissance Airport Hotel, Orlando

presented “How Do Trends Impact Independent School Sustainability”? She looked at school data trends among independent schools on a state, regional, and national level, as well as how those trends impact sustainability. Schools considered their own data as compared to financial trends in Florida independent schools, as well as on a national level.

On Tuesday morning, Debra Wilson, General Counsel at the National Association of Independent Schools, gave the closing keynote, Independent Schools and the Federal Landscape. Debra examined changes to independent schools under the Trump Administration, including federal trends impacting schools in immigration, employment, and tax policy and older sex abuse cases that have been surfacing. She explored how schools are managing to stay afoot and afloat during these challenging times.

Throughout the conference, participants networked with colleagues at peer schools and continued discussions in classroom settings and informal conversations during meals.

FCIS is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. Be sure to look for future events to earn CPE credits!

Save the date! Mark your calendar for the 2019 FCIS Business Officers' Conference on May 5-7 at the Renaissance Orlando Airport Hotel.



FCIS Heads' Retreat

June 11-13, 2018

Hyatt Coconut Point, Bonita Springs

In June, we welcomed 43 Heads of School to the 26th Annual Heads' Retreat in Bonita Springs.

On the first day, Marin Burton, PhD, Senior Faculty of Societal Advancement at the Center for Creative Leadership, kicked off the program. In her session, “Leading through the Lens of Polarity Thinking”, Marin explored Polarity Thinking and how leaders can use this lens to effectively manage individual, team or organizational challenges. Heads engaged with a mapping tool designed to help an individual or a team think through ideas within various polarity. The next day, Greg Bamford, Outgoing Head of School of Watershed School; Incoming Associate Head

FCIS Heads' Retreat (Con't)

June 11-13, 2018

Hyatt Coconut Point, Bonita Springs

of School for Strategy and Innovation at Charles Wright Academy; and Co-Founder, Leadership+Design, presented "Leadership through Design". In this session, Greg discussed the shifting educational market, the emergence of new pedagogies, and the opportunities for independent schools to innovate. Greg outlined the design process as one approach for leading innovation. By viewing leadership as design, Heads can identify new opportunities, build cultures of creativity, and rethink the future of the schools they steward. Heads found the workshops relevant, engaging and thought provoking.

Heads were energized by their time spent delving into leadership through both polarity and design thinking and by networking with each other. On Tuesday morning, spouses were invited to a poolside chat to share conversation and enjoy the beautiful resort facilities. On Tuesday evening, there was a great turnout at the family buffet, and with a number of kids in attendance, the atmosphere was fun and lively.

Special thanks to the Hyatt Regency Coconut Point for their outstanding service and delicious food.

Be sure to mark your calendar for the next Heads' Retreat on June 10-12, 2019, at the Palm Beach Marriott Singer Island Beach Resort!



FCIS Summer Symposiums

June 20, 2018—Leading, Supporting, and Empowering Faculty

June 21, 2018—Technology and Innovation in the Classroom

Corbett Preparatory School of IDS

At the end of June, FCIS launched the *Summer Symposiums*, a new professional development opportunity. Administrators and teachers from across the state signed up to attend either one or two full-day FCIS workshops at Corbett Preparatory School of IDS in Tampa. The first day was designed to provide administrators with best practices and tools to support faculty, create a culture of professional growth, and positively impact student learning. The second day was designed to provide resources and tools for innovative technology integration and best practices for implementation in the classroom in an effort to engage and inspire students in an active learning environment.

Administrators' Day. We welcomed 76 participants. Barbara Beachley, Director of Advisory Services at Independent School Management (ISM), led a full-day workshop, *Leading, Supporting, and Empowering Faculty*. Barbara explored the relationships between executive leadership, faculty culture, and student performance. She shared tools to assess and strengthen faculty culture and the student experience, specific strategies to support

FCIS Summer Symposiums (Con't)

faculty in fostering a student-centered environment, and a comprehensive framework for attracting, developing, retaining, and rewarding effective and mission-aligned faculty. Participants engaged in meaningful conversations about hiring and induction, assessing and enhancing faculty and school culture, coaching and mentoring, growth-oriented and teacher-driven professional growth and renewal, and effective faculty evaluation.



Innovative Technology Day. We welcomed 48 administrators and teachers. FCIS educators presented sessions on a variety of topics related to innovative technology integration for the classroom. There were two tracks offered: one targeted to lower and middle school teachers and one targeted to middle and upper school teachers. Topics for lower and middle school teachers included: *STEAM: Design and Implement an Innovative Program for Your Classroom*, *Elementary Entrepreneurs: Bringing a Design-Thinking Curriculum to the Lower School*, *Coding Computer Games for a Different Type of Project*, and *Apps that really work!* Topics for middle and upper school teachers included: *Transforming Technology Curriculum: Staying Ahead of the Curve*, *Building Borderless Classrooms: Tools for Creating Collaborative Learning Communities*, *Secrets to Success: Collaborative Technological Student Projects that Work*, and *Top Ten FREE Digital Storytelling Tools for Personalized Learning*. These sessions were interactive and collaborative, and participants enjoyed exploring the different topics, discussing new ways to innovate in the classroom, and connecting with colleagues at peer schools from around the state.

Special thanks to Dr. Joyce Swarzman and Corbett Preparatory School of IDS for hosting the Symposiums. We appreciate their enthusiasm for leadership development and classroom innovation as well as their generous hospitality.



Certification Renewal

Florida Professional Certificates Expiring June 30, 2018

Renew online at www.fldoe.org and contact Keara Danger, kdanger@fcis.org, to submit your master in-service to the DOE on the CT-116.