



INDEPENDENTS

The Newsletter of the Florida Council of Independent Schools

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Upcoming FCIS Events

Annual Convention

November 14-16, 2018
Hyatt Regency Riverfront,
Jacksonville

Prospective Heads'

Institute I, II & III

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

Accreditation Training

January 24, 2019
All Saints Academy,
Winter Haven

Accreditation Training

January 25, 2019
Parkway Christian School
Davie

from the executive director...

Fall 2018 seemed to be off to a good start in our state until Hurricane Michael roared through the Panhandle impacting schools in Northern Florida. Despite the havoc that this storm has brought, our damaged schools are seeking ways to continue to educate the students entrusted to them. One school remains closed, but is not deterred in its mission. Other FCIS schools that were more fortunate have rallied around those damaged schools and are seeking ways to support them. As difficult as this path of destruction has been, it has been uplifting to observe our schools pulling together to help those in need. The FCIS spirit is not deterred, even by a storm as powerful as Michael.

FCIS Enrollment. After an increasing aggregate enrollment from 2011 to 2017, the total enrollment for FCIS schools has remained almost the same for the second year in a row. 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. Of the 65 schools that have declined in enrollment, 57% of those schools are elementary schools and 49% are faith-based.

New FCIS Standards, Evaluation Process, and Accreditation Portal. We are now in Year Two with the FCIS Standards and Indicators that were adopted on July 1, 2017. Last year, member schools undergoing their five-year evaluations had a choice between using the old self-study template and the new template. All but two schools used the new template. We are now in full implementation of the new process focusing on school improvement and involving the school in identifying essential questions to gain feedback from the visiting evaluation team. The Accreditation Portal opened in January 2018. For this school year only, schools can choose between writing their self-studies in the Portal or using some other means. Most schools are choosing to use the Portal. The feedback from the new process and the portal has been quite positive. The FCIS Accreditation Team will continue to offer training around the state and will present several sessions at the upcoming 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 Hyatt Regency Jacksonville on November 15 and 16. Special thanks go to Kim Bednarek, Head of The Discovery School; James Milford, Head of Maclay School; and all of the North Florida FCIS schools for chairing and hosting this important event. Thursday keynote speakers include **Ted Dintersmith, Ph.D.**, one of America's leaders in innovation, entrepreneurship, and education; and **Don Yaeger**, nationally acclaimed inspirational speaker, longtime Associate Editor of Sports Illustrated, and author of over 30 books, eleven of which have become New York Times bestsellers. On Friday, **Max Ventilla**, Founder and CEO of AltSchool, will open the faculty day, followed by luncheon keynote speaker, **Joy Purdy**, News Anchor, WJXT. This convention is one not to be missed.

NAIS Commission on Accreditation (NCOA). NCOA was founded in early 2002 by NAIS due to a request by executive directors of leading independent school accrediting associations in the United States, Canada, and abroad. For over 16 years, NCOA has provided professional development and a review process, whereby the 20 member associations have voluntarily submitted to being visited and evaluated by peer associations to determine compliance with the NCOA Criteria and to challenge member associations to engage in self-reflection and growth. With the blessing of NAIS, this organization has become a separate not-for-profit incorporation, known as the International Council Advancing Independent School Accreditation (ICAISA). NAIS will remain a part of the new organization with a seat on its board; ICAISA is now free to bring more international independent school associations to the table for deeper and broader conversations.

Barbara H Hodges, Ed.D.
Executive Director

FCIS Professional Development Calendar

Mark your calendars for these upcoming professional development opportunities.

2018-2019		
<p>Pre-Conf: ISM November 14, 2018 Hyatt Regency Riverfront, Jacksonville</p> <p>Business Officers' Pre-Conf November 14, 2018 Hyatt Regency Riverfront, Jacksonville</p> <p>Gathering for New & Prospective Heads November 15, 2018 Hyatt Regency Riverfront, Jacksonville</p> <p>Annual Convention November 15-16, 2018 Hyatt Regency Riverfront, Jacksonville</p> <p>Prospective Heads' Institute I, II & III January 9-10, 2019 Mission Inn Resort, Howey-in-the-Hills</p> <p>Accreditation Training January 24, 2019 All Saints Academy, Winter Haven</p>	<p>Accreditation Training January 25, 2019 Parkway Christian School Davie</p> <p>Academy for High Performing Educators January 27-29, 2019 Corbett Prep at IDS, Tampa</p> <p>Winter Symposiums February 6-7, 2019 Lake Highland Preparatory School, Orlando</p> <p>Business Officers' Conference May 5-7, 2019 Renaissance Hotel, Orlando</p> <p>Chair Training June 10, 2019 Marriott Resort Palm Beach, Singer Island</p> <p>Heads' Retreat June 10-12, 2019 Marriott Resort Palm Beach, Singer Island</p>	<p>Summer Symposiums June 19-20, 2019 Corbett Prep at IDS, Tampa</p> <p>New Heads' Institute July 25-27, 2019 Hyatt Regency Coconut Point, Bonita Springs</p> <p>Finance Institute July 26, 2019 Hyatt Regency Coconut Point, Bonita Springs</p> <p>Fundraising Institute July 27, 2019 Hyatt Regency Coconut Point, Bonita Springs</p> <p>Leadership Academy July 28-30, 2019 Hyatt Regency Coconut Point, Bonita Springs</p>

Legal Webinars with Suzanne Bogdan

<p>Vaping, Baking, Toking, and Drinking – What Can You Do?</p> <p>November 5, 2018 @ 12:00 p.m.</p>	<p>Determining Best Practices for Approving Student Clubs</p> <p>January 15, 2019 @ 12:00 p.m.</p>
<p>Investigation of Misconduct and Legal Standards for Student Discipline</p> <p>December 11, 2018 @ 12:00 p.m.</p>	<p>The Many Facets of Sexual Misconduct on Your Campus Today</p> <p>February 11, 2019 @ 12:00 p.m.</p>

SHRM/HRCI credits will be offered.

School News

Cornerstone School in Ocala received the STEM School of Excellence Award by the International Association of STEM Education, and Joe Mosley, STEM Coordinator, received the 2018 Mike Neden STEM Champion Award from the International Association. Congratulations to Cornerstone and Joe!

Carrollwood Day School Senior, N’Jhari Jackson, was awarded the Congressional Award Bronze Medal. The award was created to honor, encourage, and inspire American’s youth. Congratulations, N’Jhari!



Community School of Naples’ girls varsity volleyball team recently returned from a six-day trip to Italy where they had been invited to play against two teams: Frascati in Rome and Campania Regional Selection in Naples, Italy. CSN announced six



National Merit Commended Scholars. Congratulations to seniors Joshua, Bridget, Anabella Maria, Cameron, Harrison, and Harrison Rogers!

2019 Florida Kindergarten Convention

Registration Now Open—Deadline: January 10, 2019



Keynote Speaker—**Dr. Wendy Mogel** is an internationally acclaimed psychologist, author, and public speaker. Publisher’s Weekly gave her—now classic—parenting book, *The Blessing of a Skinned Knee*, a starred review, calling it impassioned, lyrical and eminently practical...a real treasure. Her revelatory second release, *The Blessing of a B Minus*, addresses the challenge of parenting adolescents in a culture of anxiety and entitlement. Publisher’s Weekly raved, “Mogel’s compassion and authenticity will ring true with parents of all faiths facing the tumultuous teen years.” A revised edition of *The Blessing of a Skinned Knee*, updated for the age of social media and smartphones, was released on July 7, 2017.

Friday, February 1, 2019

5:30-7:00pm 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

Member Registration Fee: \$120

Hotel Room Rate: \$143.00

Self-Parking: \$8.00/day day)

Accreditation Training

Melissa Alton, Director of Accreditation and Julie Johnson, Assistant Director of Accreditation and Member Services, will be offering Accreditation training for those preparing for an upcoming self-study. Register online at www.fcis.org/events

All Saint's Academy (Winter Haven)
January 24, 2019 (10 am -12 pm)

Parkway Christian (Davie)
January 25, 2019 (10 am -12 pm)

FCIS New Teacher Institute 2018

Sept 23 - 25



The *New Teacher Institute* welcomed 47 enthusiastic, new and nearly new independent school teachers at the beautiful Mission Inn, just north of Orlando. On Sunday, teachers from 24 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, teacher observations, narrative comment reports, maintaining balance, fixed vs. growth mindsets, 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: **Jennifer Geimer**, Middle School Director, The Cushman School; **Kathleen Malanowski**, Lower School Principal, North Broward Preparatory School; **Donald Morrison**, Dean of Faculty, Tampa Preparatory School; **Dr. Joyce Burick Swarzman**, Head, Corbett Preparatory School of IDS; and **Robert Franz**, Upper Division History Teacher, Berkeley Preparatory School.



Partnership of 3 and Leadership Partners through Principles of Good Governance

Sept 29 - Oct 1

Partnership of 3 - On September 29, James P. Honan, Ed.D., Senior Lecturer at Harvard Graduate School of Education, presented Partnership of 3: What Now? What Next? Leading and Governing Independent Schools of the Future. He offered strategies for strengthening the partnership, support, and collaboration between Heads, Board Chairs and CFOs. Participants reviewed the results of a pre-workshop survey and reflected on the following topics: changes to their school's mission in recent years; changes, disruptions, and challenges in their school's external environment/operating context; and specific examples of ways the board/head/CFO addressed these challenges. Tools and frameworks were introduced to address strategic challenges facing independent schools. Participants discussed case studies that illustrated the key leadership/governance challenges, with a focus on mission, strategy, business model, and innovation and worked both individually and in groups to develop an action plan.

Leadership Partners through Principles of Good Governance - On September 30-October 1, 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. They 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.

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.

Wednesday, April 10, 2019

Tampa/St. Petersburg/Sarasota/Naples Areas

Hosted by: Joe Seivold
Berkeley Preparatory School

Thursday, April 18, 2019

Tallahassee/Panhandle Area

Hosted by: Peter Klekamp
Holy Comforter Episcopal School

Thursday, April 25, 2019

Jacksonville Area

Hosted by: Tyler Hodges
The Bolles School

Wednesday, May 1, 2019

West Palm Beach Area

Hosted by: Deborah Strainge
St. Mark's Episcopal School

Thursday, May 2, 2019

Boca Raton/Ft. Lauderdale Areas

Hosted by: Tane Bonham
Christ Church School

Friday, May 3, 2019

Miami Area

Hosted by: Patrick Roberts
Palmer Trinity School

Wednesday, May 8, 2018

Orlando Area

Hosted by: Dr. Steve Whitaker
The First Academy