



**COMPASS**  
CHARTER SCHOOLS



## **People Division Overview Presentation**

**(855) 937- 4227**

**CompassCharters.org**

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# Agenda

- Mission and Vision Statements
- Our Core Values
- Community Relations
- Human Resources
- Training & Development
- Q & A



# **Our Mission and Vision**

## **MISSION STATEMENT**

Our mission is to inspire and develop innovative, creative, self-directed learners, one scholar at a time.

## **VISION STATEMENT**

Our vision is to create a collaborative virtual learning community, inspiring scholars to appreciate the ways in which arts and sciences nurture a curiosity for life-long learning, and prepare scholars to take responsibility for their future success.



# Our Values

## COMPASS CHARTERS

-  **A**chievement: Engage in and take charge of your learning.
-  **R**espect: Be respectful in all interactions with fellow scholars, learning coaches, faculty, and staff.
-  **T**eamwork: Work cooperatively with all persons involved in your education. \*Teamwork makes the Dreamwork\*
-  **I**ntegrity: Behave following strong ethical principles, values, and academic honesty.
-  **C**ommunication: Frequently and proactively communicate with all persons involved in your education.



# Community Relations

## **Kimberly Aguilar**

*Community Relations Coordinator*

Kim has been with the CCS Family since January 2020, and a welcome addition to the People Division this year. In her role, Kim focuses on:

- Oversees external and internal communication for brand management
- Media and Community Liaison
- Creates school content (weekly, monthly and quarterly newsletters, blogs, press releases)
- Manages school social media accounts (posts, trivia)
- Graphic design for social media accounts, school website, and reporting
- Marketing events for scholar recruitment and engagement





# Human Resources



## **Jesse Zamora**

*Human Resources Manager*

The Human Resources Manager is a new and welcome addition to the division this year. In this role, our Human Resources Manager has focused on:

- Managing positive employee relations
- Employee retention
- Maintaining personnel records, maintenance and monitoring of the human resources information system and related programs.
- Administration of leaves of absences
- Benefits administration, changes, and qualifying events
- Strategic implementation of human resources policies, procedures, and best practices
- Investigations and reporting
- Assisting in employee exits and surveys



# Human Resources

## **Lance King**

*Talent Manager*

The position of Talent Manager was added to the Human Resources Team in July 2019. In this role, our talent manager

- Collaborates with department and division leads to recruit highly qualified talent
- Hosts and leads new hire orientation and onboarding
- Benefits administration, changes, and qualifying events
- Maintaining personnel records, maintenance and monitoring of the human resources information system and related programs
- Verifications of Employment
- New hire survey collection for process improvement







# Training & Development

## **Debra LaCroix**

*Training & Development Manager*



Our Training & Development Manager is another new addition to the division this year. She brings a wealth of knowledge in the field of training and development to CCS. In this role:

- Analyze, recommend, develop, and improve the quality of staff support
- Identify and Create Professional learning opportunities programs based on cross division/department collaborative communications and feedback.
- Provide training, coaching, and mentoring
- Manages staff training and tracking certification programs
- Focus on staff development, staff engagement, and retention





# Questions?



Contact:

Sophie Trivino | Chief People Officer

(805) 807-8182

[strivino@compasscharters.org](mailto:strivino@compasscharters.org)

@HRGuru