



People Division Report  
September 24, 2022

This report highlights, for the Board of Directors, areas on which the People Division team has worked:

- The majority of our leadership staff have completed the Harvard Business School's online Certificate in School Management and Leadership. There are still some coordinators and new directors that will be participating in the program this year. There are four courses in the program, each course takes place over four weeks throughout the school year.
- We are continuing our partnership with the Riverside County Office of Education's Center for Teacher Innovation, to help teachers with preliminary teacher credentials clear their credentials. The online induction program will pair Compass candidates with internal coaches starting in October. This year we have two education specialists who will participate.
- The California Department of Public Health has updated the testing requirements for schools; as of September 17, Compass is no longer required to test unvaccinated and under-vaccinated staff weekly.
- Our work with the consulting firm, Learner-Centered Collaborative, has progressed over the summer and into the Fall.
  - We have shifted the focus from creating the Framework to the Future and aligning our job descriptions to the Framework, to creating and deploying our new Employee Growth & Development Plans and professional learning pathways for all staff (both of which are aligned to the Framework).
  - In terms of our professional learning pathways, we will be offering six different pathways for our staff; four for our certificated (instructional) staff, one for our classified staff, and one for our leaders.
- Our Training & Development Manager has been working collaboratively with the Director of Staff Support in the Academic Services Division to create a series of professional learning opportunities for all staff throughout this school year. Workshops held in August included the 'Transition to Supervision' and 'Coaching: The Compass Way.' 'Growing Your Mindset: Seeing Each Other in a New Way' will take place in September for all staff.
- Benefit open enrollment was completed during the month of August. We have successfully transitioned our medical plans from a stand-alone account to the PACE JPA. *See the enclosed worksheet with enrollment details.*
- Organizational changes have transpired since the last meeting. *See enclosed worksheet.*

I appreciate the collaboration within the People Division and throughout the organization as we work to support our amazing staff!

Respectfully Submitted,

Sophie Trivino  
Chief People Officer