



People Division Report
March 21, 2023

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

- The Chef People Officer attended the first regular board meeting for the PACE JPA (medical benefits) as an appointee of Compass Charter Schools on Thursday, December 8, 2022.
 - A Discussion was held to review the completion and participation rates of the employee fitness program that concluded on November 30, 2022 (open to all JPA members).
 - This year Compass staff have access to the program which will run through November 30, 2023, participants who meet the goals, which are tracked through the JPA's wellness website will have the opportunity to win prizes.
 - The next regular full board meeting will be held on April 27, 2023.
 - Discussion for renewal rates (2024) are expected to take place at the July board meeting.
- Updates on our continued 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 paired Compass candidates with internal coaches started in October. There are two candidates for the 2022-23 school year, both are Education Specialists:
 - Due to the complexities of the requirements for Education Specialists both candidates have opted for the two-year completion option. One candidate is completing year two of the two-year option, the other is starting year one of the two-year option.
 - Our Training and Development manager has been receiving regular updates from our candidates who are meeting with their coaches to complete the course requirements and are on track for completion by or before May 1, 2023.
- Our work with the consulting firm, Learner-Centered Collaborative, has progressed:
 - Our Training and Development manager continues to collaborate and support the learning pathways with Catina Hancock from the Learner Centered Collaborative and Kasey Wingate, our Director of Academic Support.
 - The first cycle for staff growth and development plans concluded on January 31, 2023.
 - The second cycle will conclude on April 30, 2023.
- March In-Service day professional learning took place on Friday, March 10, 2023. Programming was created by Kasey Wingate, Director of Staff Support in collaboration with Debra LaCroix, Training & Development Manager.



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- Our Training & Development Manager delivered the keynote presentation on Finding Our Personal Power: Creating a Positive Path which focused on the principles of the happiness advantage and how implementing small, positive changes can alter a person's outlook.
 - Staff were provided multiple training options available via synchronous sessions throughout the day.
 - Overall feedback from staff have rated the program at 4.3 out of 5.
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- Notice of Reasonable Assurance letters will be shared with applicable staff on Friday, March 31, 2023.

 - Organizational changes have transpired since the last meeting. *Please see enclosed worksheet.*

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

Respectfully Submitted,
Sophie Trivino
Chief People Officer