



People Division Report
May 20, 2023

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

- The Human Resources team is preparing for the 2023-24 school year staffing needs. We are still utilizing Competency-Based Inventories for open positions and continuing our work to create inventory and interview templates for each role. We are currently working on filling the current vacancies for the upcoming year:
 - Chief Academic Officer
 - Executive Assistant to the Superintendent & CEO
 - High School Coordinator (Online)
 - Eligibility Pools:
 - Education Specialists
 - Supervising Teachers
- The Human Resources team will be collaborating with the Chief Operations Officer on the transition of HRIS platform from BambooHR to ADP.
 - After review of our current HRIS we wanted to ensure a better experience for staff by reducing the number of systems utilized between HR and Payroll.
 - This change would effectively merge the HRIS and Payroll systems, reducing redundancies, and opportunities for error.
 - We plan on full implementation by or before August 1, 2023.
- 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:
 - We are excited to share that our Education Specialist candidates have submitted their requirements for the 2022-23 cycle, and are currently awaiting a status update from program administrators.
 - Staff needing to clear credentials will have the opportunity to sign up for the 2023-24 cycle in July and August.
- 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.
 - As we wrap up the second cycle we are looking forward to our celebration of learning that will take place on June 15, 2023.
 - We are reviewing feedback from leadership and staff and look forward to providing additional support for the Growth & Development plans.
- Our plans for Training and Development for the 2023-24 school year are well underway, starting with the introduction of the SDI Core Strengths and Restorative Justice Practice and Trauma-Informed Care practices to all staff.
 - Compass introduced the SDI Core Strengths to the leadership team at the start of the 2022-23 school year.
 - SDI is an assessment that allows staff and leadership to measure their core motives, how they experience conflict, their strengths, and how strengths can be overcome, potentially limiting interpersonal effectiveness. With these measurements, it delivers personalized Relationship Intelligence to help us build trust and form productive relationships amongst our teams.
 - Restorative Justice Practice and Trauma-Informed Care began as a DEI committee initiative that was introduced to staff as a workshop on the principles and practices of restorative justice at our March In-Service day.
 - This is a program of study from San Diego State University that places an emphasis on using a culturally-responsive curriculum to implement trauma-informed and innovative restorative practices for staff to use daily as a measure to rebuild trust and strengthen working relationships throughout the Compass community.
 - We will have a presenter at the all-staff retreat to introduce the program and the process for implementation during the 2023-24 school year.
 - Staff will have the opportunity to train with the Restorative Justice educators and Debra LaCroix, our Training and Development manager throughout the Fall and Winter before implementing these practices.
 - The People Division is looking forward to leveraging the insight that we gather through the SDI along with the training we receive from Restorative Justice to create supports for Compass staff via professional learning, workshops, and short asynchronous sessions.
 - The People Division will provide a general session, workshops, and team exercises on the SDI Core Strengths for the All-Staff Retreat in August as well as adding these concepts to the training we provide for staff and supervisors moving into the 2023-24 school year, and across our three-year organizational plan.
- 2023-24 Salary Memos will be shared with staff in June, prior to the conclusion of the 2022-23 school year.

- 2023-24 Employee Salary Schedules
 - Salary schedules have been updated to reflect a modest 5% increase for the Cost of Living Adjustment (COLA). *Please see enclosed attachments.*

- 2023-24 Employee Handbook Updates
 - Handbook updates have been submitted to and reviewed by our legal team at Young, Minney & Corr. *Please see enclosed attachment for the Board's review and approval.*
 - We have also created a list of changes for the 2023-24 school year. *Please see the enclosed attachment.*

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

I appreciate the hard work and collaboration from 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