



People Division Report
May 20, 2023

This report highlights, for the Board of Directors, areas on which the People Division Team has worked and updates as we conclude the 2022-23 school year:

- The Human Resources team is still working to prepare for the 2023-24 school year staffing needs. We are currently utilizing the Competency-Based Inventory process for open positions and continuing our work to create and update 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)
 - Special Education Program Specialist
 - Special Education Technician
- The Human Resources team is collaborating with the Chief Operations Officer through the transition of HRIS platforms from BambooHR to ADP.
 - Full implementation by or before August 1, 2023.
- As we wrap up the current school year, 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 met their requirements for the 2022-23 cycle and will be continuing on to year 2 of their learning cycle starting in September 2023.
 - Staff needing to clear credentials will have the opportunity to sign up for the 2023-24 cycle in July and August.
 - Staff wishing to act as coaches for the upcoming school year have reached out to express their interest.
- Our work with the consulting firm, Learner-Centered Collaborative, has progressed:
 - Our organization-wide celebration of learning took 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 for the 2023-24 school year.
- 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 overdone, 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.
 - A presenter will be at the all-staff retreat to introduce the program and the process for implementation during the 2023-24 school year.
 - Staff who wish to be trained on the initiative will have the opportunity to work with the Restorative Justice educators and Debra LaCroix, our Training and Development Manager, throughout the Fall and Winter before implementing these practices throughout the organization.
 - The People Divisions 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.
 - All staff have been invited to take the SDI Core Strengths Assessment via the online portal, with the request to complete prior to the conclusion of the school year.
- Our annual Intent to return survey was shared with staff in early June. Two (2) staff have indicated their intent of non-return for the upcoming school year. Both positions have been added to the Human Resources department's list of vacancies.
- 2023-24 Salary Memos will be shared with staff on Tuesday, June 20th, prior to the conclusion of the 2022-23 school year.
 - Memos include step placement on respective salary schedules and any applicable stipends such as the higher education and/or longevity stipends.

- 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