



People Division Report
September 30, 2023

This report highlights, for the Board of Directors, areas on which the People Division Team will focus as we start the 2023-24 school year:

- The Human Resources team is still working on 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:
 - Director of IT
 - High School Supervising Teacher (Online)
 - Options Learning Coordinator
- The Human Resources team is wrapping up the transition from the BambooHR (HRIS) over the summer to our current payroll system, ADP. This transition should be beneficial to staff as it will act as a single point of access for staff.
 - We have successfully transferred current employee documents to the ADP platform and created backups of historical employee documents for HR's internal files.
 - Recruitment and Hiring: there will be some updates to the recruitment and hiring process as it will now be hosted via the ADP platform.
 - Updates for hiring managers will be made available as we progress through the final stages of the transition to the new platform.
- As we ramp up for the current 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 to start in October.
 - We have a total of five (5) candidates that will be enrolling for the 2023-24 school year.
- We are excited to share the continued use of the growth and development plans for the 2023-24 school year. There have been some small adjustments to the following areas in the Growth & Development Plans:
 - Template: Small changes were made to the template(s) as suggested by staff. These include changes to the template form, adding drop-downs, streamlining, and adding due dates for ease of use.
 - Resource: A resource document was created as a quick reference for all users to access.

- Pathway Options: the leadership teams have worked collaboratively with staff to increase the number of pathway options that are available, including custom pathways, program pilots, credential clearing (via RCOE) and continuing education.
- Milestone tracking: We have created a resource for supervisors and staff to track milestones based on our timeline for the 2023-24 school year:
 - September 15, 2023: Self-Assessment and Goal Setting
 - December 15, 2023: Learning Cycle #1
 - April 30, 2024: Learning Cycle #2
 - May 24, 2023: Celebration of Learning
- We are happy to share that we will continue our work and partnership with the Learner-Centered Collaborative (LCC) for the upcoming school year by offering pathways and mentoring to staff in support of their growth and development plans.
 - Authentic Learning Pathway
 - Competency-Based Learning Pathway
 - Inclusive & Equitable Learning Pathway
 - Personalized Learning Pathway
- Our plans for Training and Development for the 2023-24 school year are well underway, starting with the implementation of the SDI Core Strengths, Trust and Inspire, and Restorative Justice Practice and Trauma-Informed Care practices to all staff.
 - **SDI Core Strengths:** SDI Core Strengths assessments have been provided to all Compass staff.
 - So far 185 of 207 staff have taken their assessment, with reminder invitations being sent the week of September 25th.
 - Many report that the principles and language of the SDI are already in use and provide insights into understanding our interactions with one another.
 - SDI Team Building is offered to all departments. At this point, two teams have scheduled time with Debra LaCroix. She encourages other leads to do the same.
 - A recap of the Keynote SDI presentation from the all-staff retreat will be offered to staff at our October in-service day, with a Q&A session to follow.
 - A brief review of the color MVSs will be offered since it has already been almost two months since the Retreat.
 - Also, this will provide an opportunity for those who have still not completed an SDI to gain an understanding of their outcomes.
 - Debra LaCroix, Training & Development Manager has released a series of asynchronous learning sessions to reinforce SDI understanding. These sessions will provide communication suggestions to improve relations and build stronger Relationship Intelligence(RQ). These are short SDI MVS Color descriptions, offering reviews for the activities in the recap In-Service training. These sessions include:
 - Tips for communicating with **Blue**
 - Tips for communicating with **Red**
 - Tips for communicating with **Green**
 - Tips for communicating with **Hub**

- Tips for communicating with Red-Blue
 - Tips for communicating with Red-Green
 - Tips for communicating with Blue-Green
- **Trust & Inspire:** Compass leadership (coordinators, managers, directors, and cabinet) will be participating in the Stephen Covey book study on Trust & Inspire leadership as part of the pathway for leadership's learning for the 2023-24 school year. We are hoping to build upon the work we have done with the LCC, SDI Core Strengths, and Restorative Justice.
 - There are plans to cascade a summary of the leadership concepts for Classified Staff in their Pathway, sharing an integrated body of knowledge with all staff.
 - **Restorative Justice Practice and Trauma-Informed Care:** Program introduction came as an initiative from the DEI committee with an in-service day presentation in March 2023. An in-depth presentation took place at the all-staff retreat in August.
 - Restorative justice was selected as an option to continue to meet our wildly important goal (WIG) #2. In a culture that has experienced relationship damage due to toxic situations, building a positive way to rediscover one another has been of paramount importance. This program puts into place a technique to access some of the long-held negative results of the toxic interactions that occurred, opening doors to re-establish communication across the organization.
 - Our Training and development manager started the Restorative Justice certification course in August. Ten (10) staff volunteers will participate in training for restorative circles starting in October and concluding in early December.
 - Our vision is to develop the relationship-building skills necessary to empower our achievement of an improved school culture. The ultimate goal is then to establish restorative justice practices in the discussion of more challenging issues as needed.
 - The first Compass In-Service Day of the 2023-24 school year will occur on Friday, October 20th. Plans are well underway for our semi-annual professional learning day. As indicated above, Debra LaCroix will deliver the Recap of the SDI Keynote, laying a refreshed foundation for staff learning and interaction. This Recap will be primarily activity-based. There will be a Q&A session immediately following.
 - Additional staff contributions include: Lexia CORE 5, Modifications/Accommodations and Modified Curriculum COC Decisions, Marketing, McKinney Vento, STRS Info Session.
 - 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