



People Division Report
December 2, 2023

This report highlights for the Board of Directors, areas on which the People Division Team is working for the 2023-24 school year:

- The Human Resources team remains focused on 2023-24 school year staffing needs. We are currently working on filling the current vacancies and open eligibility pools:
 - Options Learning Coordinator
 - Eligibility Pools:
 - Educational Specialist - Moderate/Severe
 - Educational Specialist - Mild/Moderate
- The Human Resources has successfully transitioned our Human Resources Information System, BambooHR (HRIS) to ADP.
 - Current employee documents have been transferred to the ADP platform and created backups of historical employee documents for HR's internal files.
 - All CTC credentials for certificated staff have been updated to match the data available in the SPSIS (School Pathways). We work to ensure that both sources match with the eventual goal of a bridge between the independent systems.
- **Benefits Open Enrollment**
 - Open Enrollment was successfully moved from August to November, allowing staff additional time to start the school year with a focus on scholars. This also helped to ensure that the benefit out-of-pocket deductibles aligned with the standard provider's plan year which runs January through December.
 - Open Enrollment closed on Wednesday, November 29, 2023. The 2024 plans will be effective as of January 1, 2024.
 - The PACE JPA did see rate increases for 2024
 - Anthem Medical rates increased 7% - 18.9%
 - Kaiser Medical rates increased 13.99% - 14.54%
 - Some Compass ancillary rates also increased for 2024
 - Anthem Dental rates increased 3.99% - 5%
 - Anthem Vision rates did not increase
 - Anthem Life, Voluntary Life, and Long Term Disability did not increase
 - We are currently still in contract with the PACE JPA through December 2024, however, we look forward to exploring other options starting in the Spring for the 2025 benefit plans to ensure that we have the best options available to staff.
- **Employee Handbook Policy Updates:** The Human Resources department is starting our work on updates to the annual Employee Handbook for the 2024-25 school year.

- Our partnership with the **Riverside County Office of Education's Center for Teacher Innovation** continues to move forward. We have a total of five (5) candidates who continue to make progress throughout the program with three (3) staff choosing to participate in the Early Completion Option (ECO).
- **Staff growth and development plans** for the 2023-24 school year are underway, the next portion of milestone tracking will be the conclusion of Learning Cycle #1 on December 15, 2023.
 - 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:
 - 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
 - Part of the growth plans includes our work and partnership with the Learner-Centered Collaborative (LCC) via the following pathways:
 - Authentic Learning Pathway
 - Competency-Based Learning Pathway
 - Inclusive & Equitable Learning Pathway
 - Personalized Learning Pathway
 - Community of Practice (Classified Staff)
- Updates for our plans for Training and Development for the 2023-24 school year are well underway. Starting with the **SDI Core Strengths**, assessments have been provided to all Compass staff including our most recent new hires.
 - Debra LaCroix, our Training & Development Manager released a series of asynchronous learning sessions to reinforce SDI understanding. These sessions are available to all staff via our ASU and Guidesite.
- **Trust & Inspire:** Sessions have been delivered to Compass leadership via our All Management monthly meetings incorporating our learning from the Trust & Inspire book with facilitated workshops by the Covey representative.
- **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, staff certification began in October, and the final session concluded this Thursday, November 30th.
 - Plans for staff implementation will begin in December starting with the DEI committee and volunteer team members. Then based on those results, restorative circles will begin staff in January.
- **October In-Service Day:** The first Compass In-Service Day of the 2023-24 school year took place on Friday, October 20th. Debra delivered the recap of the SDI Keynote from our August All-Staff Retreat, laying a refreshed foundation for staff learning and interaction. The recap was primarily activity-based. There was a well-attended Q & A session immediately following.
 - Evaluation feedback on the In-Service Day was very good. On a scale from 1 to 5, the keynote address received a 4.51. On the same scale, the overall In-Service Day received a 4.16.
 - We are looking forward to our next In-Service Day, which will take place on March 8, 2024.

- Organizational changes have transpired since the last meeting. *Please see the enclosed worksheets titled 2023-24 CCS Additions Report and 2023-24 CCS Terminations Report.*

I appreciate the continuing effort and collaboration from within the People Division and throughout the organization as we work to support our amazing and dedicated staff in service of our scholars.

Respectfully Submitted,

Sophie Trivino
Chief People Officer