



People Division Report
May 18, 2024

This report highlights for the Board of Directors, areas on which the People Division Team is working for the 2023-24 school year as of May 10, 2024:

- **Staffing and Recruitment:** The Human Resources team remains dedicated to addressing our current staffing needs. Currently, our efforts are concentrated on filling the following vacancies:
 - Enrollment Specialist

In close collaboration with Academic department leaders, we are diligently preparing Eligibility Pools for the upcoming 2024-25 school year. These pools will serve as vital resources for meeting our staffing requirements. The positions under preparation include:

- Education Specialist (Mild/Moderate)
- Resource Specialist
- Supervising Teacher - Arts and Music (Prop 28 Funded)
- Supervising Teacher - Options
- Tutor

By proactively addressing both current vacancies and future staffing needs, we aim to ensure a seamless and effective recruitment process while maintaining the high standards of our educational programs.

- **Notice of Reasonable Assurance:** Memos were shared with staff on March 29, 2024.
- **2024-25 Intent to Return Survey:** The intent to return survey provides staff the opportunity to confirm their intent to return for the upcoming school year. This will be shared with staff the week of May 20th, 2024.
- **2024-25 Staff Calendars** Have been completed and shared with all staff.
- **Employee Handbook Updates:** The HR and Leadership Teams in collaboration with our partners at Young, Minney & Corr, have diligently revised and updated policies for the 2024-25 Employee Handbook. We have enclosed an attachment for the Board's review and approval, outlining the comprehensive changes made to ensure alignment with current regulations and best practices.
 - Additionally, the HR Team has compiled a comprehensive list of changes made to policies for the upcoming school year. Please refer to the enclosed attachment for detailed insights into these adjustments.

- **2024-25 Salary Schedules** We have completed the update of the Salary Schedules for the 2024-25 school year. Notably, adjustments were necessary due to changes in the federal minimum wage rates, impacting two areas of our certificated salary schedules: Supervising Teachers and Education Specialists. The attached documents reflect these changes.
 - **2024-25 Salary Memos** will be generated and distributed in June, ahead of the conclusion of the current school year.

- **Progress Update on Partnership with Riverside County Office of Education's Center for Teacher Innovation (CTI):** Our collaboration with the Riverside County Office of Education's Center for Teacher Innovation (CTI) continues to advance successfully. Currently, Compass has five CTI Coach/Coachee Teams who are nearing completion of their programs in the current school year. We are thrilled to share that all candidates are on track to complete the program this month, showcasing their commitment and hard work in achieving their goals. We take great pride in their accomplishments and commend their dedicated efforts.

- **Staff Growth and Development Plans** for the 2023-24 school year are wrapping up, the second learning cycle concluded on April 30, 2024.
 - Upcoming Milestones:
 - May 24, 2023: Celebration of Learning

- **SDI Core Strengths** To enhance communication and foster greater team cohesiveness, our Training and Development Manager has delivered thirteen SDI Team Building sessions to our leadership and staff. These workshops aim to provide fresh insights and promote effective communication within our teams.
 - Analytical data on the conflict sequence operating across the organization has provided valuable insights that can be incorporated into our Trust and Inspire initiative. Upon review of team triangles and organizational data from 204 Compass staff members, it was found that 45% of our teams deploy the same conflict sequence of G-B-R. This observation, from an SDI perspective, offers compelling insights into building trust within our relationships.
 - Each SDI Team Building session commences with a Restorative Practices activity, serving as a soft launch of the Restorative Justice Model across the organization. This initiative lays the foundation for the implementation of community-building circles, further enhancing communication and connectedness within teams.

- **Restorative Justice Practices** Compass has undertaken a strategic approach to integrate Restorative Justice practices into its organizational culture. Unlike typical adoption scenarios driven by specific problems, Compass, under new leadership, has embraced Restorative Justice as part of a three-part training vision for the 2023-24 school year. Recognizing the potential influence of past toxicities on current and emerging performance, a concerted effort has been made to equip teams to address residual relationship issues. The implementation of Covey's Trust and Inspire model served as the inaugural step in this transformative journey, with the aim of cultivating trust and fostering a positive organizational climate.
 - Concurrently, the implementation of SDI principles throughout the organization has been prioritized to enhance Relationship Intelligence (RQ) and promote understanding among team members and their leaders.
 - These circles provide a platform for integrating Trust and Inspire principles across departments, fostering connectedness, problem-solving, and trust repair within the organization.
 - Within the Restorative Practices team, several community-building circle sessions have already taken place. The Cabinet and Leadership are scheduled to participate in their inaugural circle on May 28th, facilitated by the esteemed Restorative Justice Facilitator, Ashley McGuire. This

Leadership Circle will lay the groundwork for the Restorative Practices Team's initiatives in the 2024-25 school year.

- The Restorative Justice coaching team at Compass is actively collaborating with the All Staff Retreat Planning Committee to develop a comprehensive plan for the successful implementation of in-person Community Circles within the Compass community during the upcoming Retreat.
- **March In-Service Day:** Follow-up data from our In-Service Day presentations on March 8, 2024.
 - Satisfaction Survey Results:
 - Restorative Justice Keynote: 4.4/5
 - AI: 4.8/5
 - Managing Stress and Burnout: 4.8/5
 - Behavior Matrix Review: 4.9/5

Plans are underway for our October sessions.

Organizational changes have transpired since the last meeting. *Please see the enclosed worksheets titled CCS Additions Report (05-10-2024), CCS Terminations Report (05-10-2024), 2024-25 Employee Handbook (Draft), 2024-25 Employee Handbook Changes, 2024-25 Salary Schedules.*