



## People Division Report

June 22, 2024

This report highlights for the Board of Directors, areas the People Division Team has completed throughout the 2023-24 school year and outlines goals for the upcoming year:

- **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 for the 2024-25 school year
  - Director of Special Education
  - Educational Specialist Mild/Mod
  - Resource Specialist (*pending acceptance*)
  - Supervising Teacher - Arts and Music (Prop 28 Funded)
  - Tutor (*offer pending*)

There were 17 new hires this school year. The HR Manager successfully used our new HRIS system and competency-based inventory (CBI) process, updating and creating inventories with input from hiring managers and leadership.

- **2024-25 Intent to Return Survey:** All staff responses were received to the 2024-25 Intent to Return Survey, 99.5% of staff have indicated they will be returning for the upcoming school year.
- **Employee Handbook Updates:** There have been minor changes to the 2024-25 Employee Handbook. An updated copy and list of changes are included for Board approval. Once approved, the handbook will be published and shared with all staff.
- **2024-25 Salary Memos:** Salary memos are pending approval of the 2024-25 operating budget. 12-month staff will receive memos after the June 2022 board meeting and 11-month staff will receive memos in early July.
- **2024-25 Benefits:** As the 2025 benefit year approaches, the HR Manager is focusing on benefit renewals. A staff committee will be formed to review options, aiming to identify cost-effective plans that ensure access to in-network providers statewide.
- Staff **Growth and Development Plans** have concluded for the 203-24 school year. Looking into the year ahead:
  - **Community of Practice (Classified Staff):** Our Training and Development Manager, in collaboration with Dr. Danielle Gamez, Director of Operations, is now overseeing the classified program independently from the Learning Center Collaborative (LCC). Two classified staff volunteers are reviewing surveys to identify needs and interests, with sessions focused on Trust and Inspire, SDI

- Core Values, and Restorative Justice Practices to create meaningful learning opportunities for classified staff.
  - There will be implementation of an evaluation process for all staff in addition to the growth and development plans.
- Our partnership with the **Riverside County Office of Education's Center for Teacher Innovation** continues to move forward after another successful year. Our five candidates fulfilled their program goals in the 2023-24 school year, with three (3) candidates meeting their early completion option goals.
- **Training and Development:** Our professional learning and training objectives for the 2023-24 school year were built upon three pillars: Trust and Inspire, the SDI, and Restorative Justice Practices. This is a long-range plan that contains the seeds of professional learning here at Compass through the 2024-25 school year.
- **Trust and Inspire:** Covey's Trust and Inspire principles were launched for all staff at the 2023-24 all staff retreat, the teachings were integrated into management training and a book study throughout the school year.
  - In 2024-25, our focus continues on implementing our learning and building trust relationships across the organization.
  - Professional learning sessions throughout the year will cascade trust competencies to all Compass employees, integrating trust and SDI insights for improved communication and connection.
- **SDI Core Strengths** This year SDI was integrated across the organization through keynote sessions and team-building exercises led by Training and Development Manager, Debra LaCroix. These initiatives successfully engaged 20 teams, including Cabinet and Leadership, revealing a common conflict resolution pattern that inhibits effective communication.
  - Moving forward into 2024-25, the focus will expand to individual staff strengths within the SDI framework, aiming to enhance relationship dynamics and trust through targeted training sessions and use of potential coaching programs integrated into Core Strengths online platform.
- **Restorative Justice Practices** the Compass Restorative Justice team completed training in community building and climate circles, aiming to enhance communication and connectedness among staff and leadership. Training continues for restorative circles which repair harm, with an official launch planned for All-Staff Retreat this August.
  - Two sessions at the Retreat will introduce Restorative Circles' purposes to staff, followed by ongoing availability throughout the school year to address issues and foster positive interactions. The focus is on integrating Circles into daily practices to resolve conflicts in real-time, promoting a stress-reducing and productive organizational culture, supported by trust strategies and SDI principles.
- **October In-Service Day 2024-25:** The next In-service Day is being developed, with staff surveys to determine Professional Learning needs. Topics from the All Staff Retreat will be aligned with staff interests.

Organizational changes have transpired since the last meeting. *Please see the enclosed worksheets titled CCS Additions Report (June 2024), CCS Terminations Report (June 2024), 2024-25 Employee Handbook (June Updates), and 2024-25 Employee Handbook Changes (June Update).*