



The Scoop

Volume 2017-18, Issue August

VISION:

Brevard Public Schools will serve our community and enhance students' lives by delivering the highest quality education in a culture of dedication, collaboration, & learning.

MISSION:

To Serve Every Student with Excellence as the Standard

Human Resource Services:

BPS fosters a high performing workforce within a collaborative learning culture through effective communication and stellar customer service meeting the needs of our stakeholders to positively impact all our students.

Professional Learning and Development

Many administrators ask for the directions or “protocols” we use in trainings to get groups of people talking with one another or engaging with text. The National School Reform Faculty website has an amazing list of protocols you can use, including:

Affinity Mapping - begins with an open-ended analytic question that provides many points of entry for deepening a conversation.

Barriers and Bridges - identify the many obstacles that create frustrations in education, as well as, to identify the possible solutions to eliminate those barriers. Then learn how to create the bridges between the barriers and the solutions.

Chalk Talk - a silent way to do reflection, generate ideas, check on learning, develop projects or solve problems. It can be used productively with any group—students, faculty, workshop participants, committees. Because it is done completely in silence, it gives groups a change of pace and encourages thoughtful contemplation.

Over 200 protocols allowing flexibility and engagement can be found at National School Reform’s Faculty [Harmony Education Center](#).

Want to see more like this? Please let us know!

Labor Relations and Professional Standards

The District and Brevard Federation of Teachers (BFT) have been engaged in negotiations on the 2017-2018 school year contract. A total of ten (10) Tentative Agreements and two (2) Letters of Understanding have been signed by the parties. Some key agreements include:

- Beginning 2018-19 school year, Early Release will be on Friday.
- Beginning 2017-18, teachers may utilize compensatory time on early release days.
- Teachers shall be entitled to a daily duty-free lunch period of no less than thirty (30) minutes.
- Classroom teachers assigned to teach in secondary schools shall have at least two (2) of their weekly preparation times without any scheduled meetings, except in an emergency.

IMPORTANT:

All agreements are contingent upon ratification by BFT membership and School Board.

Professional Standards and Labor Relations have completed updates to the BPS [Administrative Guide](#). A link to the guide was sent to administrators on August 11, 2017. Hard copies are being printed and will be sent to work locations. We included some additional information in this year’s guide related to reporting educator misconduct to the Department of Education (page 29), child abuse reporting (page 31) and reasonable suspicion drug and alcohol testing (page 35). Please take a moment to review these topics. The Professional Standards and Labor Relations Manager assigned to your area is located on page 4 of the Administrative Guide.



Compensation Services

Classification and Compensation Study

BPS Office of Human Resources and Compensation Services is proud to announce the initiation of a district wide study partnered by an outside vendor that has school extensive school district experience as well as wide-ranging commercial knowledge. This study is intended to provide BPS with the data and analysis it needs to solidify our goal of equitable and market comparable compensation. Additionally, Bargaining Unit Leadership is enthusiastic to be involved and anticipating positive outcomes.

Upcoming Events:

Management Survey - August 2017
Employee Survey - September 2017

Instructional Allocations 2017-18

6-Day Schedule

8-28	Secondary Schools	7:30 - 4:30
8-29	Elementary Schools	8:00 - 4:30
8-30	Elementary Schools, cont.	8.00 - 4:30

Employment Services

Annual Compliance Requirement

REMINDER:

All employees are required to complete the Orientation Materials no later than August 31st. Site administrators have access to run the Orientation Completion Reports under the Reports tab. If used, the Verification of Attendance Form must be submitted electronically to Marynet Dulice no later than August 31st.

Friendly reminder, support employees who serve less than a semester of service should be evaluated utilizing the Interim Evaluation within the 2017-2018 Support Evaluation instrument in ProGOE. Short-term teachers and instructional staff members who serve less than a semester of service should be evaluated utilizing the [Short-Term Evaluation Form](#).

Lastly, don't forget to visit the Resources tab in ProGOE for helpful resources. The 2017-2018 IPPAS Handbook should be available mid-September.

HR Knowledge Booster

In Human Capital Management, what is an ATS? Answer to be provided in the next issue.



Please join us in congratulating your Principal and Assistant Principal of 2017.

photo credit Rachel Horst, Communications Technology Specialist, BPS

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