

AASPA 85th Annual Conference | Anaheim, CA
Tentative Clinic & Ignite Sessions

Session Title	Date	Start Time	End OnTime	Description	Level	Strands
The Cadre Mentor Model: A Focus on Teacher Retention	10/4/23	10:00 AM	10:30 AM	What happens to teacher retention when schools focus on building the capacity and development of mentors? Our multi-layered approach to supporting new teachers utilizes a cadre model that provides four types of support. A systems approach to mentorship through mentor development can further build teacher leaders within a school district and better support the personal and professional well-being of new teachers to increase retention	Intermediate	Orientation & Onboarding; Training & Development
Share Your Why Through Branding	10/4/23	10:00 AM	10:30 AM	Embrace the power your staff has on storytelling in social media and utilize their skills to increase your recruitment! Join Dr. Vicki Larson, Assistant Superintendent, as their district share strategies for strengthening recruitment of staff.	Basic	Recruitment; Hiring
Welcome Home! Onboarding and Orientation for Everyone	10/4/23	10:30 AM	11:30 AM	Congratulations! You've found and hired a qualified candidate. Now what? This interactive session will focus on Orientation and Onboarding tips and ideas to ensure recently hired employees, both classified and certified, feel welcome before their first day and throughout their first year. We know that salary is not the main reason people choose to leave a company. Culture is 10 times more likely than salary to predict employee turnover. Begin to build a positive work environment for new employees on Signing Day!	Intermediate	Orientation & Onboarding
Teacher Recruitment and Retention - Lessons Learned from the Pandemic and the Great Resignation	10/4/23	10:30 AM	11:30 AM	A discussion about the broad challenges that are facing K-12 Education today, resulting in a drastic teacher shortage, and teachers leaving the profession in drastically high rates. We will have a group discussion about challenges in K-12 education, and share strategies that have been successful to recruit and retain teachers during these unprecedented times. This will be an interactive session where attendees will walk away with ideas that they can bring back to their districts and implement immediately to support recruitment and retention.	Basic	Recruitment
All Things Online: From Social Media to A.I.	10/4/23	10:30 AM	11:30 AM	This is a session aimed at discussing not just educational technology from LMS to Ed Puzzles used by educators, but also how the student use of social media is impacting the classroom. How fights and challenges on social media manifest in a random classroom in a random district. We will discuss the operational technology instituted by districts to support teachers in classroom, to privacy concerns to curriculum related technology, and the advent of ChatGPT and other forms of artificial intelligence on lesson planning and student work. How we can operationalize our educators and staff to provide services in this brave new world.	Intermediate	Performance Management; Training & Development
Pathways and Partnerships - A Collaboration to Address the Educator Shortage	10/4/23	10:30 AM	11:30 AM	The Charleston County School District has partnered with the College of Education at the University of South Carolina over the last five years to strengthen our workforce pipeline through district-funded "Grow Your Own" initiatives, graduate degree opportunities, personalized professional learning and certification advancement. Our model demonstrates that CCSD values diversity and its employees by providing certification and compensation opportunities for teachers and classified staff within the district. Representatives from CCSD and USC will provide a blueprint of the partnership design, strategies for innovative collaboration, methods for sustainability, and lessons learned through implementation.	Intermediate	Training & Development; Work-Life Integration; Career Management
Recruiting and Retaining Teachers and Teacher Leaders Through Apprenticeships With Post-Secondary Partners	10/4/23	10:30 AM	11:30 AM	In an era defined by teacher shortages and classrooms staffed by emergency certified personnel, this session highlights how districts can partner with post-secondary institutions to develop apprenticeship opportunities that result in high quality, well-prepared teachers and teacher leaders. This interactive session provides examples of several current apprenticeship models. Discussion includes how partners worked together to develop and implement apprenticeship programs that meet district staffing needs. Participants have the opportunity to brainstorm how these apprenticeship models can support their specific personnel needs.	Basic	Planning & Preparation; Recruitment; Training & Development
A Unique approach to Recruitment and Retention Strategies: How the addition of a Health Clinic brings positive results.	10/4/23	10:30 AM	11:30 AM	Facing the challenge of recruitment and retention of employees, as well as rising benefits costs; what could a school district do? The capital investment of a district sponsored health clinic has helped to ease these pains that all districts face. In this presentation you will learn which steps to consider in potentially undertaking this initiative and the results you might expect.	Basic	Recruitment; Compensation & Benefits
Hiring Site Administrators: Beyond the Interview	10/4/23	10:30 AM	11:30 AM	In this session, we will demonstrate an in-depth way to assess and select candidates for administrative positions. Beyond the standard interview, the process includes a role-playing activity, a written exercise, a board presentation, and other activities that help the panel get to know who the candidate really are as opposed to just "what they know."	Intermediate	Planning & Preparation; Hiring
Grow Your Own Way- Celebrating High School Seniors Pursuing Careers in Education	10/4/23	10:30 AM	11:30 AM	We all love future teachers! Learn how to personalize experiences for high school seniors and connect them with the HR office as they transition on to college. Get an inside look at how we celebrate future educator signing day, Education Academy graduation, and stay connected through college and beyond.	Intermediate	Recruitment; Training & Development
Driving Our Future: Addressing the Nationwide Bus Driver Shortage	10/4/23	10:30 AM	11:30 AM	The nationwide bus driver shortage is crippling school districts across the country, and Clarksville-Montgomery County Schools is no exception. Yet, our mantra is that we will never tell the public that a bus is not coming. In this session, we will discuss the challenges of staff shortages, student behavior, other industry competition, and compensation, and the programs we have put in place to combat those alongside the successful strategies that have increased recruitment and strengthened retention.	Basic	Recruitment; Training & Development; Compensation & Benefits

Making it Count: Promising Strategies for Turning Exit Data into Systems Change	10/4/23	10:30 AM	11:00 AM	During the 2021-2022 school year, Highline Public Schools HR redesigned the way we gather, analyze and share data from exiting employees: focusing on the importance of engaging stakeholders in the use of exit data to create change in schools. The presentation highlights key elements of our strategy and lessons learned: the need for making exit data accessible across stakeholders, emphasizing clear data and language to support accountability and sourcing regional context and national research to identify actionable strategies that can be implemented to improve employee retention and support a strong, stable workforce in public schools. By using these strategies, organizations can turn exit data into a powerful tool for driving positive change, improving staff satisfaction, and supporting a productive and engaged workforce.	Advanced	Career Management
Paving the Way for Strategic Recruitment and Retention Efforts and Data-driven Recommendations Supported by a Statewide Educator Talent Supply and Demand Marketplace	10/4/23	10:30 AM	11:00 AM	Indiana is focused on improving guidance, support, and accessible data, for those recruiting, educating and mentoring rising educators. Session attendees will learn how Indiana is focusing on finding solutions for the educator shortage in ways that are grounded in real time educator pipeline data.	Basic	Recruitment; Hiring
Engaging Your Admin Team to Develop a District "Teacher Hiring Profile"	10/4/23	11:00 AM	11:30 AM	Human capital management (HCM) refers to the collection of practices that an organization uses to recruit, manage, develop, and optimize employees to enhance their value to the company. When implemented effectively, HCM can result in numerous benefits, including the ability to hire the right talent. To achieve this, it's important for districts to be clear on the key qualities they're seeking in potential candidates. Chagrin Falls Schools is a district that has taken proactive steps to identify the ideal educator profile. The administrative team conducted a thorough review of the essential attributes of high-quality teachers and distilled that information into a set of critical characteristics. The district also developed question sets to ensure that interviews were focused on finding teachers who embody these qualities with reliability and validity. Through this systemic approach, Chagrin Schools was able to identify teachers who were coachable, committed, collaborative, and caring. If you're interested in learning more about how Chagrin Falls Schools implemented this process, there may be resources available that could provide additional insights.	Intermediate	Planning & Preparation; Hiring; Work-Life Integration
Measuring Success: 5 DEI Metrics to Track	10/4/23	11:00 AM	11:30 AM	Do you want to prioritize DEI at your organization but feel unsure of what metrics can help you advance your DEI goals? In this session, we will explore five important DEI metrics to collect. We will also examine employee privacy and other issues related to data collection.	Basic	Training & Development; Career Management
What About Us? Onboarding, Orientation, Mentoring, and Offboarding for Administrators	10/4/23	1:45 PM	2:45 PM	Districts often have detailed onboarding plans, mentoring, and strong orientation programs for staff, but how many think to include administrators? In this session, you will learn systems of support that have been created to onboard, orient, mentor, and off-board leadership team members. Audience members will walk away with resources and examples that they will be able to implement to ensure that their newest leadership members are feeling supported prior to their typical contractual start date on July 1.	Basic	Orientation & Onboarding
43 Ways to Be Less Lame in Talent Acquisition	10/4/23	1:45 PM	2:45 PM	43 ways to be less lame in talent acquisition step one: attend this session. This session will be filled with laughs and something for everyone, including 42 more practical tips. Participants will receive walkaways that can be used to immediately positively impact talent acquisition in your district.	Basic	Planning & Preparation; Recruitment; Hiring
FLSA Update: Navigating Wage and Hour Issues in 2023	10/4/23	1:45 PM	2:45 PM	Wage and hour issues continue to present challenges within school districts. The pandemic raised many questions related to compliance with wage and hour issues, including questions related to overtime, hours worked and exemptions. The Department of Labor issued guidance on these issues, including challenges with remote working by employees. With the Biden Administration, there have been changes in interpretations of the law and considerations of changes to the minimum wage and overtime exemptions. This presentation will provide an overview of the law, scenario discussions and an update on many of the changes to ensure that your district stays legally compliant with the FLSA and wage and hour laws.	Intermediate	Performance Management
A Perfect Trifecta to Impact the Teacher Pipeline	10/4/23	1:45 PM	2:45 PM	The trifecta of a district, Department of Education and an Educator Preparation program can have a tremendous impact on the teacher pipeline. * A business is associated with this session.	Basic	Orientation & Onboarding; Training & Development; Career Management
Grow Your Own Teachers: RISE UP and TCRP	10/4/23	1:45 PM	2:45 PM	This session will describe the two programs that the Hall County School District has developed alongside the University of North Georgia to recruit and develop teacher candidates. Learn how this partnership has created a pipeline of future educators from high school graduation through the first 3 years of teaching.	Basic	Recruitment; Training & Development
NexGen Leadership Academy: District and University Partnerships	10/4/23	1:45 PM	2:45 PM	Nationwide, there are significant educator shortages for teachers and for school administrators. In the past 20 years, school administrator turnover has increased, with principal turnover surpassing rates of teacher turnover. In response, school districts have focused efforts on retaining teachers and administrators and considering ways to develop capacity in order to support greater stability and less personnel turnover time. The NexGen Leadership Academy at UNK provides a model for university and K-12 school district partnership to develop system-wide capacity. Part of our job as school leaders is to empower teachers and leaders through intentional professional learning and the building of strong relationships so that we can work together to be strategic instructional leaders for our students. NexGen offers an example other districts and universities can use as an implementation model.	Intermediate	Planning & Preparation; Recruitment; Training & Development

Powerful Partnership Strategies Orange County Public Schools (OCPS) and the University of Central Florida (UCF) Utilize to Build Relationships, Engage, and	10/4/23	1:45 PM	2:45 PM	In this session you will learn how OCPS stays at the forefront of recruiting highly qualified teacher candidates through our partnership with UCF. Together we focus on engaging, supporting, and preparing future teachers. Our partnership utilizes year-round touchpoints through innovative experiences using multiple modalities that include Title 1 School Tours, campus events, ongoing trainings, and purposeful placements that "Power Up" teacher candidates throughout	Intermediate	Planning & Preparation; Recruitment
Recruit! Retain! Reengage! Power Up Your HR Strategy!	10/4/23	1:45 PM	2:45 PM	Our strategic plan includes a retention goal of 90% or higher. For the past five years, we have met that goal. Join us for a conversation as we share how we recruit, retain, and reengage our employees to maintain high-quality staff, teachers, and administrators.	Intermediate	Recruitment
Supporting HR Professional Development and Networking	10/4/23	1:45 PM	2:45 PM	Discussion on how we have successfully grown our local professional development network for HR professionals. This session would be designed to discuss what has worked for us, what could work for you, and how to make the most of HR professional development networks.	Basic	Training & Development; Work-Life Integration; Career Management
5 Step Approach to Transform Principals into HR Nerds	10/4/23	1:45 PM	2:15 PM	Come learn a 5 step approach Atlanta Public Schools utilizes to equip and empower principals to be Human Resources nerds.	Basic	Planning & Preparation; Hiring
Recruitment Reinvented: How to Create & Hold a V.I.P. event for Teacher Recruits	10/4/23	1:45 PM	2:15 PM	In this session, participants will learn the details of a unique recruitment strategy we used this year in our county to attract highly qualified teacher candidates. Find out the in and outs of creating a V.I.P. event that ensures the success of filling vacancies in a highly competitive market. We will cover marketing materials, planning documents, as well as the logistics of not only setting up, but following through to the hiring process on the spot which led to all of our vacancies being filled even in high needs areas. You too can roll out the red carpet and fill your vacancies with this innovative and highly successful new approach to recruiting teachers!	Intermediate	Planning & Preparation; Recruitment; Hiring
Discovering Your Why	10/4/23	2:15 PM	2:45 PM	Ever wonder WHY you do the things you do? WHY others do what they do? Based on Simon Sinek's concept of knowing your WHY, this session will help you regain your passion for leading by defining your purpose. Through the WHY Discovery tool, you will discover WHY you do what you do. HOW you bring that to the world and WHAT your stakeholders can count on from you and what you ultimately bring to them. When you know your WHY as a team or organization, you gain brand recognition and attract talent that shares your mission.	Basic	Work-Life Integration
Developing a Compensation Philosophy	10/4/23	2:15 PM	2:45 PM	Before you start a compensation study, ask yourself: Do you know why you pay the way you do? The way you design pay systems impacts employee engagement, motivation, and their intentions to stay. Join us and learn how to define your compensation philosophy to build the organization you want.	Intermediate	Compensation & Benefits
Recruiting to Avoid Educator Misconduct Generations in the Workplace	10/4/23	3:15 PM	4:15 PM	When hiring a professional employee it is imperative to check all references prior to extending an offer of employment. Making certain the candidates required clearances are with a one year time frame is also important. This presentation will include best practices in hiring protocol and how to appropriately vet a candidate for employment. We will also cover basic information on how to initiate an investigation in the event of a complaint.	Advanced	Recruitment; Hiring
Investigations – Who, What, When, Where and How	10/4/23	3:15 PM	4:15 PM	This session will discuss the various traits of different generations and how they relate in the workplace.	Basic	Orientation & Onboarding
Registered Apprenticeship Programs: Building Shared Understandings Between Workforce Development and Education	10/4/23	3:15 PM	4:15 PM	Complaints or allegations of misconduct can happen to any district. Proper preparation and training can make a huge difference in the outcome. Learn how to gather facts, observe timelines and provide proper notifications to protect the rights of all parties. This experienced education attorney, who specializes in trauma-informed investigations, will help you know what to do and say and how to best use legal counsel in your investigation.	Intermediate	Training & Development; Performance Management
Should I STAY or Should I GO?	10/4/23	3:15 PM	4:15 PM	The recent approval of teaching as an apprenticeship field through the U.S. Department of Labor has created unprecedented opportunities to shift teacher preparation norms across the nation. Registered Apprenticeship Programs (RAPs)—federally recognized, high-quality career pathways that offer paid on-the-job training with linked coursework, culminating in credentials for practice—provide financial supports for aspirants into their chosen fields. Brazosport ISD is excited to share our journey to become a registered apprenticeship with the DoL as we reimagined teacher preparation pathways to expand the talent pipeline. In August of 2022, Brazosport ISD welcomed 65 new apprentices; all of whom are actively engaged in earning their credentials to become a highly qualified teacher in a multi-year apprenticeship. Participants will be able to engage in the explicit and tacit learning journey used by our partnership to grow a common understanding of the language, structure, rigor and design of high-quality, sustainable Registered Apprentice Programs (RAPs) for K-12 Teachers.	Basic	Planning & Preparation; Recruitment; Training & Development
				When EXIT interviews are too late to engage and find out what is really driving your turnover, a STAY interview is the way to go. In this session, entry-level or even experienced HR professionals will learn more about coaching and advising others on how to conduct a STAY interview before employee's decide to quit and go somewhere else. The tips and tools you will take away will help you have a meaningful conversation with employee's so you can minimize turnover, be more proactive in what is driving them and stay ahead of the competition.	Intermediate	Training & Development; Work-Life Integration; Career Management

Reinventing an Alternative Certification Pathway Using 4 C's: Collaboration, Coaching, Courses, and (Micro) Credentials.	10/4/23	3:15 PM	4:15 PM	Districts are employing innovative pathways to supply teachers for their classroom. Kershaw County School District (KCSO) shares their story of para to professional through the CarolinaCAP program. The Carolina Collaborative for Alternative Preparation (CarolinaCAP) is a high-quality, targeted alternative preparation pathway administered by the University of South Carolina (UofSC) in partnership with the Center for Teaching Quality (CTQ) and school districts in South Carolina. The unique approach to CarolinaCAP employs personalized coaching, graduate level coursework, and the use of micro-credentials to ensure candidates are well prepared for their vocation. This session will provide a narrative of KCSO, the CarolinaCAP program, its external evaluation results to date, specifics relating the programs model of collaboration, coaching, course work, and Micro-Credentials, as well as brainstorming activities with participants on how they might adopt some of these innovative methods for their own program.	Intermediate	Planning & Preparation; Recruitment; Training & Development
School Districts and Universities Working Together to Develop a Grow Your Own Partnership	10/4/23	3:15 PM	4:15 PM	Northern Arizona University (NAU), in collaboration with three Phoenix Arizona West Valley school districts serving a diverse Pre-K-8 student population, is co-constructing a Grow Your Own partnership to address the severe teacher shortage. NAU is delivering nationally accredited, state approved teacher preparation degree programs locally to school district employees and West Valley residents. The Clinic Workshop Session will engage participants in a discussion regarding: 1) strategies for developing and sustaining a GYO partnership, 2) how GYOs can help attract candidates from racially and ethnically diverse backgrounds through offering degree programs locally and providing scholarship funding, 3) recruiting candidates who are employed or being hired as paraprofessionals to a teaching career track, and 4) the challenges related to entrance requirements for admission to the university and teacher preparation degree programs. This partnership represents NAU's and the partner school districts' commitment to be a vehicle of economic mobility and a driver of social impact for their communities by broadening local opportunities for equitable postsecondary education. In October 2022, this new partnership received the WESTMARC Quality of Life Enhancement Education Award (see https://nau.edu/coe/westvalley-school-districts/ for video award presentation).	Intermediate	Planning & Preparation; Recruitment; Training & Development
Free Your HR Staff! Operations and Technology to Give Time Back	10/4/23	3:15 PM	4:15 PM	Learn how Framingham Public Schools used technology and operations management to go from no staff and inefficient processes to an expanded department that works on high-value projects for the district. This will be a tactical look at how they streamlined hiring and onboarding procedures so the HR team could focus on talent pipeline and development. Learn how they were able to change focus to projects like teacher residency, global recruitment & partnerships, master's degree for paraprofessionals, and more!	Intermediate	Planning & Preparation; Hiring; Orientation & Onboarding
Leveraging Innovation to Fill Teacher Vacancies	10/4/23	3:15 PM	4:15 PM	Jackson-Madison County Schools faces an all too familiar issue - difficulty hiring certified teachers. After trying every traditional recruitment strategy in the book, the district decided to prioritize students by thinking outside of the box. They have now implemented a successful innovative solution to help students fulfill all graduation requirements by leveraging technology. Learn about the future of educational problem-solving in this thought-provoking session.	Basic	Planning & Preparation
From Hiring to Retention: Indian Prairie School District's Journey to a More Diverse Staff	10/4/23	3:15 PM	4:15 PM	Indian Prairie School District is the 4th largest school district in the State of Illinois with 34 schools. Each summer, we typically hire over 100 licensed staff. Over the last three years, over 20% of our hires have been educators of color. We developed a hiring process with an equity lens to hire more diverse candidates. Attendees will learn about the steps we have taken to diversify our staff, and hear strategies for establishing and maintaining Affinity Groups.	Basic	Recruitment; Hiring; Training & Development
Generational Hiring in the K-12 Sector: Winning Strategies to Attract Diverse Talent	10/4/23	3:15 PM	3:45 PM	Generational Hiring in the K-12 Sector: Winning Strategies to Attract Diverse Talent Overview: As Baby Boomers, Gen X, Millennials, and Gen Z coexist in the workforce, understanding generational differences is key to successful hiring. Using insights from top brands and K-12 case studies, we'll uncover effective strategies to attract, hire, and retain talent across generations. Benefits: Uncover how generational understanding can help you build a diverse, inclusive, and dynamic workforce, leading to improved employee satisfaction and a more effective school environment. Call to action: Equip your school district with winning strategies to attract and retain a multigenerational workforce, directly improving your overall school performance. * A business is associated with this session.	Intermediate	Recruitment; Hiring; Orientation & Onboarding
K-12 Hiring Reinvented: Taking a Data-Driven Approach to Filling Your Open Roles	10/4/23	3:15 PM	3:45 PM	Discover how districts are using their hiring data and considering trends expected for the 2024 candidate market. Hear from district leaders from Tigard-Tualatin and Tippecanoe School Districts on how their schools find and hire the right candidates using data. * A business is associated with this session.	Basic	Recruitment; Hiring

Teacher Shortages, Equity & Access	10/4/23	3:45 PM	4:15 PM	<p>Take a deep dive into teacher shortages with serial edtech/AI entrepreneur, Jose Ferreira, founder of adaptive learning giant, Knewton (acquired by Wiley), and auto-grading pioneer Bakpax (acquired by TPT). We will discuss the causes of the teacher shortage crisis; how it manifests in different districts across the country; its impact on student equity, access, and performance; and different types of solutions. Are teacher shortages the reason that more students are being homeschooled than ever, or vice versa? Which schools and students are being affected the most? Is it fundamentally a government problem, a macroeconomic problem, or merely a lingering effect of Covid? Left to itself, will it get better or worse? Come learn about what districts are doing to combat teacher shortages and what's working. As a bonus, hear Jose's hot take on how AI will most affect education in the next 5 years and how it could improve teachers' lives and student outcomes.</p> <p>* A business is associated with this session.</p>	Basic	Planning & Preparation; Recruitment; Hiring
From Welcome to Success: Unleash the Potential of Your New Hires in Onboarding	10/4/23	3:45 PM	4:15 PM	<p>Set the stage for your new hire's success by modernizing your onboarding experience. Hear from Mesa Public Schools and Tigard-Tualatin School Districts and learn how to improve your onboarding process and use tools and systems you already have (or should have) to help new hires in every phase—recruitment, onboarding, and retention.</p> <p>* A business is associated with this session. "</p> <p>* A business is associated with this session.</p>	Basic	Orientation & Onboarding
ADA Update: What Employers Need to Know in 2023	10/5/23	10:45 AM	11:45 AM	<p>This session will provide participants with a comprehensive understanding of the most important recent updates to the Americans with Disabilities Act as applied to public school employers. Participants will gain a solid understanding of the basics of the ADA, hot ADA topics for school personnel administrators, and a practical HR ADA to-do list to take back and implement at their districts.</p>	Intermediate	Recruitment; Hiring; Performance Management
Putting the "Human" in Human Resources - Practical Tips for Creating a Culture of Retention	10/5/23	10:45 AM	11:45 AM	<p>Teacher shortages and unsupportive climates cloud the joy of shaping future lives and generations. This session will focus on how educational leaders can create a culture of retention by valuing each employee's humanity in every interaction with HR, from hiring to discipline to benefits.</p>	Basic	Hiring; Performance Management; Work-Life Integration
Training Substitute Teachers to Be Educators, Not Babysitters	10/5/23	10:45 AM	11:45 AM	<p>Current educator shortages extend to substitute teachers, so it is imperative that we discover effective ways that districts can recruit, train, and retain substitute teachers in their essential roles as educators. We know you need to trust having these valuable guests in your classrooms, so we will discuss not only how to find the best, but also how to instill confidence, express appreciation, and inspire them in their roles.</p> <p>* A business is associated with this session.</p>	Intermediate	Planning & Preparation; Recruitment; Training & Development
Next Education Workforce: A Teaming Model in Schools	10/5/23	10:45 AM	11:45 AM	<p>This session will provide the opportunity to hear from two individuals, Brent Maddin (ASU) and Justin Wing (Mesa Public Schools), who are deep in the work of creating new models for staffing schools. Working in partnership, Arizona State University, and Mesa Public Schools, are redesigning aspects of the district's human capital management system that better align with the district's commitment to their Portrait of a Graduate and ability to recruit a diverse pipeline of educators into team-based staffing models. This work is creating new roles, pathways into the profession, and advancement opportunities for community members, paraeducators, and professional educators. Come for concrete resources based on this partnership and ways that you can become involved.</p>	Intermediate	Recruitment; Training & Development; Work-Life Integration
Am I a Fraud?: The Impostor Phenomenon (IP) and Its Impact on the Workplace	10/5/23	10:45 AM	11:45 AM	<p>Have you ever questioned your success and credited it to luck? IP is described as self-doubt of intellect and accomplishments among high-achieving individuals, and many have experienced it at some point. In this session, you will gain a deeper understanding of the impostor phenomenon, the psychological costs associated with it, and its impact on the workplace.</p>	Basic	Work-Life Integration
What Districts Can Do to Prevent Teachers From Quitting Mid-Year	10/5/23	10:45 AM	11:45 AM	<p>This session will share how your Human Resources department can triangulate exit and engagement survey data to create a comprehensive retention plan to retain teachers and classified staff. Lenichtka Reed, Human Resources Director at Tigard-Tualatin School District in Tigard, OR, and Dr. Aimee Green-Webb, Chief of Human Resource with Jefferson County School District in Louisville, KY will share how their districts collected engagement data to receive staff feedback and support their employees throughout the school year.</p> <p>* A business is associated with this session.</p>	Intermediate	Planning & Preparation; Training & Development

Virtual Learning Platforms: Meeting World Language Graduation Requirements	10/5/23	10:45 AM	11:45 AM	As districts continue experiencing teacher shortages in World Language, learn how a suburban district with over 50% free and reduced lunch population and a 30% ESL population implemented a virtual solution fulfilling NJDOE high school graduation requirements. Aligning expectations for high-quality virtual instruction continues to remain a priority as we navigate a new digital educational experience that is meeting the needs of students with state-certified educators, from core courses to foreign languages. Let's elevate your course offerings by learning how to leverage technology to meet the needs of your students, based on the compelling experience of a local district. * A business is associated with this session.	Basic	Planning & Preparation
A Systems Leadership Approach to Give Time Back to Staff	10/5/23	10:45 AM	11:45 AM	Time is your most valuable asset in HR. Jeff Pelzel, former superintendent, and principal, will share how to strategically think about the entire HR process, assess pain points in your current system, and systematically determine the best solutions and technology to create efficient experiences for your staff and applicants. Hiring, onboarding, and evaluation systems will be discussed and how to implement seamless workflows, more connected data, and efficient reporting. * A business is associated with this session.	Basic	Planning & Preparation
NBOEWell: Enhancing Employee Health and Wellness and Saving Millions Through Self-Insurance and Automation	10/5/23	10:45 AM	11:45 AM	When Roger Leon became Superintendent of the Newark Board of Education (NBOE) in 2018, he inherited a number of legacy challenges requiring action. Among the challenges was the future of the NBOE Benefits Program. Under Superintendent Leon's Leadership, NBOE transformed its Benefits by engaging employees, identifying new partners, refreshing programs, and automating the onboarding and enrollment process, to create a financially sustainable, self-insured, data driven program focused on promoting employee Health and Wellness while delivering \$30-\$40 million in cost savings. NBOEWell: Know More. Choose Better. Live Well.	Intermediate	Compensation & Benefits
Elevate Your Communication for Better Engagement and Recruitment	10/5/23	10:45 AM	11:15 AM	Communications, internal and external, should represent your District's mission, vision, and beliefs. After COVID many of us created or are in the process of creating new strategic plans. Those plans are lofty, place great emphasis on high student achievement, recruiting highly qualified diverse staff, and providing training and development for current staff. Our strategic plans don't just need to be implemented but communicated effectively and in a way that engages stakeholders. We should therefore survey our stakeholders about our communications. Utilize the stakeholder survey responses for your communications and implement specific communications to target audiences. These strategies improve overall communication, increase engagement, and support recruiting efforts.	Basic	Planning & Preparation; Recruitment; Work-Life Integration
From Theory to Practice: Anchoring Your Hire Process to a Strategic Staffing Profile	10/5/23	10:45 AM	11:15 AM	As an extension to the 2022 and 2023 sessions centered on Strategic Staffing for Student Defined Success, this session will provide practical application of how to elevate the strategic staffing profile in support of an equitable hiring and selection process. Attendees will walk away with a model of the process and engage in workshop time to develop their own strategic staffing profile.	Intermediate	Planning & Preparation; Recruitment; Hiring
Total Rewards People Want: Reframing Generational Differences	10/5/23	11:15 AM	11:45 AM	While generational differences make catchy headlines and effective click bait, research shows that individual preferences are more closely aligned to life stages. Explore key life stages and how they influence what employee employees want from their organization. Learn how to align your total rewards to employee preferences and improve work-life integration to promote recruitment and retention.	Intermediate	Compensation & Benefits; Work-Life Integration
Solving Your Teacher Shortage from Within: Apprenticeship-based Strategies to Build Your Talent Pipeline	10/5/23	11:15 AM	11:45 AM	What if we could tackle our teacher shortages by creating meaningful retention and advancement pathways for existing educators, as well as new pathways into fully certified teaching for many of our most valuable and experienced educators - paraprofessionals? Join this session to hear how school districts are using non-traditional teaching certification pathways built on mentoring and apprenticeship to create high quality teachers – often from talent already working within the school community. You will learn: How school districts are becoming employers-of-choice by investing in on-the-job, degree-based advancement programs for educators at every professional level How on-the-job teaching programs are removing traditional barriers to educator recruitment and development and creating better prepared, more confident teachers How to access funding sources for programs like these * A business is associated with this session.	Basic	Planning & Preparation; Training & Development
Harnessing the Great Reach of Social Media for Recruitment While Balancing Employees' Free Speech Rights	10/5/23	1:15 PM	2:45 PM	This session will provide some fun and engaging examples of high quality uses of social media to assist with your recruitment needs along with an update regarding some challenges related to free speech as illustrated in recent court cases involving social media. The co-presenters for this session will be attorney Amy Estrada, Partner with Atkinson, Andelson, Loya, Ruud & Romo along with David Robertson, Assistant Superintendent of Human Resources, Vacaville Unified School District and former AASPA Board Member.	Intermediate	Recruitment; Performance Management; Training & Development

Strategic Engagement Strategies - An Inclusive Journey	10/5/23	1:15 PM	2:45 PM	A strategic employee engagement strategy successfully attracts, retains and grows a highly qualified educator workforce. Participants in this session will learn about one organization's inclusive and data-driven approach to strategically design and implement an engagement strategy to support the unique needs of their employees. The session will be interactive and participants will leave the session with a "toolkit" to apply in their own districts and schools.	Intermediate	Planning & Preparation; Compensation & Benefits; Work-Life Integration
Who do Instructional Leaders Lead?	10/5/23	1:15 PM	2:45 PM	While principals are expected to be instructional leaders, most of their day-to-day work involves talent and workforce management. No matter the size of the district, principals take the lead on hiring, assigning, developing, and retaining teachers, dealing with attendance and low performance, and building career pathways for high performers. In this session, we'll look at what the research says about principals' skills in this area, the impact their work has on student outcomes, and how principals can become effective human capital leaders.	Intermediate	Hiring; Performance Management; Career Management
Cultivating Synergy: Laying the Foundation for DEI Change Agency	10/5/23	1:15 PM	2:45 PM	Cultivating Synergy: Laying the foundation for DEI Change Agency This presentation is designed to help school districts and employers elevate unapologetic conversations about diversity, equity, and inclusion in the workplace. Dr. Jada Waters Director of Diversity, Equity, and Inclusion for Middletown Public Schools will share her experiences of laying the foundation for DEI Change Agency. The intended outcome for this presentation is to provide participants best practices on how to carry out DEI initiatives and provide strategies for place-making where everyone feels loved, respected, and has a sense of belonging.	Intermediate	Performance Management; Training & Development
The Beauty and Benefits of Diversity Initiatives and Employee Resource Groups	10/5/23	1:15 PM	2:45 PM	Join us to hear the story of Park Hill School District's Diversity, Equity, Inclusion, and Belonging journey. You will learn how our district continues to work toward fostering a district and community where strong connections and high-trust relationships contribute to an ultimate sense of belonging for all. We will share about our district's DEIB Drivers and Narrative Statements, as well as how our district is working to create an environment where recruitment and retention of diverse staff is a priority.	Intermediate	Training & Development; Work-Life Integration
What Color is Your Personality (And Why Does it Matter?)	10/5/23	1:15 PM	2:45 PM	Do you ever wonder what makes people tick—why you click with some people and have friction with others? Personality is the organizing principle that influences all aspects of people's lives. It drives the way people gather information, make decisions, and interact with others. It determines people's work habits, stress points, and responses to change and conflict. Most importantly, however, personality points us toward the unique giftedness of each of the personality types and helps us to understand the strengths and competencies each personality has to offer to the organization and in their work with others. During this session participants will discover their personality color by taking the PCI color inventory, and through the presentation quickly learn to apply their color learning to leverage their strengths, improve their leadership and collaboration skills, and support their personal and professional well-being. Participants will develop awareness and skills in the following:	Basic	Orientation & Onboarding; Performance Management; Training & Development
Lead Like Lasso	10/5/23	1:15 PM	2:45 PM	AppleTV's Ted Lasso is funny and uplifting as he coaches a team in a sport and a country that he knows nothing about. Using Dr. Brene Brown's work on how to be a daring leader, see how Coach Lasso, successfully manages to be vulnerable and courageous to achieve success. Participants will laugh, learn, and reflect on how being kind, staying true to yourself, and trusting others can help you lead and manage your staff to achieve your school's goals.	Basic	Performance Management
Feed Your C.O.W., but You Need to Get One First!	10/5/23	1:15 PM	2:45 PM	This interactive session will focus on how one suburban school district in Illinois attracts, selects, on-boards, and retains a highly qualified, diverse workforce. The notion of the C.O.W. (Culture of Warmth) and how it relates to employee recruitment and retention will be explained. The presenters will give examples of the specific recruitment strategies utilized to attract BIPOC candidates in support of the district's strategic priority to increase the diversity of our workforce to reflect the diversity of our student population. Participants will learn about the selection process used to ensure the best candidates are hired and how to create a positive, welcoming experience for candidates and new hires. The session will also include examples of retention efforts the district undertakes to improve the culture and climate so that employees will stay. Through interactive activities, participants will develop an awareness of their implicit biases and how these biases could impede the selection of qualified BIPOC candidates. Specific strategies to mitigate implicit biases in the hiring process will be discussed. Participants will leave energized and well-equipped to implement creative recruitment and retention practices in their organizations.	Intermediate	Recruitment
Chat GPT, AI, Oh My!	10/5/23	1:15 PM	1:45 PM	As AI continues to make headlines, we're here to tell you it is not coming for your job. While many stories may worry you, recent data shows AI boosts productivity—if you know how to leverage it. We'll review what you need to know about AI, how it is changing the landscape of education and future of work, and how you should be leveraging it now.	Basic	Planning & Preparation; Recruitment; Training & Development
The Interstate Teacher Mobility Compact Update	10/5/23	1:15 PM	1:45 PM	An update of the current status of the Interstate Teacher Mobility Compact will be presented, what it is and what it is not and how states can get involved. Participants will be encouraged to ask questions.	Basic	Planning & Preparation; Recruitment; Hiring

Opportunity Culture Staffing Design: A Strategy for Talent and Instruction	10/5/23	1:45 PM	2:15 PM	Talent chiefs use Opportunity Culture staffing design to overcome shortages, retain top educators, and build their new-teacher pipeline. Academic chiefs love the coaching, teacher support, and instructional gains that result when Multi-Classroom Leader teaching teams go into place. Join this session to get a quick overview of Opportunity Culture staffing design and to hear from the talent lead in Midland ISD, who has seen benefits from these staffing models in two districts. * A business is associated with this session.	Basic	Planning & Preparation; Training & Development; Career Management
Culturally Responsive Interviewing	10/5/23	1:45 PM	2:15 PM	The purpose of this session is intended to make hiring managers and Human Resources professionals look at their current hiring practices and interview processes. Culturally responsive practices are not limited to teachers alone but should be embraced by administrators and support staff as well. The recruitment and selection process for administrators, teachers, and support staff should also incorporate considerations for their understanding and ability to promote equity, diversity, and inclusion within the school community.	Intermediate	Recruitment; Hiring; Training & Development
Increasing Alignment Between HR and District Goals	10/5/23	2:15 PM	2:45 PM	The way things have always been done does not allow you to get the outcomes you want. If you're working in a house of cards, it's hard to know where to start to align your HCMS without causing a cave in. An audit allows you to realign roles and responsibilities and ensure HR alignment to district or organization priorities. In this session, we'll share how Toledo Public Schools is taking on an HR audit as part of a new district strategic plan to ensure they move forward with one vision for a united district.	Intermediate	Compensation & Benefits
Making the Mission Possible: Prioritizing Care For Educators	10/5/23	2:15 PM	2:45 PM	At a time when expectations for serving students have never been higher, and with the competition for available district funds becoming more complex, HR leaders must seek solutions that not only address staff needs, but also provide a reliable return on investment. Not surprisingly, research across numerous industries indicates that emphasizing and supporting wellness not only helps employees become more engaged, but it can also have a highly favorable financial impact. Come learn how an on-site health solution can enhance recruitment, strengthen staff retention, improve productivity, significantly reduce healthcare costs, and make a genuine difference in the lives of those you employ. * A business is associated with this session.	Basic	Recruitment; Compensation & Benefits; Work-Life Integration
Insights from the National Substitute Management Steering Committee	10/5/23	3:00 PM	4:00 PM	It's time for a new way of thinking about substitutes: how we hire, assess, compensate, engage, support, and ultimately retain them. Join our national panel of industry leaders as they share insights around a more thoughtful and strategic approach to substitute management. * A business is associated with this session.	Basic	Planning & Preparation; Recruitment; Hiring
Communicating Benefits to Employees - Simplifying the Complex	10/5/23	3:00 PM	4:00 PM	If you offer great employee benefits, but no one knows about them...do you really have great benefits? Learn more about how Prince William County Public Schools (PWCS) is adapting their benefits communication strategy to give employees tools to learn at their pace and in their "place".	Basic	Recruitment; Orientation & Onboarding; Compensation & Benefits
A Ubiquitous Professional Learning Approach Leads to Teacher Satisfaction, Growth, and Retention	10/5/23	3:00 PM	4:00 PM	Gone are the days of a mandatory 'sit & get' quarterly all-day PD sessions...with no follow up. We'd like to share with you this innovative PD model that incorporates adult learning best practices - self directed, experiential, job focused, live & on demand - and focuses on building professional acumen, Personal growth, and Wellness. We'll share how to create this new PD model in your organization and the data that shows increased teacher satisfaction and retention rates. * A business is associated with this session.	Intermediate	Orientation & Onboarding; Performance Management; Training & Development
Talent Training and Development for Gen "?"	10/5/23	3:00 PM	4:00 PM	Recruiting and developing talent for Gen "???" requires stealth, savvy use of time, and incentives. Join us for a toolkit that prepares you for who's next!	Intermediate	Training & Development
Tales From The Pipeline - The Partnership Between A Teacher Preparation Program and School District	10/5/23	3:00 PM	4:00 PM	This session will address how one of the top teacher preparation programs in the country is partnering with school districts to develop the next generation of educators. Detailing a shared interest in developing and providing guidance for the next generation of educators to ensure the pipeline stays strong, K-12 districts and teacher preparation programs at the university level must continue to be innovative and collaborative. Come learn from both sides of the pipeline, a teacher preparation program and a local school district, on how we have created a relationship that benefits everyone.	Intermediate	Planning & Preparation; Recruitment; Training & Development
Engaging the Best: Recruitment and Retention with Equity in Mind	10/5/23	3:00 PM	4:00 PM	Recruiting and retaining employees through an equity lens requires us to think differently about traditional efforts. In this session, we will look at strategies the San Diego County Office of Education has implemented to pave and illuminate paths to employment with equity in mind. By connecting to potential employees as early as middle and high school, creating an inclusive environment, and providing key supports that continue after an employee is hired, we can recruit and retain the best employees.	Intermediate	Planning & Preparation; Recruitment; Hiring

Stay Interviews - When? Where? What? Why? How?	10/5/23	3:00 PM	4:00 PM	Stay Interviews have proven to be a valuable tool for measuring employee engagement. Determining the who, what, when, where and how to conduct stay interviews will be modeled and discussed during this presentation. Using stay interviews to tell the story of EMS ISD has proven to be a powerful source of change for employees and increased overall engagement of employees. We will tell our story, model our process, and share our data!	Basic	Performance Management; Career Management
Find Your Fight Song: How to Rock Your District's Identity Using LinkedIn	10/5/23	3:00 PM	4:00 PM	Did you know that 75% of job seekers consider an organization's brand before they apply for a job? What does your school's online presence say about you as a potential employer? Having a concise and transparent social media presence will help connect you to qualified individuals who are aligned to your mission and values. A school's LinkedIn Company Page is the face of the organization on the world's largest professional network. Pages offer a no-cost, high-impact avenue to showcase the district's value proposition, helping prospective talent understand "why you" and "why now." Company Pages are a valuable asset every school can access. On average, LinkedIn members interact with LinkedIn Company Pages over 1.5B times per month. Join us to learn how to build your School District's brand using your free LinkedIn Company Page and hear from a partner School District that is using their Company Page as part of their Talent Acquisition strategy. Attendees are encouraged to bring their computer to this hybrid presentation/workshop! * A business is associated with this session.	Basic	Recruitment
How Oregon is Leveraging R&R to Address the Educator Shortage	10/5/23	3:00 PM	4:00 PM	In 2022-2023, The Oregon School Personnel Association (OSPA) in partnership with Oregon Department of Education's Educator Advancement Council, presented Leveraging R&R: A Recruitment and Retention Series. This four-part series centers on the purpose of recognizing our shared interests and informing the conversation between Legislators, State agencies, professional organizations, educators, plus many more vested stakeholders about tangible solutions to Oregon's chronic and persistent educator shortage. Oregon's top-down, bottom-up approach was informed by the American Association of School Personnel Administrators (AASPA) 5 shifts findings from the 2022 National Educator Summit. Join OSPA's Executive Director, Dr. Tim Yeomans, as he shares how Oregon is widening its collective perspective to inform meaningful change.	Intermediate	Planning & Preparation; Recruitment
Meaningful Teacher Mentoring: How to Power Up From One Size Fits All to Meaningful Mentoring for All	10/5/23	3:00 PM	4:00 PM	Come learn how one school district went from a one size fits all mentoring approach to meeting the needs of all new teachers by powering up their mentoring program. In 2019, the National Educators Association released a policy brief titled "Advancing the Teaching Profession: Investing in Comprehensive Induction and Teacher Mentoring". Join us on our journey and walk away with tangible ideas on how to use the resources you have to meet the needs of our newest teachers.	Basic	Orientation & Onboarding; Training & Development
Hiring Cultural Contributors	10/5/23	3:00 PM	3:30 PM	Most interviews are designed to find good faculty. Some interviews aim to find good 'cultural fits'. However, few interviews look for 'cultural contributors'. Learn about a District's experience in using intentional questions to hire individuals who not just fit – but improve – the status quo... (and gets mis-fits to self-select out of the process).	Basic	Recruitment; Hiring
Human Resources and Business C	10/5/23	3:00 PM	3:30 PM	This session will facilitate an interactive discussion with the audience to share challenges that are most common than not between Human Resources and Business Office that can create dysfunctional processes and animosity. You will learn strategies our departments have implemented to facilitate effectiveness, high productivity, and, most importantly, a culture of trust between the two departments. You will leave this session with ideas and processes that can boost the opportunity for a great and long-term relationship between both departments.	Intermediate	Planning & Preparation; Orientation & Onboarding; Compensation & Benefits
Practical tips for Courageous Conversations	10/5/23	3:30 PM	4:00 PM	The hardest part of our job is also the most important part of our job - having courageous conversations with folks who need to hear our message. After learning these practical tips, it won't become easier - but you'll learn to handle "hard" better.	Basic	Performance Management
Student Loan Repayments 101: A Guide for District Leaders on PSLF and the Return of Student Loans After 40+ Months	10/5/23	3:30 PM	4:00 PM	This October as part of the debt ceiling deal, millions of teachers and school staff will be required to pay their monthly federal student loan bills for the first time since March 2020. In this session, we will dive into the latest on student loans, legislation, and the PSLF program and what it means for school districts. We will share tips on how to capitalize on forgiveness wins for your team as well as proactive steps you can take to help your staff navigate these changes along the way. * A business is associated with this session.	Basic	Recruitment; Hiring; Compensation & Benefits

An Effective Workforce is a Diverse Workforce: Prioritizing an Integrated Approach to Educator Shortages and Workforce Diversity	10/6/23	8:00 AM	8:30 AM	<p>Within the educator workforce, national attention is focused on two critical challenges: teacher shortages and a lack of educator diversity. Although these challenges are not new and were potentially further affected by the COVID-19 pandemic, they are increasingly discussed in the news, prioritized in district and state strategic plans (e.g., Denver, Colorado; Jefferson County, Kentucky; Massachusetts; California; and Ohio), and debated by researchers. Although the latter have called into question the magnitude or scope of teacher shortages, the data illustrate that such shortages and the lack of workforce diversity are disproportionately affecting some schools, and in turn, some students. As such, targeted efforts to ameliorate educator shortages at specific schools and in specific academic subjects are critical. Further, although these two challenges—teacher shortages and a lack of teacher diversity—are sometimes treated in isolation or as one of many related themes, there is notable value to addressing the two issues with an integrated approach - where both diversity and shortages are considered in tandem.</p> <p>This presentation and related paper focus on highlighting three critical realities we face in education: Teacher shortages are not equitable; they disproportionately affect underserved students. Students of color generally do not have access to same-race teachers. These two realities reflect and arise from systemic racism in the field of education and give us good reason to contend with teacher shortages and a lack of teacher diversity simultaneously.</p> <p>After addressing these realities, we highlight promising strategies that states, districts, education preparation programs, and other education organizations are implementing to address teacher shortages and the lack of diversity in the teacher workforce. These strategies can serve as a model for other education entities that are seeking guidance regarding a more integrated approach.</p>	Basic	Planning & Preparation; Recruitment; Training & Development
So You Want to Be a Board Member?	10/6/23	8:30 AM	9:00 AM	Are you ready to give back to AASPA? Are you considering becoming an executive board member in the future or looking to enhance your understanding of the responsibilities involved in this vital role? This session is for individuals who aspire to become an executive board member, or anyone who wishes to broaden their understanding of the responsibilities involved in this essential role. Join us for an enriching and enlightening session as we explore the path to effective governance and equip you with the knowledge and confidence to make a positive impact as a future executive board member. Together, let's work towards a thriving environment that empowers members to reach their full potential.	Basic	
Executive Board	10/6/23	8:00 AM	9:00 AM	This closed session meeting is for AASPA Executive Board Members to meet and discuss the future of the association.		
Stop the Revolving Door : Rethinking the Role of the Paraeducator	10/6/23	8:00 AM	9:00 AM	<p>Often, paraeducators in school districts are in and out of the positions like they are going through a revolving door. This role is undervalued, under-paid, under-utilized, and under-valued but is an integral role in the education of our neediest students. In this innovative presentation paraeducator expert Dr. Kathleen Adolt-Silva (Dr. KAS) provides the most up-to-date information about paraeducators in our country today and describes 9 attainable steps to rethink the role of the paraeducator as that of a "support professional" which then allows districts to focus on a growth-mindset, career development, and retention rather than just on watching the revolving door turn.</p> <p>* A business is associated with this session.</p>	Basic	Performance Management; Training & Development; Career Management
Onboarding - Reaching Beyond Best Practices	10/6/23	8:00 AM	9:00 AM	This session details an onboarding experience that represents the established culture day one to foster commitment and engagement of new hires within the Human Resources Department of St. Lucie Public Schools.	Intermediate	Hiring; Orientation & Onboarding; Training & Development
International Teachers! The Big Idea AND the Big Solution!	10/6/23	8:00 AM	9:00 AM	<p>International Teachers! The Big Idea AND the Big Solution! The list of challenges faced by USA school districts is lengthy and growing by the year. In this session, we will discuss the growing trend of cultural exchange teachers in the USA and how embracing cultural exchange might creatively address challenges faced in your district. Our session will focus on building knowledge behind the goals and purposes of US Cultural exchange as well as understanding of pathways districts can follow to engage in cultural exchange. We will also work through analysis of current challenges in your district and application of international exchange as a possible strategy toward meeting some of those challenges.</p> <p>* A business is associated with this session.</p>	Basic	Planning & Preparation; Recruitment; Hiring

Building a Thriving Education Workforce: Strategies to Attract, Engage, and Retain Great People	10/6/23	8:00 AM	9:00 AM	<p>Join us to explore innovative approaches for nurturing a thriving education workforce. In this session, we will delve into strategies that empower HR leaders and other school administrators to attract, engage, grow, and retain exceptional talent. There are so many challenges faced by educational institutions in maintaining an engaged workforce to support outstanding education of your students. There's never been higher demand for schools to streamline their HR processes and achieve organizational excellence. From finding substitutes and recruiting staff to onboarding and retaining educators, you need the right tools that support every step of the employee lifecycle. During the session, we will discuss proven methods to: Attract top talent, Foster employee engagement, Implement effective retention strategies. We'll also explore how leveraging technology can optimize HR operations, enhance collaboration, and facilitate seamless management of assets within educational organizations. Join us for an interactive discussion and gain valuable insights, practical tips, and actionable takeaways to transform your HR practices. Together, let's create an environment where great people thrive and contribute to the success of your school community.</p> <p>* A business is associated with this session.</p>	Intermediate	Recruitment; Hiring; Training & Development
Navigating Pay Equity	10/6/23	8:00 AM	9:00 AM	<p>Designing a compensation system can't happen in a vacuum. In this session, we'll share how TPS navigates negotiations, collects appropriate data, and uses open communication to build an equitable compensation system and maintain competitive pay.</p>	Intermediate	Compensation & Benefits
Pipe Dreams: Developing a Para-Educator and Special Educator Recruitment Pipeline	10/6/23	9:00 AM	9:30 AM	<p>Like all districts in the United States the Escondido Union School District faced a National Labor Shortage due to the pandemic and was extremely impacted in the areas of Para-educators and Special Needs Teachers. In addition, we strive to foster and develop a diverse workforce of team members that is representative of the community in which we serve. To meet these challenges we developed the Palomar Para-educator Partnership (P3) with Palomar Community college to recruit, develop, and retain high quality employees to work as Para-educators. In partnership with Palomar Community College we created a cohort model program that is customized to meet after the work day, at a central location at our district office, and with child care. Our employees work towards an AA degree with an Early Adolescence credential and transferable credits to a BA/Special Education credential program. In addition, our district pays for the books, tuition, and fees for their AA degree. As a result we have been able to exceed our hiring goals, build the capacity of our team members, and recruit from within our community expanding the diversity of our workforce. Please join us to hear how we started our journey.</p>	Intermediate	Recruitment; Training & Development; Compensation & Benefits
Cutting through the Noise: Data on Staff Retention & the Decisions that Keep Them	10/6/23	9:30 AM	10:00 AM	<p>This session will present data from over 30,000 teachers in spring 2023, trends in teacher engagement, and research-based strategies to support & retain your staff. Attendees will hear from a district on how they have partnered with schools through coaching and engagement data to understand teacher needs and provide support to improve retention.</p> <p>* A business is associated with this session.</p>	Basic	Training & Development; Performance Management
Keep Your Teachers: Leveraging Partnerships to Promote Retention	10/6/23	9:00 AM	10:30 AM	<p>Southeastern Louisiana University was awarded a 5-million dollar Teacher Quality Partnership (TQP) grant to partner with local districts to support teacher induction, teacher retention, and building leadership capacity. The presenters include the Dean from the College of Education (principal investigator) as well as the co-PI along with the Human Resource Director from the current partnering district and the Human Resource administrator from the upcoming partnering district. The purpose of the TQP grant is to create a teacher induction program and train future leaders to support the novice teachers. This interactive session will allow participants to explore ways partnerships can be leveraged for school district employee retention. Participants will utilize group activities to examine the partnership opportunities through the lens of the district partners and the university.</p>	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
Culturally Responsive Mentoring: Guiding the Conversation	10/6/23	9:00 AM	10:30 AM	<p>Teachers of color play an important part in student achievement especially for students who share their same identity. However, the racial makeup of the teacher workforce does not reflect the student population. Teachers of color are more likely to teach in hard-to-staff settings, but often leave the profession prematurely due to lack of support, poor working conditions, and inadequate mentoring. Mentoring and induction for teachers in their first few years of teaching is an effective intervention to improve teacher effectiveness and retention. However, one-size-fits-all mentoring does not work for all teachers. First year teachers of color experience unique challenges, such as the invisible tax, implicit bias, and lack of safety and belonging. In this session, we explore how culturally responsive mentoring that is tailored to the unique needs of first year teachers of color can improve teacher satisfaction and retention. We share specific strategies that states, districts, and individual mentors can implement to enhance the diversity of their teacher workforce.</p>	Basic	Orientation & Onboarding

Onboarding for Social Justice: Lessons Learned from One District's Journey to Center Equity in Orientation and Onboarding	10/6/23	9:00 AM	10:30 AM	Attendees will learn about Highline Public Schools' approach to redesigning new employee orientation to center equity and promote healthy workplace culture where employees learn, thrive and grow from onboarding to retirement. HR professionals who want to move their orientation practices beyond transactional information to prioritize transformative experience will learn about our approach to incorporating interactive activities that give employees foundational knowledge and awareness of key equity concepts and practices. We will also discuss key lessons learned, challenges and successes.	Intermediate	Orientation & Onboarding; Performance Management
Extraordinary Leadership: Going from Good to Great!	10/6/23	9:00 AM	10:30 AM	Learn a research-based blueprint for taking your leadership to the next level by implementing the five exemplary practices of leadership. This engaging session will review the research findings and give you practical tools to improve your own leadership skills and build capacity in those that you supervise. Based on 40 years of leadership research conducted by Barry Posner and James Kouzes.	Intermediate	Performance Management
Progressive Discipline Through A Coaching Model	10/6/23	9:00 AM	10:30 AM	Are you interested in improving employee engagement and effectiveness? Join us in learning about an innovative process called Progressive Discipline through a human-centered Coaching Model that will create opportunities to build relationships, create sustainability, develop and hone employee strengths/talents/skills and support in the retention of great employees. This will also build leadership capacity and create an organization culture of growth, support, and belonging. Participant Outcomes: Participants will: Examine the purpose of progressive discipline Become versed in the 5 C's of Progressive Discipline Through A Coaching Model Identify types of support that create conditions to enhance employee growth and success	Intermediate	Performance Management; Training & Development
Habits of Happiness: Moving from Resolution to Revolution	10/6/23	9:00 AM	10:30 AM	Do you want to BE happier and more focused on your wellbeing? Me too! Let's get at it by understanding how the brain often tricks us into wanting things that won't make us happy, learning the best habits to focus on to improve wellbeing, and strategizing how to implement these habits effectively in our lives. YOUR wellbeing is the heart of effective retention and successful recruitment. Let's learn how to increase motivation and get ready for action!	Basic	Work-Life Integration