

Tentative Ignite & Clinic Sessions						
Session Title	Date	Time		Description	Level	HCLE Strands
From Idea to Implementation: Drew Charter School's Innovative Performance-Based Bonus Structure	10/11/2022	10:00 AM	10:30 AM	Performance-based pay in education is not new (Springer, 2016). Over the years there have been numerous attempts at implementing such systems in schools, districts, and states across the country. However, these attempts have been met with varying levels of success. These initiatives have been subject to intense debate and some argue have even played a role in recent teacher unrest across the country. In this session, you will hear about Drew Charter School's process of implementing their performance-based bonus program as well as the successes, lessons learned, and future plans. Audience participation will be sought during an interactive discussion of how performance-based awards programs can be designed to emphasize assets rather than deficits.	Intermediate	Total Rewards Compensation & Benefits
Tell Me What You Want What You Really Really Want	10/11/2022	10:00 AM	10:30 AM	This session is designed to assist organizations in giving employees a voice through "Stay Interviews." Employers will get tips on strategies to gather employee feedback to improve retention.	Basic	Talent Development Performance Management; Total Rewards Work-life Integration
When will you be good enough? You Are.	10/11/2022	10:30 AM	11:00 AM	This presentation engages participants in the "Why?" behind improvement efforts - for both individuals and organizations. Grounded in the notion of santosha, or contentment, the idea of "I'll be happy when..." is examined. Self-improvement efforts are healthier and more sustainable when they begin with a premise of accepting and loving who we are right now, instead of believing that happiness will come only through the attainment of new goals.	Basic	Total Rewards Work-life Integration
Sustaining a Positive Culture in your District	10/11/2022	10:30 AM	11:00 AM	The presentation will give attendees ideas to improve the culture of their district.	Basic	Talent Acquisition Recruitment; Talent Development Orientation & Onboarding; Talent Development Performance Management
Coaching for Higher Performance: Using your Superpower to Grow, Coach, and Support the Next Level of Leaders	10/11/2022	10:30 AM	11:30 AM	Human Resources administrators will participate in an engaging session to help school administrators and district leaders tap into their leadership superpowers to grow, coach, and support leaders to gain higher performance from their teams.	Intermediate	Talent Development Performance Management; Talent Development Training & Development
How Creating a Statewide Educator Talent Supply and Demand Marketplace is Paving the Way for Strategic Recruitment and Retention Efforts and Data-driven Recommendations	10/11/2022	10:30 AM	11:30 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 realtime educator pipeline data. Additionally, Indianapolis Public Schools will share how the statewide implementation builds on the talent acquisition work of one of Indiana's largest school districts.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Denton ISD is Growing Our Own	10/11/2022	10:30 AM	11:30 AM	Studies show that 87% of people work 44 miles or less from where they grew up. Come hear how Denton ISD's innovative Teach Denton program is providing a teacher pipeline for Denton ISD schools. In this session you will gain the knowledge, tools, and ideas on how to create and implement a "grow your own" program in your district and how to include diversity, equity, and fidelity. You will leave energized and excited to implement what is gained from this session.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring; Talent Development Training & Development
Is it time to update and redesign your teacher mentoring program?	10/11/2022	10:30 AM	11:30 AM	Summary of session: In an era where teacher shortages are haunting, recruiting, hiring and retaining teachers is tremendously critical. Learn how one suburban district redesigned their teacher mentoring program, developing a more holistic and comprehensive support system to foster the growth of new-to-the profession teachers and new-to-the district teachers. Specifically, this session will focus on Ankeny's story, sharing details of how they have recently redesigned their mentoring program to create a multi-year structure, strategically outlining and designing the roles of the mentor teacher, instructional coach, administrator and the PLC. Ankeny will walk you through the design of their mentoring program and share resources you can take back to your district.	Intermediate	Talent Development Orientation & Onboarding
Take the "Labor" out of Labor Relations	10/11/2022	10:30 AM	11:30 AM	Taking the "Labor" out of Labor Relations creates a culture of ongoing trust and collaboration between school districts and bargaining agents. This session will provide participants with a framework that includes negotiation timelines, agendas, norms, and predictable outcomes to ratify negotiated agreements. Come and learn how we strategically moved from needing an outside facilitator to lead our negotiations, to sharing facilitation between the district and bargaining agents collaboratively. It is possible to look forward to negotiations!	Intermediate	Total Rewards Compensation & Benefits
Safeguarding School District DEI Initiatives From Discrimination Challenges	10/11/2022	10:30 AM	11:30 AM	School districts, like many employers, have developed and implemented policies and practices to make the workplace more diverse and inclusive. The U.S. Supreme Court is poised to issue a decision which will likely change the legality using race and gender to increase diversity and inclusion. It is important for personnel administrators and staff to stay up to date with and understand what the law allows regarding DEI plans. While the data and evidence bear out the benefits of a more diverse and inclusive workplace environment, this has not prevented "push back" and complaints from individuals challenging either the basis for a DEI policy and/or its implementation. Often employers battle misconceptions and misunderstandings of DEI initiatives by community members and even their own employees who may perceive DEI initiatives as unfair and a form of unlawful discrimination. This presentation, using a lecture and interactive format, will provide attendees with practical information and guidance on the current state of the law, how to ensure their school district's DEI initiatives are consistent with federal and state anti-discrimination laws and how to minimize the risks when enacting DEI plans.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Grow Our Home	10/11/2022	10:30 AM	11:30 AM	This presentation highlights innovative district initiatives to create teacher certification pathways within the district and community to recruit and retain students, staff, and community members.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring

5 Shifts to Address the National Educator Shortage	10/11/2022	10:30 AM	11:30 PM	As the demand for public education increases, states will continue to struggle to recruit and retain high-quality educators. In 2022 AASPA hosted a national educator shortage summit, bringing together representatives from state departments of education, higher education institutions and PK-12 Districts. The results of this gathering including a comprehensive and systematic call to action that puts forth recommendations and strategies that can be used to chart a pathway forward. This session will explore the current national snapshot of the educator shortage and dive into strategies and ideas for PK-12 human capital leaders.	Intermediate	Talent Acquisition Recruitment
Unifying HR & Business Team Strategies to Unlock Superhero Potential	10/11/2022	10:30 AM	11:30 PM	The heroes of Spring Grove Areas SD, AnJie Doll, Director of Human Resources and Mark Czapp, Director of Business Operations are constantly using their combined superpowers to create an environment where all K12 professionals can proudly say, "This is the district where I want to be a employee!". Often HR and Business have varying perspectives and job needs when it comes to supporting employees. Creating a positive work climate can be challenging. At this session, AnJie and Mark will share their story of creating a 'destination' district by engaging in meaningful and authentic conversation and in the combined effort of developing systems and processes that address both HR and Business perspectives.	Basic	Talent Acquisition Planning & Preparation; Total Rewards Compensation & Benefits; Total Rewards Work-Life Integration
How to Use Your District Salary and Benefit Package to Recruit and Retain Top Talent	10/11/2022	10:30 AM	11:30 PM	Learn how presenting your entire benefit package / total compensation package can be an effective strategy to recruit, engage and retain top talent.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring; Total Rewards Compensation & Benefits
It's All About You: How to individualize teacher recruitment and retention strategies	10/11/2022	11:00 AM	11:30 AM	In an effort to be more efficient, many districts find themselves losing potential and current teachers in the gaps of generic, broad stroke approaches to recruitment and retention. This session outlines how a large Florida school district chose to rethink the staple strategies for finding and keeping teachers and created a tiered approach to addressing human capital needs. From onboarding, to certification, to workplace well-being, strategies and resources have been established to meet employees where they are at in their career path. In taking a personalized approach, districts can see increased teacher retention rates and higher rates of job satisfaction in a time when the education industry needs it most.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Development Training & Development
Learning Exchange: How to Conduct Job Analyses	10/11/2022	11:00 AM	11:30 AM	Join your colleagues in an open forum session to discuss the learning exchange topic "How to Conduct Job Analyses". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
Activate the Superpower of a Diverse Teaching Staff through International Teachers!	10/11/2022	1:45 PM	2:15 PM	International TeachAlliance (ITA) provides a "superhero" solution to equip hiring administrators to bring certified, experienced, and high-quality teachers from around the world; the international teachers bring rich diversity to your teaching staff while meeting the staffing needs of your district. Our pool of international teachers consists of candidates who hold dual-language skillsets and cultural diversity, which enriches the lives of our partnering school district's students. In this session, you will learn about the inner workings of J1 visa teacher exchange programs and how to navigate related timelines, regulations, and immigration law. This session will provide you with the superpower needed on the journey toward greater equity during the teacher shortage.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition: Hiring
Mitigating Biases in Teacher and Staff Recruitment	10/11/2022	1:45 PM	2:15 PM	Find out where recruitment and hiring biases are interfering with the culture you aim to foster on your campus — and learn where it first appears. In this session, we'll take a look at the most common biases impacting the ability to find right-fit candidates, and ways to mitigate their impact on decision making. Whether you're a school leader, a recruiter, or a member of the interview committee — this session is for you.	Basic	Talent Acquisition Recruitment; Talent Acquisition Hiring
Teacher Hiring Practices: What Practitioners Say Work	10/11/2022	1:45 PM	2:45 PM	In this session you will learn about a research based methodology on hiring the best teaching candidates available. This session will provide you with research and practitioner based hiring practices that have consistently yielded highly effective teachers! Come and share in the discussion about how you can be successful in hiring highly effective teachers even in this current environment.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Charting a New Path for Recruitment & Retention	10/11/2022	1:45 PM	2:45 PM	Every day a student has an effective teacher in the classroom, is a day when learning takes place! From 65% to over 90% retention rates for novice teachers, hear how we have changed the course in recruiting, retaining and molding teachers while impacting student learning. Over the last five years, we have implemented two programs that focus on the recruitment and retention of instructional personnel. To begin with, we are growing our own as we provide opportunities for our paraprofessionals to move from being a classroom assistant to being a classroom teacher. Focusing on employees that are already a part of the Putnam County School District family benefits not only the employee, but the students, families and community as well. In addition, we created a Novice Teacher Mentoring program which cultivates, champions and supports teachers in their first three years of teaching. Through these two programs, we have successfully increased retention rates and decreased instructional vacancies which means our students have effective teachers in front of them providing learning opportunities which will lead to their success in college, career, and life.	Basic	Talent Acquisition Recruitment; Talent Development Training & Development
I just won the lottery... Peace out! Organizing your HR department for a successful transition.	10/11/2022	1:45 PM	2:45 PM	Are you set up to allow for someone to take over when you strike it big in the MegaMillions? Have you set up your yearly schedule of events in order to manage your time effectively? Are all of your HR processes captured? Learn how one district took the opportunity to organize their work to enable a seamless transition in human resources leadership.	Intermediate	Talent Development Training & Development
A Quick Guide to Improving Staff Morale: Post COVID	10/11/2022	1:45 PM	2:45 PM	Teacher and staff morale were at an all-time low during the 2021-2022 school year, post pandemic. The Great Resignation has had a profound effect on school districts across the country. Research has shown that up to 70% of teachers considered changing careers at the end of the school year. Most school districts are facing critical shortages. It has never been more important to make every effort to improve teacher and staff morale. This session will provide some ideas and strategies that you can implement to hopefully improve moral and retain your staff.	Basic	Total Rewards Work-life Integration

Safeguarding School District DEI Initiatives From Discrimination Challenges	10/11/2022	1:45 PM	2:45 PM	School districts, like many employers, have developed and implemented policies and practices to make the workplace more diverse and inclusive. The U.S. Supreme Court is poised to issue a decision which will likely change the legality using race and gender to increase diversity and inclusion. It is important for personnel administrators and staff to stay up to date with and understand what the law allows regarding DEI plans. While the data and evidence bear out the benefits of a more diverse and inclusive workplace environment, this has not prevented "push back" and complaints from individuals challenging either the basis for a DEI policy and/or its implementation. Often employers battle misconceptions and misunderstandings of DEI initiatives by community members and even their own employees who may perceive DEI initiatives as unfair and a form of unlawful discrimination. This presentation, using a lecture and interactive format, will provide attendees with practical information and guidance on the current state of the law, how to ensure their school district's DEI initiatives are consistent with federal and state anti-discrimination laws and how to minimize the risks when enacting DEI plans.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
How to Help Your Supervisors and Principals Understand HR 101	10/11/2022	1:45 PM	2:45 PM	Onboarding of new supervisors and principals often leaves out their role in supporting and understanding HR. In this interactive session, we will share with you how we onboard all new leaders to our organization. We will provide you with a list of items of which you can take back to your district to onboard your administrators.	Intermediate	Talent Development Training & Development
Aligning Strategic Plan, Values, Competencies, and HR Processes	10/11/2022	1:45 PM	2:45 PM	Does your strategic plan sit on the shelf and collect dust? Make it stick by creating a strategic plan that's aligned to your values. Your strategic plan should inform leadership competencies, desired behaviors, and yes all of your HR processes. See how Toledo Public Schools connected their strategic plan values to competencies and then used these to inform all HR processes—from talent acquisition to development.	Intermediate	Talent Acquisition Hiring, Talent Development Training & Development; Total Rewards Career Management
Can You Pass the Test of Just Cause?	10/11/2022	1:45 PM	2:45 PM	Presenters will pull back the curtain to reveal the inner workings of how the term "just cause" was created and how to appropriately apply the tests of just cause provisions within schools.	Basic	Talent Development Performance Management
Customized Licensure Support as a Powerful Recruitment Tool	10/11/2022	1:45 PM	2:45 PM	Join Dr. Celeste Alexander and Bill Shelly from The Arkansas River Education Service Cooperative in Pine Bluff, Arkansas as they share effective strategies and techniques used to assist regional teachers attain licensure. From initial consultation to follow-up conversations and tiered supports; creating an individualized, custom licensure support process for every teacher has led to massive successes in a struggling region.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Development Training & Development
Crucial Conversations	10/11/2022	1:45 PM	2:45 PM	This session will focus on coaching your administration on having critical conversations with your employees. Whether drawing attention to bad behavior(s) or letting someone go, having the conversation involves more than that meeting. We will discuss meeting preparation, document review, the conversation with the employee and the follow-through that can better prepare your district should an employee or former employee push back. This session will be interactive.	Advanced	Talent Development Performance Management
New Teacher Support- Set them (and students) up for success	10/11/2022	2:15 PM	2:45 PM	We expect a LOT of new teachers in the fall, and we need to set them, and their students, up for success. In this session we'll review proven strategies to better support the unique needs of new teachers including onboarding, mentoring, coaching, and more.	Basic	Talent Development Orientation & Onboarding; Talent Development Performance Management; Talent Development Training & Development
NASDTEC Clearinghouse	10/11/2022	2:15 PM	2:45 PM	On average, about 6,000 educators each year have adverse actions taken against their certificate or license for serious misconduct that deems them unsafe to be in the classroom. Most educator misconduct cases are prosecuted in administrative hearings, not a criminal court. If the educator is not arrested or fingerprinted, there will be no record of the misconduct in a state or federal criminal background check. Unfortunately, it is not uncommon for an educator who had adverse action taken against a certificate in one state to apply for a position (certified, classified, or volunteer) in another state or even apply for admission to another educator preparation program. For over 33 years, the National Association of State Directors of Teacher Education and Certification (NASDTEC) has helped keep students safe by maintaining the NASDTEC Educator Identification Clearinghouse (Clearinghouse). The Ed ID Clearinghouse is a secure, searchable national database that provides an immediate alert regarding individuals who have had their professional educator license or certificate annulled, denied, suspended, revoked, or otherwise invalidated. By including the Ed ID Clearinghouse in its background screening, the school district and educator preparation provider can make fully informed placement decisions and reinforce their organization's risk management plan.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Denton ISD: Playbook for How to Implement Strengths District-Wide	10/11/2022	3:15 PM	4:15 PM	Denton ISD was recently named one of two winners of the 2022 Don Clifton Strengths for Students Award by Gallup, recognizing colleges, universities and districts that foster greater student wellbeing, engagement and academic achievement through Strengths. Clifton Strengths is a program that helps focus individuals to be stronger, positive communicators. Strengths aids students, staff, and parents to realign their lens so they can find more confidence, stronger focus, and be more engaged personally and professionally. After this workshop, you will know how to apply this concept for students, staff and parents..	Basic	Talent Development Training & Development
Do Your Teachers Look Like Your Students? Hear one districts successful journey towards increasing staff diversity and plans to accelerate with a new Grow Your Own Teacher program.	10/11/2022	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. Each of the last two 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 and now plan to accelerate that with a new Grow Your Own Teacher program. This presentation will highlight the steps we have taken to diversify our staff, and how we will continue to improve for the future.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Training for Retaining: Keep your Substitute Teachers	10/11/2022	3:15 PM	4:15 PM	Fill Rates are starting to rise again - finally. So, how do you keep all those substitutes you are hiring? We'll address the importance of training and what to focus on in helping to retain your substitute teachers, including what training options will keep your subs filling assignments in your district's classrooms. We'll also go over how continuing education will benefit your substitutes and your budget for the long run.	Basic	Talent Acquisition Recruitment; Talent Development Orientation & Onboarding; Talent Development Training & Development

Social Media Recruiting 101	10/11/2022	3:15 PM	4:15 PM	Social media FOMO? Many districts and organizations are using social media for recruiting. Not sure where to start? In this session, we'll dive into five commonly used social media platforms and walk through pros and cons of each. Our experts will share strategies to get started. Join us and chart your course to becoming a social media whiz.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Development Orientation & Onboarding
Is This Grooming? Evaluating Educator Misconduct	10/11/2022	3:15 PM	4:15 PM	This presentation will review three case studies that examine educator misconduct through the lens of grooming.	Intermediate	Talent Development Performance Management
Recruitment Challenges? Look in Your Neighborhoods	10/11/2022	3:15 PM	4:15 PM	To assist with securing quality teachers during a time of teacher shortages and assist with diversifying teaching staff, Olathe Public Schools has implemented a Hire Our Own Program. The Program focuses on high school seniors who have participated in a four-year Future Educators Academy offered as a high school career path program. Students begin the program as freshmen. As seniors, the students have an opportunity to apply and interview for future Olathe teaching positions. If selected, students are offered teaching positions upon successful completion of student teaching and a college/university education program.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring
How to Take Advantage of the New U.S. Department of Labor's Registered Apprenticeship in Teaching	10/11/2022	3:15 PM	4:15 PM	This presentation, presented by David Donaldson of the National Center for Grow Your Own, will provide districts with background information on registered apprenticeships in teaching and considerations to make in their design and launch. Donaldson will provide context by sharing how he approached this work along with Grow Your Own programs in Tennessee. He will include information about the financial sustainability of these programs and what he is seeing from across the country. Donaldson was the lead author on the application to the U.S. Department of Labor to establish the occupation of a K-12 teacher as eligible for apprenticeship. He also launched GYO programs amongst 65 districts and 14 EPPs to allow 670+ aspiring educators to become a teacher for free and get paid to do so while he served as Chief of Human Capital for the Tennessee Department of Education.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Development Training & Development
Principal Coaching: The Key to Effective Implementation of a New Evaluation System	10/11/2022	3:15 PM	4:15 PM	How does principal coaching develop and support leaders to partner with teachers to implement second-order change - a new instructional model and aligned teacher evaluation system? Learn from how Waverly-District 145 Public Schools uses coaching to build the capacity of leaders to develop teacher leaders to co-lead the implementation. Leave with a sample two-year implementation plan to leverage coaching and collaboration to implement with quality, fidelity, intensity, and consistency.	Intermediate	Talent Development Performance Management; Talent Development Training & Development
DEI Book Study - How to be a	10/11/2022	3:15 PM	4:15 PM	We know why diversity is important, but how do we drive real change at work? Join us for a book study of Jennifer Brown's How to be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive. Participants are encouraged to read the book prior to the session. This book provides a step-by-step guide for the personal and emotional journey we must undertake to create an inclusive workplace where everyone can thrive.		
Learning Exchange: Teacher Mentoring Programs	10/11/2022	3:15 PM	4:15 PM	Join your colleagues in an open forum session to discuss the learning exchange topic "Teacher Mentoring Programs". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
Recruitment in 2022: A True Reality Check	10/12/2022	10:45 AM	11:15 AM	Teacher recruitment today is a distance resemblance of year's past. During this session, we will review various reasons for teacher shortages and discuss ways to use data to build a competitive recruitment campaign designed to attract top level talent.	Basic	Talent Acquisition Recruitment
Kaizen - Creating a Continuous Feedback Loop in your HR Department	10/12/2022	10:45 AM	11:15 AM	Kaizen Boards – Tools for Continuous Improvement The members of our Human Resources department are the eyes and ears of our processes and often have necessary and important feedback to offer regarding improvement, but how do we solicit that feedback? By using tools such as Kaizen boards, we can create a continuous feedback loop for our HR department, providing information and ownership of the process. Participants in this session will leave with ideas to create their own Kaizen board.	Basic	Talent Acquisition Planning & Preparation
Collaborative "Coopetition" Partnership: Sharing Data to Improve Decisions	10/12/2022	10:45 AM	11:45 AM	Do you find yourself completing survey after survey to try to ensure that you have good comparison data for your employee salary data? Do you wonder how your staffing ratios stack up against other districts in your region? Do you know how you compare in this tight labor market? If any of these questions resonate with you, come learn how more than 50 districts throughout Wisconsin are working together to gather this information and share it with other participating districts to make better strategic decisions, provide support for referendums and ensure that pay for staff is appropriate relative to other regional and statewide districts. This project continues to grow each year and we look forward to sharing how this process meets the needs for districts that are part of the consortium.	Basic	Total Rewards Compensation & Benefits
Strategic Substitute Management	10/12/2022	10:45 AM	11:45 AM	Substitutes play a critical role in student instruction but are not often well integrated into school operations. Strategic Substitute Management is the intentional development and deployment of improved substitute teaching resources to directly support student instruction.	Intermediate	Talent Acquisition Recruitment; Talent Development Training & Development
Putting the Pieces Together?	10/12/2022	10:45 AM	11:45 AM	Many school districts face the challenge of disconnect and misalignment of positions and position titles across departments and campuses. This session is designed to share the journey of a large suburban school district in Texas that is working to put all of the pieces together. After many years as one of the nation's fastest growing districts, it was time to stop and take stock of every position and how it aligns with the current needs of the district. There were so many questions! Are the right pieces in place? Do the pieces fit together? Do we need different pieces? Have we lost some of the pieces? Join us for an opportunity of shared learning!	Intermediate	Talent Development Performance Management; Talent Development Training & Development; Total Rewards Compensation & Benefits

De-Stressing Schools: From Conflict to Collaboration	10/12/2022	10:45 AM	11:45 AM	Studies estimate leaders spend 20-40 percent of their day managing conflict. The impact of dissension includes knee-jerk resistance to change, toxic parent conferences, stressed-out administrators, and a widening gap in our polarized country. Conversely, conflict avoidance deters schools from confronting institutional substantive issues such as institutional racism and inequities. Personnel administrators can lead staff in reconceptualizing conflict and learning a new skill set, while reshaping school culture. This interactive workshop will explore leadership characteristics and strategies that build "conflict agility," the ability to transform conflict into a productive opportunity to solve school community problems and enhance collaboration. Fortifying trust, examining differences without discord, and applying design thinking protocols will be considered, drawing from peace studies, organizational psychology, business and educational research. The session will be centered around a participative case study.	Basic	Talent Development Performance Management; Talent Development Training & Development
A Paper-Less Office	10/12/2022	10:45 AM	11:45 AM	This presentation will allow attendees to receive information on ways to streamline the hiring processes and eliminate the need for paper files.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Re-Recruit Your Superstars: The Power of the One-on-One	10/12/2022	10:45 AM	11:45 AM	In the era of The Great Reshuffle, leaders must prioritize engagement and retention of their top talent. In this session, we will share how HR empowered building principals and curriculum leaders to have one-on-one conversations with teachers and school support staff to re-recruit their teams. We will also provide the research behind this strategy and real examples of what we were able to do to support our employees and drive an action plan for continuous re-engagement. Walk away from this session with what a "true" one-on-one conversation is and how it can make a huge impact!	Basic	Talent Acquisition Recruitment; Talent Development Training & Development; Total Rewards Career Management
Miles of Smiles: The Heart of HR	10/12/2022	10:45 AM	11:45 AM	Miles of Smiles: The Heart of HR This session will facilitate an interactive discussion with the audience to share strategies for successfully growing your own top talent as we navigate through the teacher shortage. Attendees will gain valuable insight into a step-by-step process for developing and launching teacher and administrator pipeline programs. Attendees will leave with real-life examples of roadmaps and pathways to grow your workforce and can expect to learn about how to initiate the process of having conversations with union leadership, partnering with universities, and promoting prospective programs.	Intermediate	Talent Development Training & Development
The Four Questions Successful HR Leaders Should Be Asking Every Day	10/12/2022	10:45 AM	11:45 AM	Winston Churchill advised to "never let a good crisis go to waste." While COVID has had devastating global impact, it has also highlighted the critical role human capital plays in education. In order to capitalize on this increased attention, there are four questions successful HR leaders should be asking (and answering) every day. This session will examine each of these questions and provide participants with: a) a framework for effectively communicating with educators about the functions of HR, b) a tool for prioritizing the work of HR, c) best practices for maximizing the impact of HR, and d) a scorecard for measuring the impact of HR upon student outcomes.	Intermediate	Talent Acquisition Planning & Preparation; Talent Development Performance Management
Under the Iceberg: Utilize Exit Survey Data to Uncover the Factors Impacting Employee Retention	10/12/2022	10:45 AM	11:45 AM	Working conditions and satisfaction are important considerations for teachers as they think about their future within the classroom. Join this session to learn more about how uncovering and analyzing exit survey data can help district leaders create strategic retention plans focused on teacher engagement and satisfaction. District leaders will share how they've leveraged exit data to retain staff and key initiatives they've implemented to support and improve working conditions.	Basic	Talent Acquisition Planning & Preparation; Talent Development Performance Management; Talent Development Training & Development
Next Education Workforce	10/12/2022	10:45 AM	11:45 AM	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.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment
Retaining Educators through Secondary Traumatic Stress Awareness: Best Practices for Trauma Informed Cultures	10/12/2022	11:15 AM	11:45 AM	Although much research has been conducted on the impact of trauma on students, little has been completed on the impacts of secondary trauma or compassion fatigue on educators who are often at the forefront of this student abuse and violence. Understanding secondary trauma is crucial to addressing teacher retention issues as exit surveys reveal teachers' concern for their own safety and wellbeing. This session will explore the impact of secondary trauma on educator retention and will consider national, district and school based best practices for developing cultures that prepare for and potentially mitigate secondary trauma for educators.	Basic	Talent Acquisition Recruitment; Talent Development Training & Development; Total Rewards Work-life Integration
How International Teachers Fill Vacancy Gap	10/12/2022	11:15 AM	11:45 AM	In this session, we will share school district experiences with international teachers providing exposure to different cultures for their students while filling needed vacancies for their districts. Participants will hear from HR Directors in Florida and teachers who are currently working in the U.S.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring
Human-Centered Design for Top-Tier Customer Experience	10/12/2022	1:15 PM	1:45 PM	This session will use fun scenarios to test your customer experience IQ! Using different personas, we'll look at customer service in a new way. Dig into human-centered design principles, define who your customers are, and learn strategies to dazzle them!	Basic	Talent Acquisition Hiring; Talent Development Orientation & Onboarding; Talent Development Training & Development
Why Teachers Ignore Your School	10/12/2022	1:15 PM	1:45 PM	Discover what's missing in your recruitment process, and why most teachers don't even know you exist. Then, shortcut the hiring process — all while building a pipeline of qualified, diverse educators aligned to your school's vision and mission. Plus, learn to build a sustainable process that outlasts recruiter turnover, and discover how to proactively connect with teachers.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring

The Human Approach to HR: Intentional, Inclusive & Authentic	10/12/2022	1:15 PM	2:45 PM	In order to meet the constant challenges of teacher and staff shortage, retain teachers and staff, and hire and onboard faster, Human Resources must showcase cohesion, commitment and communication among all stakeholders to promote a place where educators want to be as opposed to have to. Starting with onboarding and orientation, develop high-performance by implementing inclusive and authentic relationship building and professional development strategies that support the whole teacher. Implement data-driven teacher support strategies as a visible, accessible, and proactive HR team creating a culture that values work-life integration while providing opportunities for employees to fulfill their potential.	Intermediate	Talent Development Orientation & Onboarding; Talent Development Training & Development; Total Rewards Work-life Integration
The Family and Medical Leave Act: Legal Update and Best Practices in FMLA Administration	10/12/2022	1:15 PM	2:45 PM	This session reviews the latest legal landscape surrounding the Family and Medical Leave Act, and provides attendees with useful, practical tips and tools to navigate and manage FMLA leaves, including how to handle excessive absenteeism, how to train administrators and supervisors about the do's and don'ts relating to FMLA, and how to deal with complex FMLA issues.	Intermediate	Talent Development Training & Development; Total Rewards Compensation & Benefits
Recipes For Resilience: Nurturing Perseverance in Everyone	10/12/2022	1:15 PM	2:45 PM	Join Dr. Rob Martinez "Resiliency Guy" as he shares tangible and practical practices to build and support perseverance in all of your employees, staff members, and individuals that are in your arena. Dr. Rob will help you to see how you can influence the room, raise the success level for everyone, and build safe places where your employees and students can learn and grow in peace.	Intermediate	Talent Acquisition Planning & Preparation; Talent Development Performance Management; Total Rewards Work-life Integration
Building A Recruitment Pipeline	10/12/2022	1:15 PM	2:45 PM	Building a Recruitment Pipeline "Building a recruitment pipeline based on an investment in people". Looking for ways to build a pipeline through internal and external recruitment? Join us as we share programs centered around growing your students and staff into future teachers. Pasco County Schools has developed a "Grow & Stay Pasco" initiative that is centered around a High School New Teacher Academy as well as a SRP to Teacher Program that invest resources in assisting support staff members in their journey to become certified teachers. In addition to internal recruitment strategies, our District has engaged in creative external recruitment strategies that will allow you to build your recruitment toolbox and increase your pool of qualified external candidates.	Intermediate	Talent Acquisition Recruitment
If you brought a Mouse to school...	10/12/2022	1:15 PM	2:45 PM	While the world of education and the world of themed entertainment are two very different worlds, they both rely on engagement to be successful. What can we learn from the world-class tourist attractions just down the street to keep people (students, parents, educators and the community) coming back for more? In this pragmatic workshop, you'll discover how simple principles and leadership lessons that have been perfected at the world's leading theme parks can attract the talent that will improve your school's culture, climate and results. Themes include: Understanding your values and defining your vision, How to build your brand to aid in recruitment, The keys of intentional leadership development, Tips for effective communication, Ensuring success through alignment, Understanding your community's compass, and the importance of legacy building.	Basic	Talent Development Orientation & Onboarding; Talent Development Performance Management; Talent Development Training & Development
Leveraging Your Talent Development Strategy to Diversify Your Workforce	10/12/2022	1:15 PM	2:45 PM	During this interactive learning session, participants will learn current research-based best practices that can bolster a district's Talent Development strategy for attracting, preparing, developing, supporting, and retaining high quality diverse candidates. Participants will then explore human capital data through four lenses to identify workplace diversity gaps and will work in cross-collaborative groups to share best practices to address those gaps based on the presentation and relevant experiences of the participants.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Listening to Our Stories: BIPOC Teachers Experiences with Unique Workplace Phenomenon – Recruitment & Retention	10/12/2022	1:15 PM	2:45 PM	As diversity has increased in the U.S., people of color comprise 21% of the workforce; diversity amongst teachers in K-12 public schools is virtually non-existent (Bureau of Labor Statistics, 2015). With approximately 80% of schoolteachers identifying as white many minority students spend their entire K-12 education without ever coming into contact with a teacher of color (National Center for Education Statistics, n.d.). The inability for organizations to recruit and retain teachers of color is a major deficiency and as such it has become a democratic imperative to examine possible factors that may contribute to the lack of teacher diversity. With the decreasing number of teachers of color, BIPOC teachers today frequently find themselves as one of a few racially and/or ethnically diverse members of their institution. Previous researchers have hypothesized that the lack of teacher diversity may be a result of the same factors that affect Caucasian teachers, such as a lack of pay, respect, and workload. For the purpose of this session the problem of a lack of teacher diversity will be examined in light of racial microaggressions as experienced by BIPOC teachers in K-12 institutions. Through thoughtful interactions and discussions this session seeks to establish a need for change; change in the way we examine the problem of a lack of teacher diversity, the narratives with which we hold to be true and representative, and the way in which we prepare, recruit, and retain teachers and leaders, in order to dismantle the structures that disadvantage minority teachers, if we hope to serve as agents of change.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring; Talent Development Training & Development
Working Effectively with Non-Productive Employees	10/12/2022	1:15 PM	2:45 PM	This session will review strategies for school administrators to work effectively with non-productive employees. Researchers have identified a pervasive tendency among managers to resist communicating clearly and completely with employees which can result in fear and paralysis for a workplace. This session will examine 1) how to properly document challenges and successes, 2) strategies for how to take prompt action, and 3) how to communicate clearly with employees to build a thriving culture. Participants who attend this session will learn skills to build stronger oral and written supervision of employees and help build more effective learning environments.	Basic	Talent Development Performance Management
Learning Exchange: Performance Management Systems/Tools	10/12/2022	1:15 PM	2:45 PM	Join your colleagues in an open forum session to discuss the learning exchange topic "Performance Management Systems/Tools". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
Learning Exchange: 30-60-90 Day Onboarding	10/12/2022	1:15 PM	2:45 PM	Join your colleagues in an open forum session to discuss the learning exchange topic "30-60-90 Day Onboarding". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		

Making an IMPACT	10/12/2022	1:45 PM	2:15 PM	Recruiting has become increasingly challenging. One way to mitigate the number of new teachers you need to hire is to retain the teachers you have. This session will show you what one small rural school district has done to improve retention and build a positive work environment.	Basic	Talent Development Orientation & Onboarding; Talent Development Training & Development; Total Rewards Work-life Integration
What Can HR Departments Learn From the World's Biggest Brands?	10/12/2022	1:45 PM	2:15 PM	This session will teach you how some of the world's most notable companies position their brand to prospective employees and what best practices can be deployed in the K-12 education space by HR teams.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Hiring; Talent Development Orientation & Onboarding
State Leaders Meeting	10/12/2022	3:00 PM	4:00 PM	Join Kelly Coash-Johnson, Executive Director of AASPA, for the annual State Leaders Meeting. This will be an opportunity for you to meet other state affiliate leaders from across the country. We will share and learn about topics such as membership, professional development and networking. In addition, AASPA will share ways states can communicate and the benefits offered from your national association.		
Learning Exchange: Employee Value Propositions	10/12/2022	3:00 PM	4:00 PM	Join your colleagues in an open forum session to discuss the learning exchange topic "Employee Value Propositions". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
Learning Exchange: Succession Planning	10/12/2022	3:00 PM	4:00 PM	Join your colleagues in an open forum session to discuss the learning exchange topic "Succession Planning". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
Using the Portrait of an Educator Process to Recruit and Retain a Diverse Workforce	10/12/2022	3:00 PM	4:00 PM	Both Reynoldsburg City Schools in Ohio and Iowa City Community Schools in Iowa have created a Portrait of an Educator as a workforce diversification strategy. This process has helped both districts bring clarity to the educator competencies desired to serve their students. In this session, the districts' human resources leaders will overview the process used and benefits to the district.	Intermediate	Talent Acquisition Recruitment; Talent Development Training & Development
One District's Journey to Ensure Substitute Classroom Coverage	10/12/2022	3:00 PM	4:00 PM	Every Human Resources professional needs to continuously define, measure, analyse, and improve the way work is accomplished to enhance student, employee, and organizational outcomes. One area of focus is staffing to ensure that a qualified teacher or substitute is available for every classroom every day. Some of the issues that Human Resources personnel must consider are: school staffing schedules have become more complex, high schools, in particular, have long struggled to ensure substitute classroom coverage in period or block schedules, and old methods have been inadequate to match absent employees with available substitutes. Learn how a technologically progressive school district is supporting student instruction by optimizing substitute classroom coverage across complex high school staff schedules.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Hiring
Evaluation, Feedback and Misconduct, Oh MY!	10/12/2022	3:00 PM	4:00 PM	Join us as we travel the yellow brick road to learn about how to give feedback to staff, when an incident should be disciplinary and when it might be evaluative. In the end you might end up learning "there is no place like home".	Basic	Talent Development Performance Management; Talent Development Training & Development
Update on the Interstate Teacher Licensure Compact	10/12/2022	3:00 PM	4:00 PM	In this presentation we will deliver the current information around the Interstate Teacher Licensure Compact and how it can help districts in recruiting teachers.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment; Talent Acquisition Hiring
Tips to target to teacher recruitment at strong teacher prep programs	10/12/2022	3:00 PM	4:00 PM	Great preparation can lead to great results. Being able to target teacher recruitment to the preparation programs that are following research-based practices and achieving positive results can help you hire teachers who are ready to be effective from their first day in the classroom. In this session, learn how you can use free, publicly available data from the National Council on Teacher Quality to find preparation programs in your state and nearby states that are enrolling diverse cohorts of teacher candidates and providing thorough preparation in mathematics and how to teach reading. And find out which institutions help aspiring teachers to be successful on licensure tests, indicating that institutions are providing preparation that is aligned with your state's expectations for what teachers need to know and be able to teach.	Basic	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment
The Benefits of an Associate Teacher Program	10/12/2022	3:00 PM	4:00 PM	In the fall of 2021, the Ralston Public Schools experienced a rapid increase in its rate of unfilled substitute assignments. Utilizing the feedback from its substitute teacher pool, the district implemented its Associate Teacher program to provide building principals with another tool to combat the substitute teacher shortage. This presentation will focus on the theories behind the program, the dramatic impact it had on the district's rate of unfilled substitute assignments, and the benefits Ralston has received from our program participants.	Intermediate	Talent Acquisition Planning & Preparation; Talent Acquisition Recruitment
REPORT: Best Practices for Campus Professionals Responding to Child Abuse	10/12/2022	3:00 PM	4:00 PM	As a child-serving professional, it's not a question of IF you will encounter a child abuse situation but rather WHEN. This training is the result of collaboration with the Dallas County District Attorney's Office, DCAC Chief of Investigations and DCAC Director of National Training, offering practical guidance for professionals on how to best work with investigative parties in a way that protects the investigation, the organization, and most importantly, the child. Participants will leave with a robust reporting protocol and guidance for navigating these situations-- before it is a problem.	Intermediate	Talent Development Orientation & Onboarding; Talent Development Training & Development
5 Ways K-2 HR Changed from COVID...for the better	10/13/2022	8:00 AM	9:00 AM	The last two years have been challenging. But there are a number of "bright spots" and lessons learned that we can keep going forward. In this session we'll review some of the biggest lessons learned from districts across the country including new ways to support teacher PD, more SEL tools, improved processes, and better use of data.	Intermediate	Talent Development Orientation & Onboarding; Talent Development Performance Management; Talent Development Training & Development

Plugging the Leaky Bucket: Using Engagement Data to Support Retention (Panel Discussion)	10/13/2022	8:00 AM	9:00 AM	As many districts are challenged with teacher and staff shortages, the focus on employee retention is more important than ever. Attendees will hear from a panel of district leaders on how they collect and utilize research-based data from teachers to prioritize engagement and retention. District leaders from Michigan, Texas and Louisiana will share how they have addressed challenges with staff retention and engagement utilizing engagement survey data and leadership coaching to support principals in their development of individualized action plans to strengthen retention at their respective schools.	Basic	Talent Acquisition Planning & Preparation; Talent Development Performance Management; Talent Development Training & Development
Establish an Employee Experience Program	10/13/2022	8:00 AM	9:00 AM	EX, CS, CX, oh my! You may have heard that customer service is more important than ever, but what does that mean for HR? In this session, learn about employee experience and understand what you need to support employee experience across the employee life cycle. Learn how to put data you already collect to use—whether you want to establish or improve your own Employee Experience program.	Basic	Talent Acquisition Hiring; Talent Development Training & Development; Total Rewards Career Management
Executive Board	10/13/2022	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.		
Learning Exchange: Leading Your District Professional Development	10/13/2022	8:00 AM	9:00 AM	Join your colleagues in an open forum session to discuss the learning exchange topic "Leading Your District Professional Development". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		
District Staffing - A Team Decision with Accountability	10/13/2022	8:00 AM	9:00 AM	In this session you will learn about a district staffing process that has been collaboratively developed and continually improved over the past 10 years. You will also learn how you can implement some aspects of this staffing process into your existing staffing process. Come and join an informative and vibrant discussion!	Intermediate	Talent Acquisition Hiring; Talent Development Performance Management; Talent Development Training & Development
Guiding Principals Towards Successful Professional Development	10/13/2022	8:00 AM	9:00 AM	Principals want and need effective professional development opportunities to help them succeed in an every changing educational landscape. This session focuses to research based strategies that can be readily implemented in any district.	Intermediate	Talent Development Training & Development
Executive Board	10/13/2022	9:00 AM	10:30 AM	This closed session meeting is for AASPA Executive Board Members to meet and discuss the future of the association.		
The Family and Medical Leave Act: Legal Update and Best Practices in FMLA Administration	10/13/2022	9:00 AM	10:30 AM	This session reviews the latest legal landscape surrounding the Family and Medical Leave Act, and provides attendees with useful, practical tips and tools to navigate and manage FMLA leaves, including how to handle excessive absenteeism, how to train administrators and supervisors about the do's and don'ts relating to FMLA, and how to deal with complex FMLA issues.	Intermediate	Talent Development Training & Development; Total Rewards Compensation & Benefits
Building the Workforce Our Students Need: A Cultural and Mindset Paradigm Shift - Learnings from Year Two	10/13/2022	9:00 AM	10:30 AM	"Hire the best." Best is often a culturally steeped translation of "the most educated, most experienced" applicants attracted to the posting. However, do those criteria result in the best hires for students in a given context? How do we identify the leaders we need to ensure we have equity-driven leadership throughout the organization? And how do we know we did? Participants will hear about the framework Highline is developing in practice, to think strategically about staffing for student-defined success. As a continuation of last year's session: Building the Workforce Our Students Need: A Cultural and Mindset Paradigm Shift, participants will hear about specific strategies piloted in the spring for administrative hiring including a data-driven approach and reflection.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring; Talent Development Training & Development
Listening to Our Stories: BIPOC Teachers Experiences with Unique Workplace Phenomenon- Recruitment & Retention	10/13/2022	9:00 AM	10:30 AM	As diversity has increased in the U.S., people of color comprise 21% of the workforce; diversity amongst teachers in K-12 public schools is virtually non-existent (Bureau of Labor Statistics, 2015). With approximately 80% of schoolteachers identifying as white many minority students spend their entire K-12 education without ever coming into contact with a teacher of color (National Center for Education Statistics, n.d.). The inability for organizations to recruit and retain teachers of color is a major deficiency and as such it has become a democratic imperative to examine possible factors that may contribute to the lack of teacher diversity. With the decreasing number of teachers of color, BIPOC teachers today frequently find themselves as one of a few racially and/or ethnically diverse members of their institution. Previous researchers have hypothesized that the lack of teacher diversity may be a result of the same factors that affect Caucasian teachers, such as a lack of pay, respect, and workload. For the purpose of this session the problem of a lack of teacher diversity will be examined in light of racial microaggressions as experienced by BIPOC teachers in K-12 institutions. Through thoughtful interactions and discussions this session seeks to establish a need for change; change in the way we examine the problem of a lack of teacher diversity, the narratives with which we hold to be true and representative, and the way in which we prepare, recruit, and retain teachers and leaders, in order to dismantle the structures that disadvantage minority teachers, if we hope to serve as agents of change.	Intermediate	Talent Acquisition Recruitment; Talent Acquisition Hiring; Talent Development Training & Development
5 Issues to Find and Fix in Your Compensation System	10/13/2022	9:00 AM	10:30 AM	Compensation continues to be a hot topic. While conversations may be focused on competitive pay, other issues may exist in your salary structure, like compression. In this session, you'll learn how to recognize five issues that commonly exist in compensation systems. Discover how to address them—ultimately leading to greater pay equity and employee satisfaction.	Intermediate	Talent Acquisition Hiring; Total Rewards Compensation & Benefits; Total Rewards Career Management
Advancing Equity through Human Capital Management	10/13/2022	9:00 AM	10:30 AM	Human Resources/Human Capital/Talent Management divisions have a significant role in advancing equity for students. The session will focus on recruitment, retention, transfer and assignment policies, principal development, and other aspects of human capital work that impact the diversity, equitable distribution, deployment and retention of the workforce.	Basic	Talent Acquisition Recruitment; Talent Acquisition Hiring; Total Rewards Career Management
Learning Exchange: Employee Assistance Programs	10/13/2022	9:00 AM	10:30 AM	Join your colleagues in an open forum session to discuss the learning exchange topic "Employee Assistance Programs". This session allows you to discuss, brainstorm, and plan ways to tackle these hot topics.		