

AASPA 88th Annual Conference | Austin, TX**Tentative Clinic & Ignite Sessions*****Sessions & Times are Subject to Change**

Session Title	Session Description	Strands
A New Era for Educators: Teacher Apprenticeship Programs	As school systems across the country face persistent staffing shortages and increasing certification barriers, many are turning to registered apprenticeship as a workforce development strategy. However, implementing a labor-and-industry model within the education sector is not seamless. Schools operate within certification law, instructional supervision requirements, funding constraints and state compliance mandates that do not always align neatly with traditional apprenticeship frameworks. In November 2025, American Paradigm Schools (APS) was formally approved by the Pennsylvania Department of Labor & Industry to launch a PK–4 Registered Teacher Apprenticeship Program, marking a significant step in bridging workforce development systems with K–12 education. Since that approval, APS has drafted a PK–12 Special Education apprenticeship pathway and is currently in the planning stages of developing an undergraduate pathway to expand access for paraprofessionals and aspiring educators without bachelor’s degrees. This session explores the realities of designing and launching a Registered Teacher Apprenticeship Program within a K–12 environment, highlighting both the strategic opportunity and the practical challenges of integrating a labor-driven structure into the operational and regulatory landscape of public education. Through a real-world case study, participants will examine how to navigate Departments of Labor and Industry while maintaining alignment with state educator certification requirements, structure meaningful on-the-job learning hours in a school-based setting and design mentorship and competency evaluation systems that satisfy both labor standards and education compliance expectations. The session will also address funding considerations, sustainability planning and key lessons learned including what did not initially fit and how strategic adjustments were made. Attendees will leave with a clear framework for bridging education systems with labor and industry structures, transforming complex compliance challenges into a sustainable internal talent pipeline strategy.	Training & Development
Boots on the Ground: Leading Safe and Responsible AI Use in Schools	AI tools are moving into classrooms and district operations faster than policies can keep up creating high stakes legal and ethical questions for school leaders. In this interactive session, education technology attorneys who have advised thousands of districts nationwide break down what safe, compliant AI use actually looks like in practice. Moving beyond theory, this presentation uses real world examples, cautionary scenarios and policy-ready guidance to address student data privacy, emerging risks tied to AI hallucinations, bias and deepfakes and when parental consent is required for student use of open AI tools. Attendees will leave with actionable strategies, clear guardrails and practical resources to help their districts adopt AI confidently without creating unnecessary legal exposure.	Planning & Preparation; Compensation & Benefits
The Hidden Dynamics of Difficult Conversations	Difficult conversations often feel overwhelming not just because of the topic, but because of the unseen dynamics beneath the surface. In this session, you’ll uncover what really makes these conversations so challenging and leave with practical strategies to navigate them with greater confidence, clarity and success.	Performance Management; Training & Development; Work-life Integration
AI in K-12: Hype, Hope and Hard Questions	Hear from some of the country's most innovative K-12 district leaders as they share how they've advanced school operations and student success with AI. They'll explore the genuine risks they're navigating, the gap between hype and reality and the hard questions every district should be asking as AI transforms education. Attendees will leave with deep insights on: Operational Excellence How AI-powered administrative tools are driving efficiency and freeing leaders to focus on what matters most. Workforce Transformation Preparing teachers and staff as AI reshapes roles, responsibilities and professional growth. Equity at the Forefront Ensuring AI accelerates opportunity for every student, not just some. Protecting the Learner Balancing innovation with the fundamentals of literacy, critical thinking and authentic student development. * A business is associated with this session.	Planning & Preparation; Recruitment; Hiring
Investing in People: A Strategic Professional Learning Model to Attract and Retain Top Talent	Districts nationwide grapple with the challenge of retaining top talent in a rapidly evolving workforce, often due to low pay, limited growth opportunities and the need for more supportive work environments. Fulton County Schools is responding with intention through the design and implementation of a tiered, comprehensive professional learning program that engages all employees, regardless of role. See how Level Up Fulton is reshaping employee satisfaction by fostering inclusive, job-embedded development and driving engagement through flexible learning, recognition and monetary incentives. Hear from the Professional Learning and Leadership Development design team, the Chief of Human Resources as they share how they envisioned and brought the program to life through high-quality course design, competitive incentives and user-friendly technology platforms. Discover how these elements create a culture of growth and belonging that attracts and retains top talent.	Training & Development; Compensation & Benefits; Career Management
Pipeline to Paycheck: Co-Constructing Talent Pathways That Work	Retention doesn’t start after the hire, it starts long before the first “welcome aboard.” In this session, explore how Lincoln Public School and the University of Nebraska-Lincoln team up to design a seamless, engaging journey from pre-service to early career success. By aligning coursework, clinical experiences and district priorities, this partnership helps new educators feel confident, connected and ready to thrive from day one. HR leaders will walk away with fresh ideas for co-creating experiences that don’t just fill positions, but build commitment, spark joy and keep great talent coming back for more.	Planning & Preparation; Recruitment; Hiring

Workplace Investigations: Your Step-by-Step Survival Guide	You may never have been taught how to investigate workplace complaints in grad school, but you probably handle them constantly. This practical session walks through the investigation process from "Oh no, what do I do?" to documented, defensible conclusions. You'll learn how to plan investigations, ask questions that reveal truth, document what matters and avoid common traps that create liability. Every educational leader needs this training. Walk away with tools you can use or share immediately.	Performance Management; Training & Development
New Job, Who Dis? An Orientation That is Fun and Actually Useful	Ditch the boring onboarding and see how the Nampa School District has jumped into an orientation that's actually worth it! This session blends essential info with real-world tips, team connections and a little fun along the way.	Orientation & Onboarding
Leading Through Transition: Holding On to Who You Are While Becoming Who You Need to Be	Transitions are a constant in leadership, whether you are new to HR, stepping into a different role or preparing for retirement. While these moments often focus on external change, they are also deeply personal, requiring leaders to reflect, adapt and grow. In this session, Dr. Monica Schroeder shares her journey through leadership transition and invites participants to explore what it means to lead in the space between who they were and who they are becoming. Through reflection and practical strategies, attendees will gain clarity on how to navigate change with intention while staying grounded in their values and identity. Participants will leave with tools to approach any transition with authenticity, purpose and confidence.	Planning & Preparation; Orientation & Onboarding
Spend Money to Save Money - How an Onsite or Nearsite Health Clinic Can Help Your Employees Live Healthier and Save You Money	Come and learn how IU13, an educational service agency in Pennsylvania, invested in three onnsite/nearsite clinics and the financial impact it had for the organization as well as the staff. The result was incredible savings and healthier, happier staff.	Hiring; Compensation & Benefits; Work-life Integration
Boots on the Ground: Building our own from the Ground Up	Presentation Theme: Growing Our Own Workforce in a Rural Urban School Division - Our school division sits at a unique intersection: we are an urban, diverse, multilingual community located in a rural region where traditional talent pipelines are limited. This paradox has shaped our HR strategy and pushed us to innovate in ways that strengthen both our workforce and the students we serve. To meet the needs of a rapidly changing educational landscape, we embraced a Grow Your Own mindset, developing talent from within, cultivating community partnerships, and building pathways that reflect our commitment to diversity, equity and long-term sustainability.	Recruitment; Hiring; Training & Development
The AASPA Advantage: Membership, Decoded	Every AASPA membership comes with a full toolkit, but not everyone knows where all the pieces are, let alone how to use them. Consider this session your key. In 30 minutes, we'll crack open everything membership includes and show you how to put it to work. We'll decode the resources, the professional development and the community connections that make up the AASPA Advantage and translate them into real, practical value for you and your district. No jargon, no guesswork, just a clear map of what's available and how members are using it every day. Whether you're a current member ready to unlock more value, or you're sizing up AASPA for the first time, you'll walk away with the code cracked and a clear next step to take.	
Title IX in the K-12 Setting: Managing Overreporting and the Administrative Response	This powerful session dives into the realities of Title IX reporting in school systems, where timelines are tight, emotions run high and missteps can carry significant legal and ethical consequences. Participants will explore what it truly means to respond promptly and effectively from the initial report to decision-making while maintaining fairness, confidentiality and compliance with federal expectations. This session examines common breakdowns in reporting processes, including delayed escalation, incomplete documentation and role confusion among administrators. Attendees will gain practical strategies to ensure every report is handled with urgency, precision and integrity while supporting both complainants and respondents throughout the process. With a focus on building systems that work under pressure, this session will empower leaders to move from reactive responses to proactive, consistent and defensible practices. Participants will leave with: • Clear guidance on K–12 Title IX reporting expectations and required timelines • Practical tools to strengthen intake, documentation, and escalation processes • Strategies to ensure administrator readiness and accountability at every level • Insights on avoiding common compliance pitfalls that expose districts to risk • Frameworks to support student-centered responses while maintaining procedural integrity	Training & Development

From Feedback to Action: Mastering Employee Listening Sessions and Exit Interviews	In today's evolving workplace, understanding the employee experience is more critical than ever. Employee listening sessions and exit interviews are powerful tools but only when conducted with intention, trust and a commitment to act. This session explores how organizations can move beyond surface-level conversations to uncover meaningful insights that drive retention, engagement and culture transformation. Attendees will learn how to design and facilitate effective listening sessions, ask the right questions during exit interviews and identify patterns that reveal the true story behind employee turnover. We'll also address common pitfalls such as bias, lack of psychological safety and failure to follow through and provide practical strategies to ensure employees feel heard and valued at every stage of their journey. Whether you're in HR, leadership or people management, this session will equip you with actionable techniques to turn honest feedback into measurable organizational improvement. Key Takeaways: Build trust and psychological safety in employee conversations, ask impactful questions that uncover root causes not just symptoms, analyze feedback trends to inform strategic decisions and turn insights into meaningful, visible action	Performance Management; Training & Development; Career Management
Welcome to the WILD WILD West: Reclaiming the District's Right to Manage in a Climate of Hostility	What happens when the collaborative relationship between a school district and its union turns into a battlefield? This session explores a real-world case study of a district facing an adversarial union that weaponized the collective bargaining agreement, state law and Freedom of Information Act (FOIA) requests to intimidate leadership and obstruct daily operations. Attendees will go behind the scenes of a high-stakes labor conflict where constant grievances challenged every management decision and created a culture of daily disruption. We will discuss the pivotal moment when the district decided to stop playing defense and instead utilized the State Labor Board to hold the union accountable. By winning two Unfair Labor Practice (ULP) charges, the district successfully re-established professional boundaries and reclaimed its right to manage. This workshop provides a roadmap for school leaders and HR professionals to identify weaponized tactics, maintain composure under fire and strategically use labor law to protect the integrity of the district.	Performance Management
From Shortage to Sustainability: Advancing Educator Recruitment and Retention Through Policy Alignment	From Shortage to Sustainability: Advancing Educator Recruitment and Retention Through Policy Alignment focuses on how effective advocacy can align local, state and federal policies to strengthen the educator workforce. Grounded in national legislative priorities, the session highlights how school board members and education leaders can champion strategies such as expanding educator apprenticeship pathways, building sustainable talent pipelines through partnerships and investing in professional development and mentorship, all while ensuring these efforts are reinforced through coordinated policy at every level. It emphasizes advocacy opportunities to advance educator workforce-focused legislation, strengthen educator pipelines and expand supports that improve long-term retention. By centering coalition-building, legislative engagement and strategic policy alignment, the session equips leaders to move beyond isolated efforts and drive unified, cross-level advocacy that recruits, supports and sustains a high-quality educator workforce nationwide. * A business is associated with this session.	Planning & Preparation; Recruitment; Training & Development
The Culture of Negotiations: Lessons from the SFUSD Strike and Beyond	Negotiations are about more than proposals and counterproposals they are deeply shaped by relationships, communication and organizational culture. In this engaging session, legal and district leadership perspectives come together to explore how culture and climate influence the negotiations process. Using the recent San Francisco Unified School District strike as a real-world case study, the presenters will discuss lessons learned, strategies for maintaining productive dialogue during difficult negotiations and approaches for building trust with labor partners while advancing district priorities. Attendees will gain practical insights into navigating complex negotiations while preserving relationships and organizational stability.	Training & Development; Compensation & Benefits; Work-life Integration
Strategic Approaches to Reducing Absenteeism & Rewarding Presence	Keeping high quality staff engaged, motivated and committed is more crucial than ever. This session explores how to transition from traditional attendance tracking to strategic absence management while creating cultural shifts to reduce absenteeism. We will dive into creating balanced policies that maintain accountability while utilizing high-impact reward systems and flexible work arrangements that motivate employees to show up and stay engaged.	Planning & Preparation; Performance Management; Work-life Integration
From Shortages to Systems: Redesigning Human Capital Through Innovation and Partnerships	Fargo Public Schools (ND) is rethinking how school systems recruit, develop and retain educators by building a fully aligned human capital ecosystem. This session will highlight how FPS is scaling Grow Your Own pathways, implementing Registered Apprenticeship programs and launching Lead Teacher models to expand instructional capacity while addressing workforce shortages. Participants will learn how FPS is leveraging partnerships with higher education, state agencies and national organizations to create "earn while you learn" pathways, strengthen clinical experiences and develop sustainable staffing models. The session will also explore how these strategies align with budget realities, improve retention and expand access to high-quality, authentic and personalized learning experiences for all students. Outcomes: Attendees will leave with a clear framework for designing and scaling Grow Your Own programs, actionable strategies for building cross-sector partnerships and practical tools to align human capital systems with long-term workforce sustainability and student impact.	Planning & Preparation; Recruitment; Training & Development

Unforced Errors: Title IX Missteps That Put Schools at Risk	Even the best Title IX teams can fumble when the pressure is on. From dropped balls in documentation to missed passes in notice and coordination, small mistakes can lead to big penalties. In this session, Rebecca will walk through the most common “unforced errors” schools, colleges and universities make under Title IX—and how to stay out of the penalty box. With real-world plays and practical strategies, she'll cover: • Common missteps that turn routine matters into compliance headaches • Gaps in reporting, documentation, and communication that can cost your team • Proven defensive moves to protect your institution from liability • Game-day strategies to keep your Title IX operations running smoothly Join Rebecca to tighten your playbook, sharpen your execution and keep your compliance game strong.	Training & Development
HOPE in Action: Transforming Chaos into Culture Through People-Centered HR Systems	Participants will learn how a large unit district created sustainable human resource structures that prioritize employee wellness while increasing organizational effectiveness. The presentation will provide practical tools, implementation strategies and replicable models that districts of all sizes can adapt to strengthen recruitment, retention, employee engagement and workplace culture.	Performance Management; Training & Development; Work-life Integration
Clocking In On Compliance: What K-12 HR Teams Need to Know About FLSA	FLSA compliance isn't optional and for many districts still relying on paper-based processes, it's also a growing risk. In this session, K-12 experts Rob Tibbs and Kara Tambasco break down what HR leaders need to know to ensure time is tracked accurately, consistently and defensibly. From defining “hours worked” to avoiding common compliance pitfalls, this session will focus on real-world scenarios districts face every day. You'll also learn how better time tracking practices can strengthen audit readiness and improve reporting across your organization. If you're still relying on paper or patchwork systems, this session will help you identify gaps and take steps toward a more compliant, confident approach. * A business is associated with this session.	Planning & Preparation; Compensation & Benefits
The Workforce Housing Advantage: A New Tool for HR Leaders	Salary increases alone are no longer enough to compete for teachers, paraprofessionals and support staff. This session shows how school districts across the US are using purpose-built workforce housing as a recruitment and retention benefit. * A business is associated with this session.	Recruitment; Hiring; Compensation & Benefits
One Stop to Hired: A Low-Cost, High-Impact Hiring Event for Support Staff	Recruiting and retaining support staff (including paraeducators, custodians, bus drivers and nutrition staff) remains a challenge for school districts. Candidates interested in these roles often need a hiring process that is simple, efficient and respectful of their time. Yet many smaller districts, including those like ours serving roughly 2,700 students, lack the budget or staffing capacity for large recruitment campaigns. This session shares a practical, fully in-house model for hosting a streamlined support staff hiring event that is efficient, accessible and affordable. Presented by an HR and Communications team, participants will learn how to create a one-stop hiring experience where candidates can apply, receive technology assistance, interview with hiring managers and move forward in a single visit with no resume required. This approach has helped connect strong candidates to the right roles while saving time for both applicants and hiring managers. Attendees will leave with a practical framework and tools, including Canva design templates, a day-of event checklist and a planning worksheet to help them design their own hiring event.	Recruitment; Hiring
Planting the SEED: Growing Supporting and Retaining Teachers the RPS Way	What does it actually take to turn a great paraprofessional into a fully licensed teacher, while they're still working in your schools? In this session you learn how Richmond Public Schools created the SEED (Supporting and Empowering Educator Development) program, a job-embedded grow-your-own program that is developing the next generation of educators from within the district's own ranks. You'll hear the real story behind standing up a program like this, from identifying candidates and navigating licensure requirements, to braiding funding sources and building the district infrastructure to sustain it. Attendees will leave with practical insights on: -How to identify and recruit paraprofessionals and support staff who are ready to make the leap -Navigating Virginia's GYO and Registered Apprenticeship pathways and what other states can learn from them -Strategies for braiding state, federal and local funding to make programs financially sustainable -Building the internal systems and partnerships that keep programs running year after year This session is for HR leaders who are ready to stop waiting for the teacher pipeline to fix itself and start building one from the talent already in their buildings.	Recruitment; Hiring; Training & Development
Respect, Safety and Speaking Up: Understanding title IX & Student Safety	Respect, Safety and Speaking Up: Understanding Title IX and Student Safety is an engaging, student-centered presentation designed specifically for high school freshmen. This session equips students with a foundational understanding of Title IX, consent, boundaries, reporting processes, digital safety and the importance of creating a culture of respect in schools. Through real-world scenarios, interactive discussion and practical guidance, students learn how to recognize inappropriate behavior, support peers and confidently use their voice to seek help or report concerns. Participants will leave with strategies to foster safer school environments while building awareness, accountability, empathy and student empowerment. This presentation also provides educators and school leaders with an approachable framework for delivering proactive Title IX education that resonates with today's students.	Training & Development
Elevate Your Benefits Strategy: The Power of the Right Pharmacy Partner	The pharmacy benefit landscape is changing quickly, are you keeping up? Learn how to break down the hidden drivers of pharmacy costs, including rebate structures, emerging therapies like GLP-1s and new compliance requirements. Discover how a more transparent, member-focused approach can improve outcomes, increase engagement and deliver meaningful savings for your district. * A business is associated with this session.	Compensation & Benefits

Getting your HR and Payroll Teams to come together	Strategies that have worked to get HR and payroll teams to work together in a collaborative way.	Compensation & Benefits
More Lessons from an Ogre and a Donkey: Mitigating the Risk of AI	You attended the first session and still have questions? Join me as I share 4 more AI lessons directly learned from a large green ogre and his chatty donkey friend. And this time...I'm making waffles. *Waffles not included.	Planning & Preparation; Training & Development; Career Management
We Built AI That Argues With Itself - Because the Most Dangerous HR Decisions Are the Ones Nobody Questions	The most dangerous HR decisions aren't the ones that trigger debate they're the ones that pass quietly and compound over time. When Metropolitan Nashville Public Schools discovered that 435 employees shared a single "Specialist" title across 24 pay grades, it revealed years of classification drift that no one had questioned. This session tells the story of how MNPS helped design and deploy an AI-assisted framework that uses multiple models to independently challenge each other's conclusions with deliberate human oversight checkpoints built in to prevent premature convergence. Attendees will learn how the district moved from opinions about a job to evidence about a job, hear honest performance benchmarks (76–79% AI accuracy vs. ~82% expert human baseline) and leave with practical first steps for districts considering AI in classification or people analytics. No vendor pitch, no product demo just a candid practitioner account of what works and what doesn't.	Planning & Preparation; Compensation & Benefits; Career Management
From Overload to Equity: Solving the Special Services Staffing Crisis	Across the country, districts are facing an urgent challenge: how to meet every student's Special Services requirements amid growing caseloads and persistent staffing shortages. When there are not adequate special education teachers to provide needed instruction or they fall behind on IEP development or compensatory minutes, the impact on student equity is immediate and significant. What if the right professional support isn't local but still within reach? In this session, a panel of district leaders will share innovative strategies to expand access to certified special education teachers, case managers, school psychologists and therapists through livestream instructional measures. Discover how several districts are meeting compliance standards, providing IEP required instruction and ensuring every student receives the services they deserve. * A business is associated with this session.	Hiring
Aligning Data, Partnerships & Policy to Strengthen the Educator Pipeline	States continue to invest substantial resources in educator recruitment while facing persistent challenges related to retention and working conditions. South Carolina's experience demonstrates how a coordinated, statewide research-to-practice-to-policy partnership can improve the return on those investments. This session highlights how school district personnel administrators and their teams partner with SC TEACHER, a legislatively-funded statewide research consortium that integrates university-based research expertise, state longitudinal data systems, district expertise, and policy partnerships to strengthen the educator pipeline.	Recruitment; Work-life Integration; Career Management
Employment Law Master Class: The Do's and Don'ts Every School HR Leader Should Know	From hiring and discipline to investigations and separation decisions, employment-related decisions in school districts carry significant legal implications. This practical "master class" will walk school HR professionals through the key do's and don'ts of employment management in PK–12 districts. Through real-world examples and common pitfalls, attendees will learn best practices for documentation, employee discipline, workplace investigations, performance management and avoiding costly legal missteps. Participants will leave with actionable strategies and a stronger understanding of how to make legally sound personnel decisions while supporting effective district operations.	Hiring; Performance Management; Training & Development
Who's Got Your Back? The Case for Executive-Level Mentorship in K-12 Leadership	We spend enormous energy building mentorship structures for our teachers, emerging leaders and aspiring administrators, but who is doing the same for us? For K-12 executive leaders, the higher you climb, the lonelier and more isolating the landscape can become. Informal venting sessions with trusted colleagues, while valuable, are not a substitute for the kind of intentional, structured mentorship that we so readily champion for others. This session challenges executive leaders to turn the lens inward and ask the critical question: Who is mentoring me? Drawing on the realities of leading at the highest levels of a school system, this presentation explores why executive-level mentorship is often overlooked, chronically undervalued and urgently needed, particularly as the demands of the superintendency and senior leadership roles continue to grow in complexity and intensity. Participants will explore: • Why executive leaders are uniquely vulnerable to professional isolation and burnout • The difference between informal support networks and structured mentorship and why both matter • How to identify, cultivate and sustain meaningful mentorship relationships at the executive level • Models for peer mentorship, cross-district mentorship and formal coaching frameworks • Practical strategies for building your own personalized mentorship network without waiting for someone else to create it for you through candid discussion and collaborative small-group work, participants will leave with a personalized action plan for building the mentorship structure they deserve, because the best leaders know that growth never stops, regardless of the title on your door.	Training & Development
Y'all mean AI: Designing a Human Capital Leadership System	Vision and Missions stem from values and norms. In this Workshop, we'll examine the drivers of coaching, mentoring and training to create a system for human talent development that moves everyone in an intentional model built with inputs from all.	Performance Management; Training & Development; Career Management

Modernizing Human Resources Workflows: The Westminster School District Journey	Facing challenges in retention, evaluation tracking and outdated HR processes, Westminster School District embarked on a transformative journey to modernize its HR workflows through a strategic partnership with PowerSchool and its Talent Solutions suite. This session will explore how Westminster tackled systemic inefficiencies, overcame resistance to change and redefined HR operations to better support student achievement and staff satisfaction. Attendees will learn how Westminster: • Digitized evaluation processes to ensure accountability and transparency, addressing union concerns and compliance gaps. • Customized workflows for specialized roles and integrated requisition and onboarding forms. • Plans to build a centralized HR intranet for streamlined access to forms, evaluations and collaborative tools. This session will also highlight how Westminster aligned its HR modernization with broader district goals, including MTSS and student achievement, ensuring that every operational improvement ultimately supports classroom success. * A business is associated with this session.	Recruitment; Hiring; Orientation & Onboarding
Boots on the Ground from the Sole Up: Transforming Interns into Teachers of Record	Bridging the gap between aspiring educator and classroom teacher requires more than observation, it requires boot leather on the ground before the walk across the stage. Orange County Public Schools (OCPS) met this challenge by developing a high-impact, paid internship pathway that places qualified candidates directly into classroom vacancies as Teachers of Record. Built in step with Florida DOE statutes, this model goes beyond the surface polish and dives into what's beneath the top stitch: the recruitment mechanics, certification pathways, hiring logistics and multi-layered support systems that hold everything together. Participants will explore how intentional design, shared ownership and sustained support ensure the boots fits not just for the intern, but for the school, district and university partner, resulting in a seamless transition from preparation to profession. By the end of this session, participants will be able to: - Identify recruitment strategies that lower entry barriers and bring diverse, aspiring educators into the profession, putting new boots on the ground sooner and with purpose. - Map the heel-to-toe components of an internship model that balances professional learning with district staffing needs, ensuring the work is sustainable from the sole up. - Strengthen partnerships between districts, school leaders and higher education institutions to create a well-fitted pathway from intern to full-time Teacher of Record.	Planning & Preparation; Recruitment; Hiring
Is Your Retirement Savings Plan Stuck In The Year 2000?	Let's go back in time. It's the year 2000. We all survived Y2K, Beyonce and Justin Timberlake were both part of bands and some of the top movies at the box office were Gladiator, The Perfect Storm and Castaway. Where did you go if you wanted to watch a movie without going to a theater? If you said Blockbuster, you don't have to be kind and rewind - those of you old enough to have gone into a Blockbuster will know what I mean! In the year 2000, there were approximately 9,000 Blockbuster stores with around 60,000 employees. Around that time, Blockbuster was offered to buy another video rental company you may have heard of for \$50 million. But Blockbuster's CEO claimed this other company was a small niche business and wasn't going to be profitable in the future. That company's name - Netflix! How did this turn out? Well, there is one Blockbuster store left and Netflix now has a net worth over \$300 million. Just like the old way of going to a store to rent a video needed to be fixed, many school districts have a supplemental retirement savings plan that is stuck in the past. Multi-vendors, high fees and a lack of education all play a role in this. But the Southern Education Retirement Consortium (SERC) is changing that!	Compensation & Benefits
Mission Possible: Build a Hiring Playbook That Moves	Every year, HR and talent acquisition leaders face a mission that can feel impossible: secure top candidates quickly, manage constant employee movement, maintain compliance and give district leaders clear visibility into staffing risk. The timeline is tight, the stakes are high and every bottleneck, a delayed approval, a missing credential or a workflow gap, can put the mission at risk. This mission, should you choose to accept it, will explore how districts can accelerate hiring without sacrificing documentation integrity, approval discipline or candidate quality. Attendees will learn how applicant tracking solutions can help shorten time-to-offer, improve candidate movement through each hiring stage and reduce approval bottlenecks. The session will also address the importance of employee assignment management in maintaining visibility into position changes, supporting defensible contract workflows, verifying credentials and ensuring consistent hiring and assignment practices as employees move into, out of and across roles during the year. Attendees will leave with a practical Hiring Acceleration Playbook that connects vacancy visibility, pipeline transparency, compliance discipline, position movement tracking and executive-level reporting to help districts hire and staff with confidence. * A business is associated with this session.	Recruitment; Hiring; Orientation & Onboarding
Leadership Development That Lasts: One District's Journey of Building a Sustainable Leadership Pipeline	This session will provide participants with insight into Hurst-Euless-Bedford Independent School District's twenty-year journey of building a sustainable leadership pipeline. LEAD HEB is a strategic, two-year leadership development program for emerging and current campus and district leaders that has become a bedrock of a strong succession-planning model. Facilitated by the Human Resources Leadership Team in collaboration with the Executive Leadership Team, the program is intentionally aligned to the district-adopted Leadership Behaviors, priorities and workforce needs. Through a targeted selection process and a structured scope and sequence, participants develop leadership capacity across leading self, others and groups. Executive leaders are actively engaged as mentors, presenters and panelists, ensuring authentic alignment between development and real-world leadership expectations. Participants engage in strengths-based development, collaborative learning and applied leadership projects, building key competencies within leadership behaviors such as communication, conflict resolution, systems thinking and employee engagement. Recent data shows that over the past six years, 76% of leadership vacancies have been filled internally by LEAD HEB participants, demonstrating strong return on investment and leadership continuity. This session will equip Human Resources administrators with a practical, replicable framework for designing leadership development programs that are strategic, collaborative and results-driven.	Planning & Preparation; Recruitment; Training & Development

Stop Hiring. Start Building: A New Model for Creating Sustainable Educator Pipelines	School districts across the country are facing a persistent and evolving workforce challenge: traditional recruitment strategies are no longer sufficient to meet the demand for qualified educators. Despite increased efforts, many districts remain caught in a reactive cycle of vacancy posting, expedited hiring and ongoing attrition. This session introduces a transformative, systems-based approach to educator workforce development, one that shifts the focus from short-term hiring to long-term talent pipeline creation. Participants will explore how districts can leverage innovative staffing models, including high-dosage tutoring and paraprofessional pathways, to identify, train, and develop future educators from within their own communities. Attendees will learn how to design and implement an integrated talent strategy that aligns recruitment, onboarding and professional development into a cohesive pipeline. This includes structured onboarding practices that accelerate readiness, embedded training models that support instructional effectiveness and ongoing development systems that improve retention and job satisfaction. Grounded in real-world district partnerships, this session will provide practical frameworks, actionable strategies and replicable models that districts can adapt to their local context. Participants will leave with a clear roadmap for building sustainable educator pipelines that not only address immediate staffing needs but also strengthen long-term workforce stability. * A business is associated with this session.	Recruitment; Orientation & Onboarding; Training & Development
ADA: A Guide to Reasonable Accommodations and the Interactive Process	This session will discuss the Americans with Disabilities Act, focusing on the interactive process covered employers are to have with employees asking for accommodations.	Performance Management; Training & Development
The Lowcountry Advantage: Turning Candidates Into Colleagues	Beaufort County School District has created an integrated ecosystem that recruits strategically across active and passive candidate pools, develops talent through the LEAP Alternative Certification Program and supports educators through an intentional system of induction support transforming hiring from transactional to relational. By connecting recruitment to development to mentoring, the district builds a stable, invested teaching force that fills critical-need areas and turns first-year teachers into long-term colleagues. This comprehensive approach doesn't just solve workforce challenges; it cultivates educators who stay and thrive in the district for years to come.	Recruitment; Hiring; Training & Development
4 Days: Perfection is unattainable, but you can get close	What happens when a district boldly challenges tradition and reimagines the school week? Discover how one of Idaho's largest districts chose to adopt a 4-day model navigated political pressure, community concerns and implementation hurdles—while boosting recruitment, retention and student outcomes. From boardroom strategy to classroom reality, this session pulls back the curtain on what worked, what didn't and why no district that's made the switch wants to go back.	Planning & Preparation; Recruitment; Work-life Integration
Fast facts: Four important trends in district policies and how to find quick answers to other policy questions	Getting ready for contract negotiations? Wondering how your district's compensation stacks up to similar districts? Pondering whether you give teachers enough planning time? The National Council on Teacher Quality (NCTQ) will help you find effective policy solutions more quickly! School districts set policies to recruit, retain and support teachers all while considering the research on what works and what their nearby districts (aka the competition!) are doing. In this session, NCTQ will share common policy trends across large districts nationwide related to teacher salary, differentiated compensation, paid leave and planning time. NCTQ will also share a new (free!) tool that leaders like you can use to explore districts' teacher policies across a wide array of topics. You can view policy trends over time, research on which policies work and which don't and examples of notable policies across different topic areas that can serve as a guide. Whether you want to jump in through an interactive chatbot or search the policy database, this tool will help guide you to more effective teacher policies. You will have an opportunity to explore answers to your specific questions and share feedback on how the tool can be more useful to you. Bring your laptop so you can dig in!	Performance Management; Compensation & Benefits; Career Management
Personalized and Impactful Professional Development for School Leaders	Meaningful and impactful professional development must be individualized in order to meet the unique needs of every school and district leader. This interactive workshop, designed for school and district administrators and for personnel administrators responsible to plan professional development, will explore how to personalize professional development. Twelve individualized professional development models, cultivating professional learning for new and veteran administrators will be introduced. Topics include identifying individual professional development goals, how districts can build a sustaining professional development culture and findings of research on effective professional learning. The authors have more than 5 decades of experience in principal and superintendent's offices . . . and continue to grow professionally every day.	Orientation & Onboarding; Training & Development
Navigating Human Resources in a Complex Human Landscape	The role of the PK–12 Human Resources leader has expanded far beyond compliance and contracts. Today's HR directors are strategic leaders responsible for guiding a multi-generational workforce, fostering inclusive and collaborative cultures, and maintaining meaningful accountability in increasingly complex environments. This session explores the evolution of HR in public education, examines generational workforce dynamics and highlights six essential leadership skills needed for modern district leadership. Through practical examples from Connecticut school districts, participants will gain actionable strategies to strengthen recruitment, retention, employee engagement and policy development while leading people with clarity, responsiveness, and purpose.	Recruitment; Training & Development; Career Management

Saddling Up for Success: Leading Your Substitute Teacher Program from the Ground Up	Substitute teachers are your ultimate "boots on the ground," ensuring that learning never stops when permanent staff is absent. Yet, many HR teams are stuck in a daily, reactionary scramble just to cover empty classrooms. If your district is battling low fill rates and an empty talent pool, it's time to build a sustainable program from the ground up. In this high-energy masterclass, we will introduce the "Substitute Success Flywheel"—the exact blueprint top districts use to transform their substitute pool from a revolving door into a strategic asset. You will walk away with a comprehensive, actionable toolkit featuring real-world examples of innovative recruitment marketing, scenario-based training models and low-cost retention strategies that build intense loyalty. Join us to learn how to kick the Friday morning scramble to the curb and empower your guest educators to earn their spurs from the very first moment they step into the classroom. * A business is associated with this session.	Recruitment; Orientation & Onboarding; Training & Development
Scaling Evidence Based Solutions for Rural Teacher Recruitment and Retention	Rural communities face persistent challenges in recruiting and retaining teachers, driven by isolation, small applicant pools and limited resources. The good news is that promising solutions are emerging. This interactive session spotlights evidence informed Community of Practice (CoP) model that supported school district HR teams in rural Louisiana in turning research into action. The CoP – developed by the Regional Educational Laboratory Southwest in partnership with St. Helena Parish – built shared understanding of an evidence base, identified local workforce priorities and codesigned practical recruitment and retention strategies. Attendees will leave with a replicable CoP framework and research informed tools they can use to strengthen teacher recruitment and retention in their own rural contexts. Participants will receive free-to-access resources on evidence-based rural teacher recruitment and retention including an evidence-based summary and infographic on teacher recruitment and retention strategies for rural school district leaders and CoP facilitation tools (PowerPoint slides, handouts) for replicating the model in local communities. * A business is associated with this session.	Recruitment; Career Management
Health, Connection and the Practices That Matter: Findings from the 2026 School Culture Report	What if we built the conversation about school culture entirely on the voices of the people inside it? That's what the 2026 School Culture Report set out to do, drawing on more than 33,000 educator pulse responses from 280 schools across 34 states, gathered through monthly check-ins where most participating educators respond 8 to 12 times across the school year. The report pairs those educator voices with a national survey of 155 school and district leaders. This clinic session brings those findings to a personnel and HR audience. We'll look at the data behind a predictable mid-year wall in educator positivity (82% in August dropping to 72.7% by November), the striking convergence between what educators are asking for and what leaders are struggling with most, health and wellbeing and the leadership practices that leaders themselves identify as the highest-impact levers for culture, including presence and visibility, 1:1 management and consistent communication. Participants will leave with three things: a clear-eyed picture of how educators are experiencing work this year, in their own words; a set of evidence-based leadership practices that show up across the data as culture-shapers and a way to think about surfacing educator voice in their own systems and turning what they hear into action. * A business is associated with this session.	Planning & Preparation
From Friction to Partnership: Bridging the Gap Between HR and the Business Office	HR and the business office share the same goals, but often operate with different priorities, systems and pressures. The result? Misalignment, inefficiencies and missed opportunities. In this session, Jennifer Duvall and district leaders will unpack the most common disconnects between HR and finance and what to do about them. You'll gain practical, actionable strategies to improve communication, align processes and build stronger cross-functional partnerships. Expect real examples, quick wins you can implement immediately and a framework for turning friction into forward momentum when you return to your district. * A business is associated with this session.	Training & Development
By the International Bootstraps! Insider Tips for Successful International Exchange Program—for Districts new to hiring internationally	Many districts have international teachers apply for open positions.... But if your district has never hired internationally, it can be a daunting new endeavor. We invite you to listen to the journey taken by Columbia Public Schools (CPS) along with their partner in cultural exchange, Vanteo. Over 4 years ago, CPS launched an international hiring initiative that has grown into a robust cultural exchange program grown "from the ground up." This session will be discussion-oriented and will offer insight into the lessons learned along the way. Presenters will offer advice as to the strategies and processes developed and implemented that turned a new initiative into a mainstay of school district culture. Join us for Session 2 as well to learn more about not only hiring internationally but also building a district cultural exchange program. * A business is associated with this session.	Planning & Preparation; Recruitment; Hiring

You Ran the Survey. Now What? A Human-Centered Approach to Translating Feedback into Retention	You sent the engagement survey. You got the results. And then... nothing changed. Sound familiar? For most districts, staff engagement and intent-to-return surveys generate data that is reviewed once, summarized in a report and shelved, while teachers leave and leaders wonder why. The gap between collecting staff feedback and acting on it is not a data problem. It is a systems problem. And for educators from historically marginalized communities, that gap has real equity consequences. This session offers a practical playbook and a replicable framework for HR professionals and district leaders ready to close the loop between staff voice and organizational action. Participants will explore a three-stage process: interpreting survey data through an equity lens, examining not just what staff report, but whose voices are obscured in aggregate results, deploying facilitated conversation models to deepen what the numbers surface and co-constructing retention action plans with staff and building leaders. Drawing from implementation at Hartford Public Schools and grounded in equity-centered research, this session pushes leaders to interrogate why patterns exist and what organizational conditions may be driving inequitable retention outcomes. No specialized software is required, just a clear, human-centered process any district can implement.	Hiring; Work-life Integration; Career Management
From Welcome to Belonging: Recruiting for Relational Competence	This session provides a comprehensive framework for prioritizing human connection to drive educational success and staff retention. Grounded in the "Relational Ripple Effect," participants will explore how an affirmed, supported staff is the most direct way to create safe and connected learning environments for students.	Recruitment; Training & Development; Work-life Integration
Staff Wellbeing... It's More Than an EAP!	Investing in staff well-being is no longer a "nice to have" it is a strategic imperative for organizations seeking sustainability, resilience and excellence. This conference session will provide an in-depth look at a comprehensive Staff Well-Being Plan designed to support the physical, mental and emotional health of employees while strengthening organizational culture and performance. Grounded in global best practices and aligned with the World Health Organization's Model for Healthy Workplaces, this session offers a practical framework that participants can adapt to their own organizations. Whether attendees are just beginning their wellness journey or refining an existing strategy, this session offers actionable insights (including the addition of a staff mental health coordinator) and a proven framework for creating an environment where staff can truly thrive.	Compensation & Benefits; Work-life Integration
Building Leadership with Boots on the Ground	School districts nationwide face increasing challenges in developing and retaining high-quality leaders. This interactive session explores how Orange County Public Schools (OCPS) has taken a boots-on-the-ground approach to leadership development by designing and implementing two strategic programs, the Emerging Leaders Academy (ELA) and the Management Leadership Academy (MLA), to deliberately grow leaders from within and stand on a strong foundation for the future. Participants will examine how ELA helps aspiring leaders find their footing through structured, competency-based learning experiences that prepare them for the next step forward, while MLA equips current administrators with practical, applied leadership training aligned to district operations and strategic priorities. Together, these programs form a model for pulling on the right boots at the right time to support succession planning, improve retention and strengthen organizational capacity. The session will highlight key elements of program design including selection processes, cross-functional learning experiences and essential human capital metrics such as engagement, completion rates and internal advancement. Attendees will gain insight into how anchoring leadership development in real-world district work where leaders are truly "in the field" builds readiness and accelerates leadership effectiveness. Participants will leave this interactive session with actionable strategies and practical tools to help them lace up their leadership development initiatives to be prepared to walk confidently into the future.	Training & Development
From Islands to Alignment: Building Credibility Through Consistency	Inconsistent leadership practices across schools and departments often create confusion, defensiveness and fractured organizational culture. Employees can adapt to different leadership personalities, but they struggle when expectations, communication, feedback and accountability vary from site to site. This session explores how educational leaders can build organizational credibility through consistent communication frameworks that strengthen trust, improve supervision practices and create alignment across teams and schools. Participants will learn practical strategies for establishing clear expectations, conducting effective feedback conversations, aligning leadership practices across sites and creating systems that support both accountability and employee growth. Through interactive discussion, leadership reflection and real-world supervisory scenarios, attendees will engage in examining common communication breakdowns and leave with practical tools and frameworks they can immediately implement within their districts and organizations.	Performance Management; Training & Development
Breaking Barriers: Empowering Aspiring Teachers to Pass Certification Tests & Elevate Program Success	Join Dr. Sarah Miller, Executive Director of UWF's TeacherReady Online Certification Program, and Dr. Jason Ampel, Founder of The Learning Liaisons, for an eye-opening session on how strategic certification support can revolutionize your teacher preparation programs. Discover how proven, research-backed strategies can remove the certification exam barrier, leading to higher enrollment, retention, program graduation rates and dramatically improved pass rates. We will discuss your program dilemmas and how to break the testing barrier and provide a supportive program for all aspiring educators. Walk away with actionable strategies to ensure your aspiring teachers not only enter the profession but thrive in it—empowered, confident and fully certified. * A business is associated with this session.	Recruitment; Hiring; Training & Development

The Hiring Funnel at Scale: Using AI-Designed Tools and Multiple Data Points Across a 23-Building District	Large school districts face a unique hiring challenge: how to ensure consistency, fairness and quality across dozens of buildings and hundreds of hiring decisions each year. This session highlights how one of Ohio's largest school districts serving 23 buildings and thousands of staff redesigned hiring as a scalable funnel, not a single event. Participants will learn how the district uses multiple, job-relevant data points supported by AI-designed hiring tools (writing prompts, structured interviews and scoring rubrics) to create reliable systems that work for support staff, teachers and principals. AI is used to accelerate tool design and alignment, while human judgment remains central to all hiring decisions.	Hiring
From Awareness to Application: Mapping the Modern Candidate Journey	Across K–12, districts are working harder than ever to fill roles, yet still face limited applicant pools, persistent vacancies, and growing reliance on substitutes and overtime. This session explores why traditional hiring approaches are falling short by examining how candidates actually discover, evaluate and decide to apply—and where districts are unintentionally losing them. Attendees will gain a clear, practical framework for improving visibility, strengthening candidate engagement and increasing application conversion, with actionable insights to build a more effective and sustainable recruitment strategy in today's competitive talent landscape. * A business is associated with this session.	Planning & Preparation; Recruitment; Hiring
Employee Experience: Building a Culture Beyond Jean Passes and Coffee Carts	Teacher recruitment and retention remain top priorities for school systems nationwide. In this session, we will share how Forsyth County Schools Georgia's fifth-largest district intentionally designed an employee experience framework to engage and retain talent at every stage of the employee lifecycle. Through a collaborative format, presenters will guide participants on a journey from recruitment through the exit experience, highlighting practical strategies and connections to apply within your own district or school. Participants will leave with actionable tools, resources and ideas to immediately enhance teacher recruitment efforts and strengthen long-term retention.	Planning & Preparation; Recruitment; Hiring
The Teaching Apprenticeship Playbook: Building and Sustaining a Para to Teacher Pathway	Join us to learn how, two years into implementation, Georgia developed a clear roadmap for grow your own teacher apprenticeships that guides districts from early interest to the classroom. We will walk through the key waypoints, building the on ramp through high school pre apprenticeship experiences that keep students connected through graduation, then supporting apprentices once they enter a registered teaching apprenticeship. You will see how on the job learning, tuition assistance and navigation supports fit into the route, especially for first generation college students. Program champions keep the journey moving by coordinating partners, monitoring progress and removing barriers. Participants will leave with a sequenced set of actions and examples to recruit local talent, support persistence through certification and place prepared teachers in classrooms.	Planning & Preparation; Recruitment; Hiring
Management Rights & Improvement Plans: Driving Accountability and Empowering Top Performers	This session will equip participants with practical strategies to use management rights and improvement plans as effective tools for strengthening accountability and performance. Attendees will learn how to address underperformance with clarity and consistency while creating conditions that recognize, support and elevate high-performing staff. The session will also provide actionable frameworks and real-world examples to help leaders apply these approaches confidently in their organizations. * A business is associated with this session.	Performance Management; Training & Development
By the International Bootstraps! Best Practices for Building a True Cultural Exchange Program! Hint—international hiring is not just about hard to fill positions!	Many districts hire international teachers.... but how does a district intentionally build a successful, long-term authentic cultural exchange program? Your district may be utilizing international teachers as a way to bridge the gap of hiring shortages, but the biggest successes come from intentionally building a cultural exchange program. We invite you to listen to the journey taken by Columbia Public Schools (CPS) along with their partner in cultural exchange, Vanteo. This session will be discussion-oriented and will offer insight into the strategies and processes developed and implemented that have led to a robust, thriving international program that is valued throughout the district and the community. * A business is associated with this session.	Planning & Preparation; Recruitment; Hiring
Educator Workforce Development: Practical Tools and Data for HR Professionals	Introducing the Coalition of Education Workforce Development. Convened by Nebraska's rural administrators, the Coalition supports districts with actionable solutions and access to data and reports related to ongoing workforce challenges. Learn about the Coalition's formation, partnerships and progress with a focus on how its work directly benefits local districts with education workforce. Practical tools, including educator workforce data, analysis and a growing repository of recruitment, preparation and retention strategies available for districts will be shared. Attendees will leave this session with a clear understanding of how to build a coalition of critical stakeholders with a focus on comprehensive workforce initiatives, data and solutions that can inform decision-making, strengthen the educator workforce and support long-term staffing stability.	Planning & Preparation; Recruitment; Hiring
Retention through Secondary Trauma Awareness	Although much contemporary research has been conducted on the impact of trauma on K-12 students, little has been completed on the impacts of secondary trauma on the educators who are at the forefront of this student abuse and violence. Understanding educators' stress is crucial to addressing retention issues because today's exit surveys reveal educators' ongoing concerns for their own safety and wellbeing while working in schools. Exploring the impact of secondary trauma on educator retention and considering best practices for developing trauma aware cultures can assist human resource professionals in preparing for and mitigating secondary trauma for educators. Through awareness, prevention and intervention, this important challenge may be resolved and educator retention may be increased.	Training & Development; Work-life Integration; Career Management

Giving and Receiving Feedback: Building a Culture of Trust, Growth and Accountability	Effective feedback is one of the most powerful leadership tools for building trust, strengthening relationships and fostering continuous growth. Yet many leaders receive little training on how to create a culture where feedback is both given and received effectively. This interactive session explores practical strategies for delivering timely, specific and actionable feedback while developing the equally important skill of receiving feedback with curiosity, humility and openness. Through reflection, discussion and real-world leadership scenarios, participants will examine common barriers to feedback, practice approaches to challenging conversations and identify habits that build psychological safety, accountability and trust. Participants will leave with practical tools they can immediately apply to strengthen relationships, improve team performance and cultivate a feedback culture that supports engagement, belonging and continuous improvement.	Orientation & Onboarding; Performance Management; Training & Development
Voices from Our Pipeline: Real Stories from Future Teachers	For the past two years, Hutto ISD has been privileged to present and share our apprenticeship journey at AASPA—how we built our program, what we have learned and how we have refined that work. This year, AASPA is right down the road from Hutto, and we're stepping aside and handing the mic to those living it every day. Join us for a dynamic panel of current apprentices as they share what it's really like to learn, grow and lead while on the path to becoming teachers. From aha moments to real challenges, you'll hear authentic stories of growth, purpose and impact straight from the source. You'll see the promise of the future. Discover how investing in aspiring educators is shaping not only their futures, but the future of our district. Participants will: Gain insight into the lived experiences of teacher apprentices, including key supports, challenges, and moments that matter most. Identify strategies to strengthen or launch apprenticeship pathways that authentically support aspiring educators. Understand the impact of "grow your own" initiatives on recruitment, retention and long-term workforce sustainability.	Hiring; Performance Management; Training & Development
From Compliance to Coaching: The Future of AI Driven Performance Development	What do you do when 69% of your workforce is in their first three years and turnover is approaching 30%? For SouthWest Metro, the answer wasn't to ask administrators to work more hours it was to leverage AI to change the nature of the work itself. In this session, we explore how districts can implement AI-powered analysis tools that have revolutionized teacher coaching and evaluation. Too often, performance management in education is a "check-the-box" compliance exercise, often delayed by weeks of administrative bottleneck. By utilizing 360-degree classroom technology and AI aligned to teacher performance frameworks, SouthWest Metro has cut evaluation and coaching times by 90%, allowing for same-day, data-rich feedback while simultaneously creating improved work-life balance for all staff.	Performance Management; Training & Development
From the Field to the Cabinet: A National Panel on Workforce and Vendor Strategy	As school districts continue to face persistent staffing shortages, the use of contract personnel has become an essential component of maintaining services. While this approach provides flexibility, it has also introduced new challenges related to vendor management, compliance and coordination across departments. District leaders are increasingly tasked with balancing service delivery, operational efficiency and risk management while navigating multiple vendors, inconsistent processes and limited internal capacity. This panel brings together district leaders from across the country, including a superintendent, an assistant superintendent of student services, a director of special education and an executive director of human resources operations, to examine these challenges from multiple levels of the organization. From the day-to-day realities in schools to system-level decision-making at the cabinet, panelists will share how workforce and vendor strategy impacts their roles and responsibilities. Participants will hear practical examples of common breakdowns, including inconsistent credentialing, limited transparency and unclear accountability across vendors. Panelists will also discuss strategies districts are using to improve alignment, strengthen communication across departments and create more consistent systems for managing external staff. This session is designed to provide actionable insights for HR leaders and district administrators seeking to move from reactive staffing approaches toward more coordinated, strategic workforce and vendor management practices. * A business is associated with this session.	Planning & Preparation; Hiring; Orientation & Onboarding
Negotiation Is Leadership: Why Relationships, Not Leverage, Drive Results	The most successful negotiations are rarely won through pressure, positional bargaining or leverage. They are built through trust, credibility, preparation and relationships that have been intentionally developed long before either side sits down at the bargaining table. Drawing from years of experience leading negotiations in public education, this session explores how effective leaders use relationship-centered strategies to navigate difficult conversations, resolve conflict and reach sustainable agreements. Participants will examine practical techniques for building trust, establishing credibility, communicating through disagreement and balancing organizational priorities while maintaining positive working relationships. Whether negotiating a collective bargaining agreement, addressing employee concerns or leading organizational change, attendees will leave with leadership strategies they can immediately apply to create better outcomes and stronger professional relationships.	Compensation & Benefits
The Power of Evaluations: Aligning People, Performance and Purpose	The Power of Evaluations: Aligning People, Performance and Purpose. Evaluation is Culture Building and we should be evaluating what we say we value.	Performance Management; Training & Development

Grown from Within: Para-to-Teacher Stories That Will Change How You Think About Hiring	The strongest teacher pipelines aren't built from the top down, they're grown from within. In this panel, HR leaders who have rolled up their sleeves to build Grow Your Own programs will share the real stories of paraprofessionals who stepped out from behind the scenes and into lead teaching roles and the systems that made those transitions possible. With a "boots on the ground" perspective, panelists will offer candid insights into what actually works (and what doesn't) when developing a para-to-teacher pipeline, from identifying talent already in your buildings to supporting candidates through certification and into their own classrooms. You'll leave with practical strategies to: -Build a sustainable, homegrown teacher pipeline -Increase retention by investing in the people already committed to your schools -Strengthen your workforce with educators who reflect and understand your community Because when you lead from the ground up, you don't just fill vacancies, you build a stronger, more connected district from within. It's a small investment, with a long-term return. * A business is associated with this session.	Planning & Preparation; Recruitment; Training & Development
Developing Leaders at Every Level: Coaching Strategies That Multiply Impact	In today's competitive talent landscape, retaining exceptional leaders requires more than incentives, it demands intentional development. Discover how a district adapted a Fortune 50 executive coaching model to build a culture of coaching leaders. Participants will experience and practice a structured 1:1 coaching framework that strengthens leadership capacity, supports growth and improves retention, while equipping leaders with the conversations and skills to develop others and drive results.	Training & Development; Work-life Integration; Career Management
The Future of International Teacher Recruitment: Pathways, Policies and Potential	As schools navigate teacher shortages and workforce challenges, international teacher recruitment has become a key strategy for maintaining instructional quality and staffing stability. This session explores the latest trends, policy updates and retention strategies shaping the global educator pipeline. We'll discuss different visa pathways, shifting immigration policies and the long-term impact of internationally hired teachers on school communities. Whether you're looking to understand recent changes, explore retention strategies or assess the future landscape of teacher recruitment, this session will provide valuable insights and solutions. * A business is associated with this session.	Planning & Preparation; Recruitment; Hiring
Orientation with Purpose	Orientation with a Purpose is a strategic onboarding approach that goes beyond compliance and logistics to intentionally connect new employees to the district's mission, vision, values and culture from day one. Purposeful orientation ensures employees understand not only what we do, but why we do it—creating clarity, connection and confidence as they begin their work.	Orientation & Onboarding
How Districts Are Extending PL Beyond the Workshop — a Mentor for Every Employee, Especially New Teachers	Most districts can't provide a mentor for every teacher — let alone every employee. Yet everyone, from a first-year teacher to a principal to a district administrator, needs in-the-moment support to do their job well and stay. In this session, district HR leaders share how they are implementing an AI mentor trained on their district's policies, culture and language. Learn how it delivers 24/7 guidance, lets employees rehearse difficult conversations and provides proactive support tailored to each person's role and journey. Hear how districts are using this approach to scale professional development affordably, reduce demands on HR teams, principals and coaches and strengthen recruitment and retention. This session explores how AI can address a real district challenge, moving beyond chatbots to deliver meaningful, personalized support at scale. * A business is associated with this session.	Training & Development
Saddle Up for Next Level Substitute Management	Substitutes often work behind the scenes and run wild like a mustang between campuses. They can easily feel disconnected or overlooked, yet they are essential to keeping classrooms running smoothly. In this session, we'll help you saddle up for your next ride with ideas of implementing simple, sustainable recognition strategies such as meaningful shout-outs, school-wide inclusion practices, peer support networks, low-cost appreciation events and ongoing communication, districts can foster a sense of belonging and pride among their substitute workforce. Yee haw! * A business is associated with this session.	Orientation & Onboarding; Performance Management; Training & Development
Beyond the Hype: Building your District's AI Implementation Roadmap	If we aren't talking about AI in education as more than a tool or a presentation or a training, we are missing the mark. Are you ready to strategically plan for your district's AI implementation journey? In this session, you will assess your district's AI readiness across 4 key pillars, begin to identify strengths and areas for growth, draft sample policy language to address accountability and build a personalized action plan. AI isn't the future. It's the now!	Training & Development
Custodian Retention & Growth	This presentation will focus on custodian retention and growth by utilizing district data to analyze human capital trends, establishing lines of communication and collaboration with bargaining units and head custodians and establishing systematic approach to custodian professional development with in a school district.	Performance Management; Training & Development; Work-life Integration
Excellence in Every Interaction: Mastering Crucial Conversations in Schools	Based on the New York Time's best seller, "Crucial Conversation Tools for Talking When the Stakes Are High!" The session is designed for HR leaders to share with school leaders. In a people-centered organization like a school system, the quality of our conversations directly shapes our culture, our relationships and ultimately our student outcomes. "Excellence in Every Interaction: Mastering Crucial Conversations in Schools" equips educators and leaders with the skills to confidently navigate high stakes, emotionally charged situations with clarity, professionalism and purpose.	Training & Development

Avoiding the Stampede: Lassoing Staffing Agencies from the Ground Up	This session focuses on the chaotic "Wild West" of third-party recruitment and provides a strategic roadmap for organizations to regain control over their staffing processes. Instead of being overwhelmed by aggressive agency outreach and mounting costs, attendees will learn how to build a disciplined framework for agency management.	Recruitment; Hiring
The Lunchroom Narrative: Creating, Cultivating and Sustaining a Safe Inclusive Organizational Culture	Culture and connection aren't defined solely in the teachers' lounge; it's revealed in the lunchroom. Through story and reflection, this session reframes an often antiquated understanding of belonging by elevating the voices of those instrumental to the fabric of a district's culture and narrative (nutrition staff, paraeducators, custodial teams, transportation staff and others). Drawing from practices in Lincoln Public Schools, attendees will explore how belonging and connection become real when every role is valued. Participants will engage in discussions and practical strategies immediately relevant to retaining, recruiting, supporting and affirming staff within their diverse networks. Inclusion that is seen, heard and felt begins with how we show love, invest in, elevate and protect those already in the mix.	Recruitment; Hiring; Training & Development
Promoting Teacher Retention Through the Power of Psychological Ownership	In this interactive workshop, participants will develop an understanding of how to harness the transformative power of psychological ownership to retain the best teachers, build individual and collective expertise and strengthen relationships. Psychological ownership explains why one teacher exudes enthusiasm, while a colleague fills out applications for another job. Originating from the field of social psychology, psychological ownership offers strategies that instill a superior degree of job satisfaction and commitment, anchoring staff to their schools. Teachers experiencing psychological ownership of their workplace report superior feelings of agency, belonging, expertise and accountability. Psychological ownership increases the likelihood of retaining the very best teachers, increases the impact of new teacher induction, adds value to professional development and builds school capacity by enabling staff to sustain high levels of performance. Ultimately, motivated and engaged staff are best equipped to meet the academic and social-emotional needs of the students they serve. Participants in the workshop will examine school environments that constrain the development of psychological ownership. Attendees will then develop strategies that encourage employees to grow a deep commitment to their work and to the school community at large, as well as empower them to meet the challenges of schooling in today's demanding climate.	Orientation & Onboarding; Performance Management; Training & Development
Boots on the Ground: Strengthening Retention Through Better Benefits Education	This presentation highlights the industry's focus on employee benefits as a tool to attract and retain talent but reveals a key issue: many employees lack the education to fully understand and value these offerings. Poor engagement, tied to this gap, contributes to high turnover rates, which drive up costs. Bridging this gap can boost engagement, reduce turnover and lower expenses for organizations. * A business is associated with this session.	Planning & Preparation; Recruitment; Compensation & Benefits
Better Together: How Two Neighboring Districts Navigate Major HR Transitions as Partners	Two HR Directors from neighboring PreK-8 districts share how strategic collaboration has transformed their approach to major HR challenges. One director took over the role from a predecessor who had held it for >20 years, while the other was the district's first HR Director. Learn how one started building a department from the ground up, while the other inherited processes that needed updating. Time will be spent on a case study of their parallel transitions to the 2022 Danielson Framework for Teaching. Participants will see how one district stayed with their existing evaluation platform while the other migrated to a new system and how both benefited from coordinating their efforts. Beyond evaluation systems, attendees will learn practical strategies for building inter-district partnerships that reduce professional isolation, share costs, leverage collective expertise and prepare for future challenges, such as special education cooperative transitions and administrative turnover. Leave with a replicable framework for creating your own neighboring district partnerships.	Planning & Preparation; Performance Management; Career Management
From Principal to Human Capital Leader: The Skills Nobody Taught You	Every leader is a human capital leader - even if they don't realize it. This session introduces the foundations of human capital management in PK-12 education, helping participants understand how strategic people decisions shape employee success and student outcomes. Attendees will leave with a practical framework for partnering more effectively with HR and leading with greater confidence. * A business is associated with this session.	Recruitment; Training & Development; Career Management
AI Made Simple: 5 Ways to Work Smarter (Not Harder) in School HR	Not sure where to start with AI? This session is designed for school HR leaders who are curious about AI but aren't sure how to use it in their day-to-day work. Explore five simple, practical applications that can save time, reduce administrative burden and help you work more efficiently. You'll leave with a clear understanding of how AI can support your role, practical ideas you can start using right away and how to continue building your skills through AASPA's AI Essentials course. * A business is associated with this session.	Recruitment; Training & Development; Career Management
Beyond Adversarial Bargaining: Building Collaborative Solutions	Equip yourself with practical strategies to move beyond traditional positional/adversarial bargaining and toward durable, interest-based agreements. Grounded in the principles of an "Outward Mindset," this session explores how shifting from a self-focused to a others-inclusive perspective can transform labor relations, strengthen trust and unlock shared solutions to complex workforce challenges. Participants will learn how to reframe negotiations, engage union partners as collaborators and apply structured tools that promote transparency, problem-solving and long-term stability in collective bargaining.	Compensation & Benefits

Building Better Systems: How Smart Processes Drive Retention & Culture	A thriving school culture is built through intentional systems. This session highlights how effective onboarding and refined HR processes can foster a sense of belonging and improve retention. Participants will reflect on their own practices while learning how one district created efficiencies, stabilized foundational systems, formalized and standardized processes and prioritized the recruitment and retention of a racially and linguistically diverse workforce. Discover how thoughtful process improvements can strengthen culture and support staff from day one.	Planning & Preparation; Orientation & Onboarding; Training & Development
Saving Lives and Money: How Round Rock ISD's employer-sponsored health center is building a healthier workforce and interrupting the trend of skyrocketing healthcare costs.	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 the Round Rock ISD health center is reducing healthcare costs and making a genuine difference in the lives of district staff. * A business is associated with this session.	Recruitment; Compensation & Benefits; Work-life Integration
It's Just a Complaint: Responding to and Managing Title IX Allegations, Harassment in the Workplace, and Employee Grievances	In the changing landscape of pressures on workplace culture and climate, K-12 leaders need to efficiently and effectively respond to employee concerns and formal complaints regarding their work experience. In this session, participants will learn tools and strategies for dealing with complex employee complaints. Takeaways will include model notices, templates for formal responses and protocol for conducting formal and informal meetings with complainants to address their concerns.	Training & Development
Executing Vision Through Talent: Leveraging DISC to Build Strong Teams from Hiring to Onboarding to Build High-Performing Teams	How do you turn bold strategic vision into consistent, measurable results? One of the most critical—and often underleveraged—levers is the intentional development of teams through every stage of the talent lifecycle: recruiting, hiring, onboarding and leadership development. This session explores how the DISC temperament framework can be used as a strategic, system-wide tool to strengthen teams, scale leadership capacity and build sustainable talent pipelines. Rather than treating DISC as a standalone personality tool, this session demonstrates how ESAs can embed behavioral insight into talent systems to improve decision-making, accountability and long-term organizational performance. Participants will examine how DISC-informed practices support more intentional recruiting and hiring decisions, accelerate onboarding effectiveness, and strengthen leadership development by aligning roles, expectations and behaviors to organizational goals. Beginning with leader self-awareness, the session expands to show how DISC can be leveraged to build complementary teams, improve communication and collaboration and measure impact through improved engagement, performance and retention. Through real-world examples, participants will explore how using DISC strategically helps organizations move from vision to execution—developing leaders who understand how to maximize individual strengths, address gaps and lead teams that deliver results. Attendees will leave with practical strategies to integrate DISC across talent systems, enabling organizations to scale influence, strengthen accountability and execute visionary strategies through people.	Hiring; Orientation & Onboarding; Training & Development
Onboarding Is Leadership: How the First 90 Days Shape Retention, Culture and Performance	Too often, onboarding is viewed as a compliance function—focused on paperwork, deadlines and checklists. In reality, onboarding is one of the most critical leadership opportunities a district has. The first 90 days of employment establish expectations around professionalism, accountability, communication and culture, ultimately shaping employee performance, retention and conduct. This session reframes onboarding as a shared leadership responsibility among Human Resources, principals and supervisors. Participants will explore how intentional onboarding practices—such as electronic onboarding systems, structured first-day orientations, early review of Board policies, and mid-year orientations—can proactively reduce disciplinary issues, strengthen school culture and support long-term staff success. Designed for superintendents and central office leaders, this session offers practical, scalable strategies that districts can implement immediately to elevate onboarding from an administrative task to a leadership framework that supports thriving organizations in changing times	Orientation & Onboarding; Training & Development