

AASPA 86th Annual Conference | Seattle, WA

Tentative Clinic & Ignite Sessions

***Sessions & Times are Subject to Change.**

Session Title	Date	Start Time	End Time	Description	Level	Strands
Managing Employee Morale: Help Staff Feel Seen, Valued & Heard	10/16/24	11:00 AM	12:00 PM	Like many districts over the past few years we have faced various challenges related to human resources. In this session, we will share our story of challenges, how those have impacted staff morale & how we are working to positively address this with both reactive & now proactive approaches. Our story will both feature targeted approaches to specific groups as well as larger initiatives meant to have an impact on the organization as a whole all of which we have also used as an additional tool in employee recruitment & retention. At worst we hope this session will provide you with the comfort that comes from knowing "misery loves company" & at best we hope to leave you with ideas to help positively impact your staff morale	Intermediate	Recruitment; Performance Management; Work-Life Integration
The Educator Candidate's Journey	10/16/24	11:00 AM	12:00 PM	Discover how Loudoun County Public Schools (LCPS) leverages best recruiting & hiring practices to diversify its workforce & serve as the Employer of Choice over the last six years by increasing the ratio of Teachers of Color by over 30%. Attendees will review the journey that LCPS has traveled along with its candidates to ensure consistency in the recruiting & hiring processes. Lessons learned, successes & failures & implementation strategies will be shared for districts to readily understand & use in their recruiting efforts. From both the candidates' & employers' perspectives, attendees will learn applicable knowledge to utilize when filling vacancies while diversifying their workforce systematically. Outline of the session includes: 1) Beginning the Journey 2) Shifting to the Candidate's Journey 3) Implementation & Measuring Progress 4) Next Steps to Consider 5) Questions	Intermediate	Planning & Preparation; Recruitment; Hiring
Supporting Growth in Your HR Team	10/16/24	11:00 AM	12:00 PM	Participants will leave this session with specific plans to help each member of their Human Resources Department experience professional growth. Each attendee will receive organizers for planning, ideas for professional development for HR professionals regardless of their experience level & share insights with other participants for developing a sustainable & effective plan for department training.	Basic	Training & Development; Career Management
Everything I Know About Human Resources, I Learned From TV	10/16/24	11:00 AM	12:00 PM	When teaching your administrative team about best practices in HR, using humor in your learning materials can keep your learners engaged & focused throughout their training. Using TV video clips to teach HR topics can be an engaging & effective method to illustrate key concepts, stimulate discussion & provide real-life examples. This entertaining & interactive session will provide examples (& corresponding discussion) of video clips you can use during HR training sessions.	Basic	Training & Development
X, Y & Z in the Workplace	10/16/24	11:00 AM	12:00 PM	This presentation will provide ideas on being successful in a workplace with multiple generations. We will be highlighting generations X, Y & Z, and provide suggestions to keep the peace with the different styles each brings to the table.	Intermediate	Recruitment; Orientation & Onboarding; Performance Management
Starting Out Ahead: How Well Designed Clinical Practice Programs Lead to Stronger Teachers & Smarter Hiring	10/16/24	11:00 AM	12:00 PM	A high quality clinical practice experience (also known as student teaching) can help a first-year teacher be as successful as one in her second or third year. & clinical practice placements are a win for districts to - districts that host student teachers are less likely to report teacher shortages. But many prep programs & districts are missing key components of those high-quality experiences that can set aspiring teachers & their school districts up for success. The National Council on Teacher Quality (NCTQ) has worked with practitioners, researchers & other experts in the field to develop a framework that details the actions that school districts, prep programs & states should take to provide every aspiring teacher with a high-quality clinical practice experience. One district, Spokane Public Schools (WA), has worked with local researchers to develop a "student teaching portal" that streamlines student teacher placements. Hear about how this system works, how it's already saving hundreds of hours of staff time & how it's creating better matches! In this session, learn more about this framework, hear about success stories from districts like Spokane Public Schools, who have taken these actions & reaped benefits in strengthening their new teacher pipeline & take a self-assessment to identify opportunities for your district to take on clinical practice. Attendees will receive access to both the Clinical Practice Framework & a Best Practices Guide on strengthening clinical practice.	Intermediate	Planning & Preparation; Recruitment; Training & Development
Unlock Your Values: Embracing Values-Based Hiring to Build Successful Schools	10/16/24	11:00 AM	12:00 PM	Recruiting & retaining the right people is difficult & there are no automatic solutions to ensure that candidates will deliver on the skills they displayed during an interview & assessment rounds once they are in a role. Organizations are now doubling down on values-based recruitment to try & hire people who want something more than just a paycheck every month; they want candidates who believe in their purpose & have a similar overlap in values. This session will look at how integrating them into your overall processes can improve diversity & inclusion & lead to long-term successful hires.	Intermediate	Hiring; Recruitment; Planning & Preparation
Navigating Workforce Trends: Boundaryless Careers	10/16/24	11:00 AM	12:00 PM	Talent leadership where there are no boundaries requires policy & guideline management to lead the future workforce.	Advanced	Planning & Preparation; Performance Management; Compensation & Benefits

Navigating the Crisis: Innovating Education Amidst Teacher Shortages	10/16/24	11:00 AM	12:00 PM	In the face of persistent teacher shortages, school districts are seeking innovative solutions to maintain quality instruction & ensure equitable access to qualified educators. In this session, we will delve into the advantages of leveraging synchronous certified teachers as a strategic approach to address this pressing challenge. Explore the transformative potential of synchronous certified teachers in solving chronic educator vacancies & expanding access to quality education, particularly in underserved communities. We'll discuss best practices, case studies & innovative initiatives that demonstrate the efficacy of this approach in navigating the crisis of teacher shortages. * A business is associated with this session.	Basic	Planning & Preparation; Recruitment; Hiring
The Human Side of Data: Harnessing Data for HR Excellence	10/16/24	11:00 AM	11:30 AM	With limited time & resources making data-informed decisions is imperative. This session will showcase how the Clarke County School District leverages data to make HR decisions for our staff & students	Basic	Planning & Preparation; Performance Management; Career Management
Pathways to the Classroom	10/16/24	11:00 AM	11:30 AM	Maybe we don't have a teacher shortage--we have a workforce dilemma. Hutto ISD has created multiple pathways to the classroom including job sharing opportunities, international teacher placement, a grow your own student ambassador program, paid clinical teachers, residency & most recently full apprenticeship. As a fast growth district in Central Texas, we have worked to create innovative opportunities to enter the teaching profession & stay in the profession. Through on-site training & development, even a 0 college hour candidate can be employed as a paraprofessional in Hutto ISD while he/she is employed, trained on the job & his/her education is paid for. Hutto ISD is not waiting for teachers to come to us; we are creating the teachers of tomorrow!	Intermediate	Recruitment; Hiring; Training & Development
Difficult Employee Conversations... Train Your People Managers to be More Effective in Having Difficult Conversations	10/16/24	11:30 AM	12:00 PM	Engaging in productive & meaningful difficult conversations can be challenging. However, shying away from difficult conversations can be devastating to your culture & your district's productivity. This session will be a 30-minute workshop designed to equip you with resources to take back to your district to train your people managers how to be more effective in navigating difficult employee conversations.	Intermediate	Performance Management
Creating Community: Innovative Approaches to New Teacher Onboarding	10/16/24	11:30 AM	12:00 PM	Through interactive discussions, case studies & collaborative activities, attendees will leave empowered with practical ideas & actionable steps to transform the onboarding process & create a culture where new teachers feel valued, supported & ready to thrive.	Intermediate	Orientation & Onboarding; Training & Development
Dynamic Duos: Empowering Education Through Co-Teaching in Elementary School	10/16/24	1:45 PM	2:45 PM	In the summer of 2023, CCSD & Clemson launched a residency program at Pinehurst Elementary, the school with the highest population of multilingual learners in the state. Our co-teaching program brings together novice & veteran teachers to foster collaborative classrooms where personalities shine. Through shared planning, teaching & facilitation, we prioritize building strong relationships with our students & delving deeper into data to ensure tailored outcomes for every learner. In this session, CCSD & Clemson staff will share innovative ideas & lessons learned regarding training, structure, funding & the importance of partnerships.	Intermediate	Training & Development
Revolutionizing Educator Growth: Leveraging Generative AI for Effective Coaching & Collaboration	10/16/24	1:45 PM	2:45 PM	Teacher attrition is a top challenge for districts today. Research shows that supporting educator growth is one of the most effective ways to retain talent. Join us for a session to learn more about the possibilities that AI offers to support educator growth through coaching and mentoring. * A business is associated with this session.	Basic	Training & Development
Stay Interviews to Improve Employee Retention & Promote Recruitment	10/16/24	1:45 PM	2:45 PM	Stay interviews can emerge as your strongest marketing & branding tool! These conversations foster retention & engagement & serve as a testament to the district's commitment to its core brand. Utilizing data gleaned from Stay interviews values staff insights, addresses concerns & leverages strengths. In turn the district not only bolsters morale but also positions itself as an employer of choice. All of this not only strengthens the retention of talented professionals but also attracts new talent seeking a supportive & forward-thinking educational system.	Intermediate	Recruitment; Work-Life Integration
Negotiating for All	10/16/24	1:45 PM	2:45 PM	In this presentation, we delve into the intricacies of negotiating with teachers & classified unions, emphasizing the core principles of fairness, transparency & collaboration. Negotiating fair agreements is paramount to fostering a harmonious & productive work environment, benefiting both educators & students alike. Navigating negotiations with teachers & classified unions requires a delicate balance of fairness, transparency & collaboration. By prioritizing these principles, districts can cultivate a culture of mutual respect & cooperation, ultimately leading to agreements that benefit the entire educational community. Together, let us embark on a journey towards fair bargaining, transparency & collaboration for the betterment of our schools & the students we serve.	Intermediate	Compensation & Benefits

How to Become a ZERO-VACANCY District: How Award Winning Districts like Rockdale County Public Schools (GA) use LIVE Teaching to Address the Teacher Shortage	10/16/24	1:45 PM	2:45 PM	<p>What if your district could eliminate the burden of filling teacher vacancies? And better yet, what if you could ensure that every teaching position was filled with a teacher who is state-certified, experienced, and engaging? Join us in a workshop of learning to explore how districts across the US like Rockdale County Public Schools, Grand Rapids Public Schools, Dayton and Milwaukee Public Schools are using LIVE teaching to bring a teaching solution to a vacancy problem.</p> <p>* A business is associated with this session.</p>	Intermediate	Planning & Preparation; Recruitment; Hiring
Flexible Scheduling & Remote Work	10/16/24	1:45 PM	2:45 PM	<p>How do we compete for & retain, talented staff members in our non-certified positions in the current job marketplace? Learn how one district has used flexible scheduling & remote work to level the playing field with private sector companies in order to hire great staff. We will discuss the advantages & disadvantages of providing both of these opportunities to staff members & the barriers that you may face along the way.</p>	Basic	Recruitment; Compensation & Benefits; Work-Life Integration
Total Engagement: Mastering the Art of Employee Retention with Total Rewards	10/16/24	1:45 PM	2:45 PM	<p>This interactive session will help attendees gain an understanding of the principles of total rewards & learn how school systems can utilize this approach to enhance employee engagement & retention. This session will provide real life examples of successful strategies as well as opportunities to engage with other attendees.</p>	Basic	Compensation & Benefits; Work-Life Integration; Career Management
Women Rising: Empowering Career Advancement	10/16/24	1:45 PM	2:45 PM	<p>Join Dr. Monica Schroeder, a seasoned education leader with over 25 years of experience, for an empowering session designed to help women navigate their career journeys. Drawing from her extensive leadership roles in education, Dr. Schroeder will share practical insights, strategies & inspiration from renowned authors Sally Helgesen & Marshall Goldsmith's acclaimed book, "How Women Rise: Break the 12 Habits Holding You Back From Your Next Raise, Promotion, or Job." Whether you're embarking on your leadership path or striving to reach new heights, this session promises valuable lessons on advancing your career & fostering the growth of female leaders within your organization. Don't miss this opportunity to take charge of your professional development & empower others to do the same.</p>	Basic	Career Management
FMLA Q&A	10/16/24	1:45 PM	2:45 PM	<p>Join us for an engaging Q&A on the Family and Medical Leave Act (FMLA) administration, where industry expert, Scott Macdonald, Esq., SHRM-SCP, will discuss the intricacies and best practices for managing FMLA leave policies and procedures. This interactive session will provide valuable insights into compliance, employee rights and responsibilities, training supervisors, the medical certification process, return to work issues, and much more. Attendees will have the opportunity to ask questions and share experiences, fostering a deeper understanding of how to effectively navigate and manage FMLA in their district.</p> <p>Ask your questions and request topics HERE.</p>	Intermediate	Performance Management; Career Management
Our Journey to Diversify Our Teaching Staff	10/16/24	1:45 PM	2:15 PM	<p>Research shows that students of color are more successful when they have a teacher of color. In this session, Greendale Schools will share their journey of increasing the diversity of their teaching staff to be more reflective of their student demographics. The district has restructured their hiring practices to focus on candidate competencies & to ensure that hiring practices are aligned to reduce bias & attract more candidates of color. The district will share the steps they have taken to attract more candidates of color & what they have done to support educators of color once they have joined the district.</p>	Intermediate	Planning & Preparation; Recruitment; Hiring
Leveraging Technology to Engage Candidates and Combat Educational Staff Shortages	10/16/24	1:45 PM	2:15 PM	<p>"Leveraging Technology to Engage Candidates and Combat Educational Staff Shortages" focuses on how innovative tech solutions can enhance candidate engagement, streamline recruitment processes, and address staffing shortages in the education sector. The presentation will explore strategies such as implementing mobile-friendly applications and emphasizing the importance of immediate communication to meet candidates where they are.</p> <p>* A business is associated with this session.</p>	Intermediate	Planning & Preparation; Recruitment; Hiring
Read All About It	10/16/24	2:15 PM	2:45 PM	<p>Congratulations, your hard work of recruiting & hiring for your District has paid off, you have on boarded & filled vacancies. Now comes the hard part, retention! How we set the tone for the school community matters. This session will provide an opportunity to discuss tips & tricks Human Resource professionals can use to better connect with employees by leveraging communication plans.</p>	Intermediate	Orientation & Onboarding; Training & Development
We have 200+ Teachers on Permit, Now What?	10/16/24	2:15 PM	2:45 PM	<p>This session will share strategies CMCSS has implemented to recruit & support teachers who are hired on permits. The lessons & adjustments we have made after going from 4 teachers on a permit to over 200 have increased retention efforts.</p>	Intermediate	Planning & Preparation; Hiring; Orientation & Onboarding
Designing an Inclusive & Competitive Compensation Program: Fargo Public School District Compensation Handbook	10/16/24	3:30 PM	4:30 PM	<p>Join us for an enlightening presentation on the design & implementation of a comprehensive compensation program at Fargo Public School District. Our presentation will delve into the strategic objectives, key components & the commitment to transparency & inclusivity that underpin our compensation program. We will share valuable insights on attracting, retaining & rewarding top talent, while ensuring fairness & equity for all employees.</p>	Basic	Compensation & Benefits; Recruitment; Hiring

Driving HR Excellence: Cutting-Edge Strategies to Attract, Onboard & Retain the Best	10/16/24	3:30 PM	4:30 PM	In this session, we explore how modern analytics can drive excellence in HR & elevate talent management strategies. We delve into techniques for leveraging data to attract, onboard & retain top-tier professionals, focusing on unique approaches that foster employee growth & increase retention. Our expert panel will share insights on using analytics unique to their district to optimize recruitment & onboarding processes, enhance employee engagement & implement analytics to identify & nurture the best candidates. Attendees will gain a deeper understanding of how to seamlessly integrate these innovative techniques into their existing HR frameworks to drive a more effective & efficient talent management strategy. Data-driven research surrounding the national landscape in K-12 technology Insights for using data to make more informed human capital decisions Strategies to better allocate resources to hire & onboard more efficiently Actionable takeaways to positively impact retention & employee experience You'll also have the chance to engage in conversation with our experts & ask questions that directly relate to your district! * A business is associated with this session.	Intermediate	Planning & Preparation; Recruitment; Hiring
Creating Pathways to Educator Retention	10/16/24	3:30 PM	4:30 PM	Struggling with Teacher Recruitment? Join the Club! As School Districts nationwide continue to struggle with the teacher shortage, hear strategies from two progressive Georgia districts, Savannah-Chatham County Public Schools & Rockdale County Public Schools, as we all work to create pathways to engage & retain teachers. Various approaches will be shared regarding what works & what is a work in progress. This team will share what they do to support their early career & induction-level Educators through their induction years as well as being responsive to the needs of both Educators & those that help to sustain the Educator workforce.	Intermediate	Training & Development; Work-Life Integration
Bridging the Gap Between Recruitment & Engagement	10/16/24	3:30 PM	4:30 PM	As the nation experiences a teacher shortage, this session will offer administrators tools to bridge the gap of recruiting new teachers to engaging them in the profession. Attendees will leave with practical, hands-on ideas to use to engage new teachers so that they are valued & supported through the first 3-5 years.	Intermediate	Recruitment; Performance Management; Training & Development
Navigating Employee Discipline	10/16/24	3:30 PM	4:30 PM	Join us for an informative workshop on employee discipline in school districts, led by seasoned education attorneys. This session will equip administrators with essential legal knowledge and practical strategies for handling disciplinary issues effectively, compassionately, and lawfully. Attendees will gain insights into best practices, recent legal developments, and how to navigate complex situations while maintaining a fair and consistent approach.	Intermediate	Performance Management; Training & Development
Educator Empowerment... An Innovative Way to Stretch Your Recruitment Efforts	10/16/24	3:30 PM	4:30 PM	In an era where teacher shortages are haunting, recruiting, hiring & retaining teachers is tremendously critical. Learn how one suburban district redesigned their teacher recruitment strategy by designing & developing a more holistic & comprehensive learning opportunity to foster the growth of new-to-the profession teachers before we interview & hire them. Specifically, this session will focus on Ankeny's story, sharing details of how they planned their Educator Empowerment committee & the workshop they offered to new-to-the profession teachers. Ankeny will walk you through the design of their Educator Empowerment Workshop & share resources you can take back to your district.	Advanced	Recruitment; Work-Life Integration
The Future of Workplace Engagement: Strategies for Cultivating a Positive and Productive Work Climate	10/16/24	3:30 PM	4:30 PM	Discover how cognitive engagement principles can help improve employee engagement, performance, satisfaction, and motivation. HR leaders can implement these methods to capitalize on the cognitive connections needed to promote cultural change in the educator workforce. This session will provide an overview of the internal and external factors necessary for individuals to learn and implement new behaviors. We will also discuss how leaders can apply these strategies to take their workplace culture to the next level!	Intermediate	Planning & Preparation; Performance Management; Training & Development
Solving Your Teacher Shortage: On the Job Solutions to Filling Your Talent Pipeline	10/16/24	3:30 PM	4:30 PM	Traditional methods of recruiting teachers are no longer working to fill the high number of vacancies that many districts are struggling to fill. It's time to think creatively about how school districts can build programs to recruit & develop teaching talent in a more sustainable way. In this session, you will hear from innovative HR leaders who have helped create on-the-job, residency-like bachelor's degree programs into their districts to build skills, remove traditional barriers to advancement & retention & become employers of choice. * A business is associated with this session.	Basic	Recruitment; Training & Development
Solution Showcase - Sponsored Event	10/16/24	3:30 PM	4:30 PM	Join us for AASPA's Solution Showcase to network with industry leaders from Public Impact, TCP Software, Teamtailor and Helios Ed. Discover cutting-edge technologies designed to support districts nationwide and enhance your HR strategies. Don't miss the opportunity to win fabulous prizes while gaining valuable insights into innovative solutions for your schools! *Businesses are associated with this session.		Training & Development
Recruitment & Branding Study 101	10/16/24	3:30 PM	4:00 PM	Recruitment & Branding Study 101 Are you ready to take the leap into the creation of a recruitment & branding study for your district? Branding is more than just a flashy logo or catchy colors. It's about how candidates perceive your district. This short presentation will walk you through the creation & interpretation of a short branding survey that you can implement quickly & with very little expense & the results will give you a beginning road map for your recruitment & branding work.	Basic	Planning & Preparation; Recruitment

Stay Interview Starter Kit	10/16/24	4:00 PM	4:30 PM	The HR team in Freeport, Illinois conducted over 200 Stay Interviews with certified teaching staff with a goal of increasing retention as we face a national teacher shortage. In this session we will guide you through the nuts & bolts of the Stay Interview process, offering practical strategies & tools for implementation. More importantly, we will showcase how we are leveraging this feedback to drive tangible improvements at both the school & district level	Basic	Training & Development
Cultivating Collaborative Partnerships: Building Relationships with Future Educators Through Local Colleges & Universities	10/17/24	10:15 AM	11:15 AM	Building strong relationships with local colleges & universities can greatly benefit educational institutions in numerous ways. These partnerships provide opportunities for both parties to collaborate, share resources, & enhance the educational experience for future educators. Here's a structured approach to cultivating these collaborative partnerships:	Intermediate	Planning & Preparation; Recruitment; Hiring
Using an HR Audit to Improve Your Department	10/17/24	10:15 AM	11:15 AM	This presentation will share one districts journey with an HR Audit/Review. Attendees will hear about the audit process using the HCLE standards. In addition, the district will share how they used the information from the audit to plan & put processes & procedures in place.	Advanced	Planning & Preparation; Performance Management; Career Management
AI in the Human Resources Office	10/17/24	10:15 AM	11:15 AM	AI in the Human Resources Office Everyone is buzzing about how teachers can use AI, but how can office personnel & administrators use AI in the HR office? Participants will learn ways to increase efficiency & to reduce manual time on tasks, so everyone can use their time more effectively. Participants will need devices to participate in this workshop style session.	Intermediate	Work-Life Integration
Crafting a Culture of Belonging that Reflects & Reinforces Your Culture	10/17/24	10:15 AM	11:15 AM	Culture is more than just a set of values & norms. It's a powerful tool that can help you attract, retain & motivate your employees. How do you leverage your culture to create a positive & memorable onboarding experience for your new hires? In this session, you will learn how culture can be used to engage your new recruits by fostering a sense of belonging from the onset & empower them to succeed well beyond the first day of school. Join us as we show you how we have transformed a stagnant & rigid orientation to a personal & relevant onboarding process.	Basic	Recruitment; Hiring; Orientation & Onboarding
Mastering Recruitment Messaging with Impactful Employee Value Propositions	10/17/24	10:15 AM	11:15 AM	Want to know the secret to grabbing your job prospects' hearts, as well as their minds, from the moment they encounter your recruitment ad? Hint: It's not just with cute pictures of kids. In this session, find out how to build research-backed employee profiles & to create distinctive Employee Value Propositions (EVP) that brand your school system as an employer. This practical session will teach you a simple model for elevating your current recruitment messages & offer real-world examples to follow from national communications award-winning districts. See how the process of building an EVP can even help you strengthen day-to-day staff communications using generative artificial intelligence tools.	Intermediate	Recruitment; Compensation & Benefits; Work-Life Integration
A Tale of Two Cities: Reimagining Talent Management Post COVID-19	10/17/24	10:15 AM	11:15 AM	This presentation aims to explore the evolving landscape of talent management, recruitment & employee experience in the aftermath of the COVID-19 pandemic. By delving into innovative strategies & emerging trends, participants will gain insights into reimagining their approach to talent management in our rapidly changing job market. Specific topics including innovative recruitment strategies to attract & retain top talent as well as ways to enhance the employee experience to ensure satisfaction, well-being & productivity will be discussed. Additionally, the presenters will teach strategies which positively move metrics around team performance. The presenters will emphasize the importance of proactively reimagining talent management strategies & being agile in responding to the ever-changing demands of the post-COVID work environment.	Basic	Planning & Preparation; Recruitment; Training & Development
5 Things You Should Know: From Acquisition through Retention	10/17/24	10:15 AM	11:15 AM	We know it can be hard to focus on each phase of the teacher lifecycle at the same time. Join us to explore strategies that support teacher recruitment, professional learning/retention, & transitions to leadership. With nearly a century of combined service in education, Diann & Wendy share concrete examples & specific models that you will be able to bring to your program. This discussion-based session will ask (& answer!) questions like ""What do I do to get my paras certified?" "How are my neighboring districts filling their vacancies?" "In what ways can I provide individualized, practical professional learning?" & "What does it take to transition my people from the classroom to leadership?" Leave with an action plan & checklist to support the unique needs of your program. * A business is associated with this session.	Intermediate	Planning & Preparation; Training & Development; Career Management
Tackling Our Teacher Shortage: Attracting Talent & Addressing New Instructional Development Pathways	10/17/24	10:15 AM	10:45 AM	Amidst the ongoing decline in enrollment within K-12 educator preparation programs & the escalating number of vacant teaching positions across the nation, it is imperative for district leaders to innovate pathways & training methodologies aimed at diminishing obstacles for prospective new educators. The Orange County Public Schools (OCPS) recruitment strategy encompasses a multifaceted approach, integrating traditional, alternative & on-the-job partnership frameworks. Through avenues such as paid internships, para to professional pathways & associate teacher substitutes OCPS has effectively dismantled barriers such as time constraints geographic limitations & financial burdens positioning itself as the preferred destination for talented aspiring teachers. Attendees will gain valuable insights into these pathways & discover how to attract & support our next generation of educators. This session offers an opportunity to gain insights into how OCPS has strategically implemented various pioneering pathways & initiatives tailored to meet & nurture future educators at different stages of their professional journey.	Intermediate	Planning & Preparation; Recruitment; Training & Development

Improving Onboarding to Impact Employee Success & Retention	10/17/24	10:15 AM	10:45 AM	This session will discuss the importance of a common onboarding experience for all employees. As we have increases in employee turnover during the school year, we need to create better onboarding experiences for our employees. Often, as institutions we do a much better job at the beginning of the year because we have the benefit of more time to introduce new hires to our systems & processes. We will discuss how to engage more stakeholders in the process & how checklists can benefit both the employee & the District because onboarding cannot be the sole responsibility of Human Resources.	Basic	Orientation & Onboarding; Training & Development
Hiring for a Diverse Education Workforce: Sustainable Systems for Hiring Success	10/17/24	10:45 AM	11:15 AM	After over 40 years under court oversight, TUSD has become a beacon of exemplary practices in diverse, equitable & inclusive recruitment efforts. Through strategic initiatives, TUSD has not only fostered but sustained a culture that ensures the representation of qualified diverse candidates. This has been achieved through innovative measures such as establishing "Grow Your Own" pathways, forging partnerships with HBCUs & HSIs, instituting leadership development programs, creating career advancement pathways & actively dismantling systemic barriers to education. These measures have demonstrated TUSD's dedication to creating a workplace where every individual feels valued, respected & empowered to contribute to their full potential.	Intermediate	Recruitment; Hiring
Top 5 Ways to Tackle the Teacher Shortage	10/17/24	10:45 AM	11:15 AM	Is the teacher shortage affecting your school or district? Teacher vacancies are increasing substantially since the onset of the pandemic. Come discuss 5 ways to tackle the teacher shortage! * A business is associated with this session.	Intermediate	Planning & Preparation; Recruitment; Hiring
Silos to Systems: Talent Management as a Lever for School Improvement	10/17/24	1:30 PM	2:30 PM	Do your people system operate in too many silos? Is an events calendar driving recruitment and/or retention efforts, versus a comprehensive plan? Do your hiring managers complain about the time it takes to clear candidates? Hear how Fort Worth Independent School District is reinventing their Talent Management function from a systems thinking lens, with an emphasis on process efficiencies & customer experience. Engage in discussion on their most impactful HCMS moves last year. Leave with access to an audit tool & suggested strategies from FWISD.	Intermediate	Planning & Preparation
You Belong Here! How Prince William County Public Schools is Promoting Belonging at Every Step of the Employee Life Cycle	10/17/24	1:30 PM	2:30 PM	The secret formula to belonging is no secret; the number one driver of employee engagement & retention is their sense of belonging. Are your employees able to be their authentic selves in the workplace? How can you promote this at every step of the employee cycle? This interactive session will provide attendees with both actions & measures that can be implemented in any district, regardless of size, to enhance belonging in employee recruitment, selection, onboarding & retention. Please join us as we showcase how Prince William County Public Schools is ensuring the thriving futures of our employees & students & how these practices deliver results in any organization.	Intermediate	Hiring; Orientation & Onboarding; Work-Life Integration
Insights into Teacher Retention in 2024: Bridging Recently Published Research & Actionable Steps	10/17/24	1:30 PM	2:30 PM	In the summer of 2024, Upbeat published a landmark report analyzing over 30,000 teacher survey responses across SY 2021-22 & 2023 on the key factors influencing teachers' decisions to leave or stay at this present time. Join this session to unlock just-in-time key insights into teacher retention & support based on research from Dr. Matthew A. Kraft, Associate Professor of Education at Brown University. This presentation explores the current dynamic landscape of educator retention, focusing on research-based factors such as teacher belonging & wellbeing, career path & principal leadership. Gain valuable perspectives on fostering a supportive environment for teachers & improving retention rates in your schools. Join us as we delve into the research & uncover strategies for cultivating long-term success & satisfaction among educators. * A business is associated with this session.	Basic	Planning & Preparation; Performance Management
Motivating & Retaining Employees Across All Generations in Today's Post-Covid K-12 Work Environment	10/17/24	1:30 PM	2:30 PM	Today's diverse workforce includes people of various age groups who bring a wealth of experiences, perspectives & essential skills, all necessary for navigating the many challenges faced by educational leaders & local government. Together, we need to create a workplace where employees of ALL generations can flourish & lead fulfilling lives in & out of the workplace. It is, therefore, essential to find ways to intrinsically motivate & retain employees across all generations & to especially understand & address the motivating factors of the Generation Z workforce (those born between 1997-2012) who are our future leaders. This session will explore strategies to motivate & retain staff across generations by utilizing intrinsic motivational factors.	Basic	Recruitment; Work-Life Integration

Empowering Educators: Strategies to Boost Teacher Success on Certification Exams & Address Recruitment & Retention Challenges	10/17/24	1:30 PM	2:30 PM	Empowering Educators: Strategies to Boost Teacher Success on Certification Exams & Address Recruitment & Retention Challenges Description: Passing certification exams is a significant milestone for new teachers, often accompanied by stress & uncertainty. Supporting teachers to succeed on their certification exams not only ensures their confidence & effectiveness in the classroom but also plays a crucial role in addressing recruitment & retention challenges. During this session, participants will gain insights into the following key areas: 1. Understanding the challenges faced by teachers when preparing for certification tests. 2. Learning practical strategies to support teachers & empower them to pass their exams successfully. 3. Exploring how engaging & supportive test preparation can mitigate recruitment & retention issues, leading to substantial cost savings for districts. By the end of the session, attendees will be equipped with actionable steps to provide effective support to teachers navigating the certification process. * A business is associated with this session.	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
The Recruiting & Retaining Conundrum During Teaching Shortages	10/17/24	1:30 PM	2:30 PM	As we deal with educators leaving the field & credential programs declining in their graduates, this session will look at innovative ways to transform your district into a "Destination District!" This session will discuss the following: Compensation Considerations; Workload consideration; Overages; Workday issues; Support for Special Education teachers; Inclusion concerns	Intermediate	Recruitment; Hiring; Compensation & Benefits
Diversify Your Teaching Staff: Get the J-1 "101!"	10/17/24	1:30 PM	2:30 PM	The list of challenges faced by USA school districts is lengthy & growing by the year. In this session, we will discuss the growing trend of cultural exchange teachers in the USA & how embracing cultural exchange might creatively address challenges faced in your district. Cultural exchange teachers are an effective, creative way to diversify teaching staff, deepen language faculty resources, & expand global awareness for students, parents, & community. Our session will focus on building knowledge behind the goals & purposes of US Cultural exchange as well as understanding of pathways districts can follow to engage in cultural exchange. Best practices in recruiting, hiring, & supporting cultural exchange teachers will be shared as well as success stories of districts who have embraced international hiring as a strategy to address their district needs. * A business is associated with this session.	Basic	Recruitment; Hiring; Orientation & Onboarding
Recruiting to Retain with Four C's of Onboarding Success	10/17/24	1:30 PM	2:30 PM	Have you differentiated your onboarding process to retain new teachers? What are you waiting for? Embedded in the 4 C's of Successful Onboarding, learn how one district maintains & sustains its more than 90% retention rate of new employees through teacher voice, choice & personalized professional development. Participants will receive access to resources to enhance their own program efforts.	Intermediate	Planning & Preparation; Orientation & Onboarding; Training & Development
I'm Not Really an A**h***: Changing the Perception of the HR Department	10/17/24	1:30 PM	2:30 PM	HR administrators get a bad rap. We write people up, we say "no" to the unions & people generally fear our presence. This isn't fair, of course, because we're actually nice people! In this session, you'll see how Hesperia Unified School District's personnel team engages positively with teachers & classified staff to build a positive relationship between HR & our employees.	Basic	Orientation & Onboarding; Performance Management
Reimagining the PreK-12 Workforce: Turning Education talent Crisis on its Head	10/17/24	1:30 PM	2:30 PM	The causes of the country's long-standing educator shortage & chronic absenteeism are well-debated, but they are far from solved. The need for high-quality educators & staff in our schools has never been more critical. & we're reminded daily of what's at stake: students' futures. While the headlines are grim, the future doesn't have to be. In this forward-looking presentation, Alexandra Foster, will turn the education talent crisis on its head, diving into proactive & unconventional solutions instead of dwelling only on the problem. She'll share perspectives on how districts should prepare for an uncertain & volatile preK-12 talent marketplace, facilitating a discussion on new human capital strategies that are leveraged from outside of education. * A business is associated with this session.	Basic	Planning & Preparation; Recruitment; Work-Life Integration
Making Your Mission Possible	10/17/24	1:30 PM	2:30 PM	At a time when expectations for serving students have never been higher & 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 & supporting wellness not only helps employees become more engaged, but it can also have a highly favorable financial impact. Come learn how an employer-sponsored, on-site health center can enhance recruitment, strengthen staff retention, improve productivity, significantly reduce healthcare costs & make a genuine difference in the lives of those you employ. * A business is associated with this session.	Basic	Recruitment; Compensation & Benefits; Work-Life Integration

AI in HR: Practical Clinic for Real-World Applications	10/17/24	1:30 PM	2:30 AM	<p>This session is designed to give HR leaders a comprehensive and practical experience with AI tools. Participants will work in a lab environment, engaging with various AI applications and techniques tailored to their specific needs and interests. Participants are required to bring their laptops for the hands-on activities. Limited Space Available.</p> <p>Session Format:</p> <ul style="list-style-type: none"> - Introduction and Objectives - Group Formation and Initial Setup - Hands-On Activity: AI Tools Exploration - Interactive Problem Solving - Rotation and Exploration of Other Tools - Group Presentations and Debrief - Action Planning and Resources 	Basic	Training & Development
We - Are- Family! (At Work)	10/17/24	2:45 PM	4:15 PM	<p>When leaders say their school or district is like a big family, is that good or bad? Participants will use Bowen's Family Systems Theory to better understand the relationships of their employees at work. How can this theory help leaders troubleshoot the interpersonal dynamics that make us want to sing or cry? Participants will learn about the theory & its application to employee relations & will reflect & create a plan for next steps.</p>	Basic	Performance Management; Work-Life Integration
Technology at the Speed of Light: From Social Media to AI	10/17/24	2:45 PM	4:15 PM	<p>We will explore the operational technology instituted by districts to support teachers in classroom, to privacy concerns to curriculum related technology & the advent of ChatGPT & other forms of artificial intelligence on lesson planning & student work. How we can operationalize our educators & staff to provide services in this brave new world.</p>	Advanced	Training & Development
Leadership Matters!	10/17/24	2:45 PM	4:15 PM	<p>Leadership Matters! We all know how important a child's teacher is to his/her learning, but quality leadership is even more important. Don't believe me? Come learn how leadership impacts professional learning; staff engagement & culture; educator performance; staff turnover rates; community involvement; & more. It begins with who we hire, but doesn't end there. Participants will complete a brief analysis of current leadership practices & needs (at the building or district level). & we won't stop there...we will begin to tackle a difficult leadership issue within your district by asking the hard questions & focusing on courageous conversations. Sounds scary? Then you're most likely in the right place.</p>	Advanced	Hiring; Performance Management; Training & Development
Progressive Discipline Through a Human-Centered Coaching Model	10/17/24	2:45 PM	4:15 PM	<p>Are you interested in improving employee engagement & effectiveness? Join us in learning about an innovative process called Progressive Discipline through a Human-Centered Coaching Model that will create opportunities to build relationships, create sustainability, develop & hone employee strengths/talents/skills & support in the retention of great employees. This will also build & elevate leadership capacity to create an organizational culture of growth, support & belonging. Participants will: Examine the purpose of progressive discipline, Become versed in the 5 C's of Progressive Discipline Through A Human-Centered Coaching Model & Identify types of support that create conditions to enhance employee growth & success.</p>	Intermediate	Performance Management; Training & Development
Co-Designing Solutions, a Secret Ingredient to Employee Retention	10/17/24	2:45 PM	4:15 PM	<p>Come learn how one district went from onboarding 100+ teachers each Summer to onboarding 37 teachers. This eHCLE project presentation will outline the purpose, strategies, timeline & data to help participants replicate success with retention in their own district. Participants will walk away with a recipe to adapt to their own setting. Together, we can retain more educators!</p>	Basic	Compensation & Benefits; Work-Life Integration; Career Management
All Aboard! Leveraging Partnerships to Empower School Administrators	10/17/24	2:45 PM	4:15 PM	<p>Southeastern Louisiana University was awarded a 5-million dollar Teacher Quality Partnership (TQP) grant to partner with local districts to support teacher induction, teacher retention & building leadership capacity. The presenters include faculty from the College of Education (co-principal investigator) as well as the the induction coordinator of this grant who works directly with the cooperating districts. The purpose of the TQP grant is to create a teacher induction program & train future leaders to support the novice teachers. This interactive session will allow participants to explore ways partnerships can be leveraged for school district employee retention. We will present data & lessons learned since beginning this project. Participants will utilize group activities to examine the partnership opportunities through the lens of the district partners & the university.</p>	Basic	Orientation & Onboarding; Performance Management; Training & Development
Investigation Nation: How to Nail Your Next Personnel Investigation	10/17/24	2:45 PM	4:15 PM	<p>Title IX is in tumult, but that doesn't mean school personnel administrators are off the hook for understanding the law's requirements. Join a national Title IX legal expert & consultant for an engaging summary of what you need to know about Title IX now, from the controversial to the mundane. You'll leave with answers to many questions, including what version of Title IX is in effect now, how Title IX applies to discrimination & harassment complaints involving employees, & what rights employees have under the law. Whether you are your District's Title IX Coordinator or try your best to avoid Title IX matters at all costs, this session will give you the essential information you need as a school personnel administrator to tackle Title IX. Participants will leave armed with the information they need to confidently implement the law in their districts.</p>	Basic	Performance Management; Career Management

Transforming Principal Evaluation into a Growth Tool: The Secret Sauce of Principal Retention	10/17/24	2:45 PM	4:15 PM	Learn about Nebraska District 145 Public Schools' two-year journey to transform principal evaluation from an end-of-the-year summative event to an individual continuous improvement cycle aligned to accomplish the district's strategic plan. Assess how your district's current principal evaluation provides timely, specific, descriptive, formative feedback to affirm current effective practice & intervene in ineffective practice. Identify when principals' actions occur on specific evaluation criteria to determine the timing of a feedback focus. Leverage the power of principal reflection & self-assessment before, during & after action coupled with supervisor feedback to cause continuous growth. Learn the challenges of systematically & systemically implementing principal evaluation on a quarterly basis to grow & retain principals. Leave with a sample two-year implementation plan to transform principal evaluation into an individual continuous improvement cycle.	Basic	Performance Management; Training & Development
Strategies to Support and Retain Alternatively Licensed Teachers: Data-Driven Insights from Voices in the Field	10/17/24	2:45 PM	3:15 PM	In this session, we explore the top professional development needs of alternatively licensed teachers as identified by a comprehensive survey of the teachers, educational leaders, and HR professionals. Combining survey results with the insights of district HR leaders, this session provides actionable strategies to equip alternatively licensed teachers to meet the diverse needs of today's students. Attendees gain a deeper understanding of how to implement effective training and development programs and create inclusive onboarding experiences to foster a dynamic and diverse educational workforce across the United States. * A business is associated with this session.	Basic	Orientation & Onboarding; Performance Management; Training & Development
#TeachersServeToo: Resurrecting Educator Respect in Your Community	10/17/24	2:45 PM	3:15 PM	Join author Evan Erdberg as he discusses his new book #TeachersServeToo with Kansas City Kansas Public Schools Superintendent, Dr. Anna Stubblefield. Together, they will explore the state of teaching & how they build educator respect in their own communities. Be inspired by the insightful conversation with these leaders & leave with actionable advice to increase teacher respect at your school. * A business is associated with this session.	Basic	Compensation & Benefits; Work-Life Integration; Career Management
Turning Challenges into Opportunities: Insights and Strategies for Implementing a K12 Human Capital Management System	10/17/24	3:45 PM	4:15 PM	From addressing change resistance and ingrained cultures to tackling technical debt, siloed data, and inefficient processes, implementing and adopting a new human capital management system (HCMS) can present many challenges for K12 leadership. At a time when talent acquisition and retention have become mission critical, with 86% of K12 public schools reporting challenges hiring teachers for the 2023-24 school year according to the National Center for Education Statistics, overcoming these challenges provides opportunities for agile recruitment strategies, increased efficiency, and improved candidate and employee experiences. This interactive session will provide participants with valuable insights from our firsthand experience implementing a full suite HCMS. We will share our lessons learned and strategies developed to overcome the many challenges of a HCMS implementation and adoption.	Intermediate	Recruitment; Hiring; Work-Life Integration
Paid Leave and Your Organization: 6 Ways PFML Impacts HR Ops	10/17/24	3:15 PM	4:15 PM	Paid Family and Medical Leave (PFML) is on the move. If it's hasn't been implemented in your state, it could be on the horizon. With the uncertainties surrounding PFML, it is imperative for HR professionals to stay well-informed. We'll explore the practical aspects of PFML and its impact on your employee benefits program. This knowledge is essential for protecting both your organization and your employees, while ensuring compliance with the law. Key points: • Understand types of paid leave and commonalities in the 13+states who've adopted mandatory PFML • Identify implications of PFML on your organization • Effectively prepare for managing leave under this law Don't miss this opportunity to gain practical insights and actionable strategies that will equip you to navigate the complexities of PFML confidently and efficiently. * A business is associated with this session.	Basic	Planning & Preparation; Compensation & Benefits; Work-Life Integration
No Time for Downtime: Substitute Teachers Keep the Learning Going	10/18/24	8:00 AM	9:00 AM	Substitute teachers teach at least a full year of a student's PK-12 education. This session will provide ideas & resources to school districts on how to revolutionize the role of the substitute teacher as an educational bridge while the teacher of record is absent. We'll cover helpful recruitment, training & retention strategies. * A business is associated with this session.	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
Shifting the Needle for Retention: Workforce Strategy to Address the National Educator Shortage	10/18/24	8:00 AM	8:30 AM	As the educator shortage continues to grow, how can districts shift the needle on retention, improving employee experience for the benefit of student outcomes? Scottsdale Unified School District is taking a data-informed, holistic approach to workforce strategy. Hear from Alexis Wilson, Assistant Superintendent of Human Resources, about their work in: + Measuring and responding to workforce data and metrics + Creating workforce strategy capacity and capability with their leaders + Cascading priorities through district ecosystems, informed by research and HR best practice Key takeaways: + Understand the importance workforce data, K12 sector research, and HR best practice in improving educator retention + Practical and innovative approaches to leading K12 HR transformation at the local level + Actionable insights from districts to uplift leader capacity and capability in workforce strategy. * A business is associated with this session.	Basic	Planning & Preparation; Training & Development

Modernizing Employee Benefits for 2025	10/18/24	8:30 AM	9:00 AM	<p>Savvy employers understand preparation is key to getting ahead in a competitive job market. In this session, we are anticipating 2025 benefits trends through the lens of today's real-world headlines. This provides context to current issues, offering proactive solutions to challenges like wellness program participation, employee engagement, and retirement readiness. Get a snapshot of 2025's workplace trends now! Key Points: • Anticipate 2025 "must offer benefits" through 2024 headlines • Explore innovative solutions such as accrued sick leave and public service loan forgiveness • Offer takeaways for adding year-round education to improve your return on investment.</p> <p>* A business is associated with this session.</p>	Basic	Recruitment; Compensation & Benefits
Building Bridges: Strengthening Collaboration between State Ed Agencies & School Districts HR Directors to Address Educator Shortages	10/18/24	8:00 AM	9:00 AM	<p>Join us for an engaging session where we'll delve into the dynamic collaboration between State Education Agencies (SEAs) & School District Human Resources (HR) Directors, as established in Utah. Presenters will share Utah's promising practices for a wider pipeline to the teacher workforce, bucking the national trend. Discover cutting-edge strategies to foster strong relationships, articulate laws & policies & establish robust feedback loops aimed at tackling the pressing issue of educator shortages. Through interactive discussions, case studies & actionable insights, you'll gain the tools & inspiration to forge powerful partnerships that drive meaningful change in the educational landscape. Don't miss this opportunity to be part of the solution & shape the future of education in your state!</p>	Intermediate	Planning & Preparation; Recruitment; Training & Development
Recruiting Rockstars: How Public Schools Can Win the Talent War with Instagram	10/18/24	8:00 AM	9:00 AM	<p>Tired of the same old recruitment tactics? Join us for a dynamic session exploring how public schools can leverage the power of Instagram to attract top-tier educators & staff. Learn from a school district that's using Instagram to boost brand awareness & stand out from the crowd, showcase the district's unique culture & engage with candidates in a fun & interactive way. In this session, you will learn how to transform your school's Instagram presence from average to awesome & leverage its power for recruitment!</p> <p>* A business is associated with this session.</p>	Intermediate	Recruitment; Compensation & Benefits; Work-Life Integration
HOPE - Hiring Outstanding Professional Educators	10/18/24	8:00 AM	9:00 AM	<p>The educator pipeline is affecting all of us, but how have we changed our hiring practices to reflect the increased demand in positions needed & the depleted pool of candidates? In this workshop we will discuss changes in practices that we have made or need to make in order to meet this change in demand, including how to attract candidates who reflect the ever changing diversity of your local population. There will be time for discussion & sharing led by a current Assistant Superintendent of Professional Learning & Human Resources who also served as a building principal for 17 years working towards the goal of Hiring (& Keeping) Outstanding Professional Educators.</p>	Basic	Planning & Preparation; Recruitment; Hiring
The Evolving Role of HR: Why Change Can't Wait and How to Drive it	10/18/24	8:00 AM	9:00 AM	<p>In today's evolving educational landscape, K-12 public school districts face unique challenges that demand innovative approaches from HR professionals. This session delves into the shifting role of Human Resources in supporting the diverse needs of both students and staff. Discover how we spearheaded a culture of continuous improvement that strengthened internal partnerships, improved the perception of HR in our district, and enhanced overall employee experience. Learn practical strategies and insights that can help you foster positive change and make a lasting impact in your district. Don't miss this opportunity to rethink the future of HR in education</p>	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
The Educational Leader Ship: A Voyage Beyond the Interview	10/18/24	8:00 AM	9:00 AM	<p>In this session, participants will be taken on a "cruise" through Hesperia Unified School District's "Assessment Center." This is our process for hiring new administrators, which includes an oral resume, a staff presentation, a technical interview, a writing exercise & finally, a role-playing experience.</p>	Intermediate	Hiring
Two Case Studies, Four Years Apart: Newton County, Georgia's Journey to Stabilizing Teacher Retention	10/18/24	9:15 AM	10:15 AM	<p>In 2020 and again in September of 2024, two case studies have been published providing a clear roadmap for districts to see how Newton County has engaged in a comprehensive plan, supporting principals at the school level to improve teacher retention. Hear from Nyree Sanders, Director of Human Resources at Newton County Schools on how this district has employed innovative strategies to empower school leaders to build a work environment for teacher satisfaction and longevity. Through a focus on personalized professional development, impactful mentorship, and initiatives fostering a healthy work-life balance, explore how strategic support at the principal level can significantly enhance teacher retention rates. Join us for an illuminating discussion on the transformative potential of strategic principal support in improving teacher retention in Newton County schools in Georgia.</p> <p>* A business is associated with this session.</p>	Intermediate	Planning & Preparation; Performance Management; Work-Life Integration
Taking Action for School Climate & Culture: NSSEO's InsightX Survey Implementation	10/18/24	9:15 AM	10:15 AM	<p>NSSEO is a special education cooperative dedicated to supporting a diverse student population with significant learning needs. Our team operates across various locations, providing specialized care for students with complex medical, learning, behavioral, and communication requirements. Amid the challenging circumstances brought about by the COVID-19 pandemic and continuing for the past four years, NSSEO has utilized the Humanex Ventures tool, InsightX. This presentation will delve into the InsightX survey, detailing NSSEO's implementation process, the analysis of survey findings, and the development of tailored action plans at both school and district levels. Our knowledgeable presenters will offer insights into their experiences, reflections on the implementation process, and valuable lessons learned throughout this endeavor.</p>	Intermediate	Training & Development

Sexual Misconduct in Our Schools: How to Create Safe Schools and Reduce Liability	10/18/24	9:15 AM	10:45 AM	Sexual misconduct continues to occur at an alarming rate in our nation's schools. What is the standard of care for schools to prevent & respond to sexual misconduct of students by school personnel? This session will review applicable federal regulations, state laws, local policies & best practices. Attendees will be provided a self-assessment tool to review their local policies, procedures & implementation.	Basic	Training & Development
Connecting with Administrators to Promote Successful Performance Management	10/18/24	9:15 AM	10:45 AM	Do your administrators view performance management as a "check the box" process or as a "growth model" for your employees? This session will examine ways that the Human Resources Department in a large school district connects with administrators to provide high quality, interactive professional learning & provides resources to support the implementation of the performance management process as a growth model. Participants will explore activities & technology tools that promote a shared understanding of performance standards & the use of the supervision & evaluation process for continuous improvement & employee retention.	Intermediate	Performance Management; Training & Development
Aligning Registered Apprenticeships to Transform Classrooms in North Dakota	10/18/24	9:15 AM	10:45 AM	North Dakota received approval on a Registered Apprenticeship Program for Teachers (RAP-T) & secured 4.1 million in SAEF grant funding through the USDOL to address the dire teacher shortage in our state. Simultaneously, the ND Department of Public Instruction, in partnership with the Fargo Public School District, the National Center for Grow Your Own & Arizona State University (ASU) is working to launch ASU's Next Education Workforce initiative across the state. This model reimagines how educators collaborate & deliver instruction to students by emphasizing team-based staffing. We see a unique opportunity to blend this ASU work with our Registered Apprenticeship program. The apprentices in our RAP-T are future teachers in ND. Our goal is to embed the ASU Next Education Workforce model within our ND school system & the apprentices enrolled in the RAP-T are an ideal pool of educators to train. This session will highlight the NDDPII RAP-T program, our plans to infuse ASU's Next Education Workforce model in our schools & how we are aligning this work.	Basic	Recruitment; Orientation & Onboarding; Training & Development
Culture Club - Not Just an 80's Band	10/18/24	9:15 AM	10:45 AM	Culture is the one aspect that ties all Human Capital systems together. Have a positive culture? You will attract, hire & retain more highly-qualified candidates. Have a negative culture? The opposite occurs. Join this music packed presentation to learn how to improve culture so it doesn't feel like just another "9 to 5" job. & instead of "Working for the Weekend" only to get to another "Manic Monday," you'll be "Walking on Sunshine" towards another "Lovely Day."	Basic	Orientation & Onboarding; Performance Management; Training & Development
Rethinking the Teacher Shortage Crisis	10/18/24	9:15 AM	10:45 AM	This session will stretch your thinking about the current crisis often referred to as "a teacher shortage." We will delve into recent data & research from state departments of education & educators that paint a different perspective on this pressing issue. Participants will examine whether our current strategies are effectively addressing the root causes of the teacher crisis. Objectives: Analyze recent data & research to gain a comprehensive understanding of the teacher shortage. Challenge the conventional narrative & explore alternative explanations for the current crisis. Evaluate the effectiveness of existing strategies in addressing the core issues contributing to the teacher shortage. Develop informed approaches & solutions to better tackle the real problems within the education system.	Intermediate	Recruitment; Work-Life Integration; Career Management
Closing the Pay Equity Gap: Strategies for Fairness in School HR	10/18/24	9:15 AM	10:15 AM	Is pay equity a priority in your district? This session delves into the importance of ensuring fair & equitable compensation for all employees. Explore practical strategies for conducting pay equity audits, identifying & addressing pay gaps & building a culture of pay transparency in your school district. * A business is associated with this session.	Intermediate	Compensation & Benefits
Bridging the Networking Gap: Empowering All Educators to Build Connections	10/18/24	10:15 AM	10:45 AM	Research suggests that at least 80% of all jobs are filled through a professional network connection. In today's competitive landscape, strong professional networks are essential. This session explores strategies to bridge the networking gap & empower all educators to build valuable connections. Discover effective networking techniques, explore virtual & in-person networking opportunities & learn how to create a culture of collaboration & knowledge sharing within your school district. * A business is associated with this session.	Basic	Work-Life Integration; Career Management
Indiana's Multi-Layered Approach to Addressing Needs in the Teacher Pipeline	10/18/24	10:15 AM	10:45 AM	The educator shortage is complex & requires a multi-faceted approach. Indiana Department of Education's (IDOE's) efforts, with support from the Region 8 Comprehensive Center (R8CC), addresses multiple aspects of the talent career continuum, including: Statewide educator talent marketplace, Visiting Teacher Program in partnership with the Embassy of Spain, Grow Your Own (GYO) program pilot, Work Group focused on expanding Registered Teacher Apprenticeship Projects (R-TAPs), Guidance documents & resources based on research for district & school leaders to support increased data use & re-imagining local strategies to support educators. The results are promising, & include increased collaboration & partnership among PreK-12 districts, institutions of higher education, regional educational service centers, & other organizations, as well as increased intentional use of data to direct funding attached to solutions for educator shortages based on supply & demand data (e.g., state-funded solutions targeting highneed vacancy areas in STEM & special education).	Basic	Planning & Preparation; Recruitment; Hiring