

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 and how we are working to positively address this with both reactive and 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 and retention. At worst we hope this session will provide you with the comfort that comes from knowing "misery loves company" and 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 and hiring practices to diversify its workforce and 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 and hiring processes. Lessons learned, successes and failures and implementation strategies will be shared for districts to readily understand and use in their recruiting efforts. From both the candidates' and 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 and 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 and share insights with other participants for developing a sustainable and 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 and focused throughout their training. Using TV video clips to teach HR topics can be an engaging and effective method to illustrate key concepts, stimulate discussion and provide real-life examples. This entertaining and interactive session will provide examples (and 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 and z and 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 and 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. And clinical practice placements are a win for districts too - districts that host student teachers are less likely to report teacher shortages. But many prep programs and districts are missing key components of those high-quality experiences that can set aspiring teachers and their school districts up for success. The National Council on Teacher Quality (NCTQ) has worked with practitioners, researchers and other experts in the field to develop a framework that details the actions that school districts, prep programs and 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 and 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 and reaped benefits in strengthening their new teacher pipeline and 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 and 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 and retaining the right people is difficult and there are no automatic solutions to ensure that candidates will deliver on the skills they displayed during an interview and assessment rounds once they are in a role. Organizations are now doubling down on values-based recruitment to try and hire people who want something more than just a paycheck every month; they want candidates who believe in their purpose and have a similar overlap in values. This session will look at how integrating them into your overall processes can improve diversity and inclusion and 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 and 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 and 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 and expanding access to quality education, particularly in underserved communities. We'll discuss best practices, case studies and 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 and 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 and 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 and most recently full apprenticeship. As a fast growth district in Central Texas, we have worked to create innovative opportunities to enter the teaching profession and stay in the profession. Through on-site training and 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 and 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 and meaningful difficult conversations can be challenging. However, shying away from difficult conversations can be devastating to your culture and 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 and collaborative activities, attendees will leave empowered with practical ideas and actionable steps to transform the onboarding process and create a culture where new teachers feel valued, supported and 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 and 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 and veteran teachers to foster collaborative classrooms where personalities shine. Through shared planning, teaching and facilitation, we prioritize building strong relationships with our students and delving deeper into data to ensure tailored outcomes for every learner. In this session, CCSD and Clemson staff will share innovative ideas and lessons learned regarding training, structure, funding and 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	In today's educational landscape, teacher shortages and high turnover rates are critical challenges that impact student outcomes. Research shows that supporting and developing educators are vital steps to improving retention and efficacy. One effective way to provide this support is through comprehensive coaching and mentoring programs, which offer personalized guidance and professional growth opportunities. Join us for a session to learn how districts are looking to leveraging the power of Generative AI, districts have been able to transform the way coaches and mentees interact and collaborate, offering unprecedented insights and efficiencies. * 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 and branding tool! These conversations foster retention and engagement and serve as a testament to the district's commitment to its core brand. Utilizing data gleaned from Stay interviews values staff insights, addresses concerns and 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 and 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 and classified unions, emphasizing the core principles of fairness, transparency and collaboration. Negotiating fair agreements is paramount to fostering a harmonious and productive work environment, benefiting both educators and students alike. Navigating negotiations with teachers and classified unions requires a delicate balance of fairness, transparency and collaboration. By prioritizing these principles, districts can cultivate a culture of mutual respect and cooperation, ultimately leading to agreements that benefit the entire educational community. Together, let us embark on a journey towards fair bargaining, transparency and collaboration for the betterment of our schools and the students we serve.	Intermediate	Compensation & Benefits
Building a Win-Win Employee Health Benefits Plan	10/16/24	1:45 PM	2:45 PM	This session will describe the innovative approach used by the School District of New Berlin relative to its healthcare benefit offerings. By thinking outside of the traditional insurance plan structure, the District has been able to mitigate high spending and cost increases to its medical plan budget while also significantly minimizing out of pocket costs to employees. More importantly, employees and their families have access to highly quality healthcare options and an array of tools to be mentally, physically and financially well.	Advanced	Compensation & Benefits
Flexible Scheduling & Remote Work	10/16/24	1:45 PM	2:45 PM	How do we compete for and retain, talented staff members in our non-certified positions in the current job marketplace? Learn how one district has used flexible scheduling and remote work to level the playing field with private sector companies in order to hire great staff. We will discuss the advantages and disadvantages of providing both of these opportunities to staff members and the barriers that you may face along the way.	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	This interactive session will help attendees gain an understanding of the principles of total rewards and learn how school systems can utilize this approach to enhance employee engagement and retention. This session will provide real life examples of successful strategies as well as opportunities to engage with other attendees.	Basic	Compensation & Benefits; Work-Life Integration; Career Management
Our Journey to Diversify Our Teaching Staff	10/16/24	1:45 PM	2:15 PM	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 and to ensure that hiring practices are aligned to reduce bias and attract more candidates of color. The district will share the steps they have taken to attract more candidates of color and what they have done to support educators of color once they have joined the district.	Intermediate	Planning & Preparation; Recruitment; Hiring
5 Techniques to be More Personal While Dealing with	10/16/24	1:45 PM	2:15 PM	For anyone entering the human resources field without any prior formal training, this can all be a daunting task. With the stringentness of enforcing policy, it is easy to lose sight of not knowing you are dealing with the livelihood of people. Due to	Basic	Performance Management;
Read All About It	10/16/24	2:15 PM	2:45 PM	Congratulations, your hard work of recruiting and hiring for your District has paid off, you have on boarded and 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 and tricks Human Resource professionals can use to better connect with employees by leveraging communication plans.	Intermediate	Orientation & Onboarding; Training & Development
We have 200+ Teachers on Permit, Now What?	10/16/24	2:15 PM	2:45 PM	This session will share strategies CMCSS has implemented to recruit and support teachers who are hired on permits. The lessons and adjustments we have made after going from 4 teachers on a permit to over 200 have increased retention efforts.	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	Join us for an enlightening presentation on the design and implementation of a comprehensive compensation program at Fargo Public School District. Our presentation will delve into the strategic objectives, key components and the commitment to transparency and inclusivity that underpin our compensation program. We will share valuable insights on attracting, retaining and rewarding top talent, while ensuring fairness and equity for all employees.	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 and elevate talent management strategies. We delve into techniques for leveraging data to attract, onboard and retain top-tier professionals, focusing on unique approaches that foster employee growth and increase retention. Our expert panel will share insights on using analytics unique to their district to optimize recruitment and onboarding processes, enhance employee engagement and implement analytics to identify and 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 and 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 and onboard more efficiently Actionable takeaways to positively impact retention and employee experience You'll also have the chance to engage in conversation with our experts and 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 and Rockdale County Public Schools, as we all work to create pathways to engage and retain teachers. Various approaches will be shared regarding what works and what is a work in progress. This team will share what they do to support their early career and induction-level Educators through their induction years as well as being responsive to the needs of both Educators and 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 and supported through the first 3-5 years.	Intermediate	Recruitment; Performance Management; Training & Development
School Leaders Diversifying the Educator Pipeline	10/16/24	3:30 PM	4:30 PM	"School Leaders Diversifying the Educator Pipeline" will concentrate on the deliberate pursuit, recruitment and retention of BIPOC (Black, Indigenous and People of Color) educators, employing a culturally relevant perspective. Administrators will participate in self reflective exercises aimed at understanding their own identities, while also acquiring essential skills in talent acquisition to bolster diverse representation for the benefit of all learners.	Intermediate	Recruitment; Hiring; Orientation & Onboarding
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 and retaining teachers is tremendously critical. Learn how one suburban district redesigned their teacher recruitment strategy by designing and developing a more holistic and comprehensive learning opportunity to foster the growth of new-to-the profession teachers before we interview and hire them. Specifically, this session will focus on Ankeny's story, sharing details of how they planned their Educator Empowerment committee and the workshop they offered to new-to-the profession teachers. Ankeny will walk you through the design of their Educator Empowerment Workshop and share resources you can take back to your district.	Advanced	Recruitment; Work-Life Integration
Rural Renaissance: Navigating the Teacher Shortage with Apprenticeship Innovations	10/16/24	3:30 PM	4:30 PM	Join the registered Teacher Apprenticeship Program (TAP) leadership team from Laramie County School District 1 in Cheyenne, Wyoming to learn about successes and challenges related to the design and implementation of a thriving teacher apprenticeship ecosystem in a rural community. In this presentation, we will walk you through our unique journey, engage you in thoughtful discussion and activities and provide you with actionable takeaways that may be helpful for implementing a TAP of your own. We will share data about the vacancy and turnover rates in difficult-to-fill content areas, steps for conducting a comprehensive needs assessment, recruitment and selection processes, our mentorship framework, post-secondary partnership considerations and more. We're looking forward to engaging in dialogue about the impact of apprenticeship programs in K-12 education.	Basic	Planning & Preparation; Recruitment; Training & Development
Women Rising: Empowering Career Advancement	10/17/24	10:15 AM	11:15 AM	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 and inspiration from renowned authors Sally Helgesen and 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 and fostering the growth of female leaders within your organization. Don't miss this opportunity to take charge of your professional development and empower others to do the same.	Basic	Career Management
Using an HR Audit to Improve Your Department	10/17/24	10:15 AM	11:15 AM	This presentation will share one district's 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 and put processes and 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 and administrators use AI in the HR office? Participants will learn ways to increase efficiency and 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 and norms. It's a powerful tool that can help you attract, retain and motivate your employees. How do you leverage your culture to create a positive and 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 and empower them to succeed well beyond the first day of school. Join us as we show you how we have transformed a stagnant and rigid orientation to a personal and 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 and 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 and 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 and employee experience in the aftermath of the COVID-19 pandemic. By delving into innovative strategies and 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 and retain top talent as well as ways to enhance the employee experience to ensure satisfaction, well-being and productivity will be discussed. Additionally, the presenters will teach strategies which	Basic	Planning & Preparation; Recruitment; Training & Development
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 and the escalating number of vacant teaching positions across the nation, it is imperative for district leaders to innovate pathways and 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 and on-the-job partnership frameworks. Through avenues such as paid internships, para to professional pathways and associate teacher substitutes OCPS has effectively dismantled barriers such as time constraints geographic limitations and financial burdens positioning itself as the preferred destination for talented aspiring teachers. Attendees will gain valuable insights into these pathways and discover how to attract and support our next generation of educators. This session offers an opportunity to gain insights into how OCPS has strategically implemented various pioneering pathways and initiatives tailored to meet and 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 and processes. We will discuss how to engage more stakeholders in the process and how checklists can benefit both the employee and the District because onboarding cannot be the sole responsibility of Human Resources.	Basic	Orientation & Onboarding; Training & Development
Recruiting for a Diverse Workforce: Lessons Learned and Best Practices	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 and 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 and HSIs, instituting leadership development programs, creating career advancement pathways and actively dismantling systemic barriers to education. These measures have demonstrated TUSD's dedication to creating a workplace where every individual feels valued, respected and empowered to contribute to their full potential.	Intermediate	Recruitment; Hiring
Recruitment & Branding Study 101	10/17/24	10:45 AM	11:15 AM	Recruitment and Branding Study 101 Are you ready to take the leap into the creation of a recruitment and 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 and interpretation of a short branding survey that you can implement quickly and with very little expense and the results will give you a beginning road map for your recruitment and branding work.	Basic	Planning & Preparation; Recruitment
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 and customer experience. Engage in discussion on their most impactful HCMS moves last year. Leave with access to an audit tool and 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 and 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 and measures that can be implemented in any district, regardless of size, to enhance belonging in employee recruitment, selection, onboarding and retention. Please join us as we showcase how Prince William County Public Schools is ensuring the thriving futures of our employees and students and 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 and 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 and 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 and 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 and wellbeing, career path and principal leadership. Gain valuable perspectives on fostering a supportive environment for teachers and improving retention rates in your schools. Join us as we delve into the research and uncover strategies for cultivating long-term success and 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 and essential skills, all necessary for navigating the many challenges faced by educational leaders and local government. Together, we need to create a workplace where employees of ALL generations can flourish and lead fulfilling lives in and out of the workplace. It is, therefore, essential to find ways to intrinsically motivate and retain employees across all generations and to especially understand and 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 and 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 and Address Recruitment & Retention Challenges Description: Passing certification exams is a significant milestone for new teachers, often accompanied by stress and uncertainty. Supporting teachers to succeed on their certification exams not only ensures their confidence and effectiveness in the classroom but also plays a crucial role in addressing recruitment and 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 and empower them to pass their exams successfully. 3. Exploring how engaging and supportive test preparation can mitigate recruitment and 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 and 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
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 and sustains its more than 90% retention rate of new employees through teacher voice, choice and 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 and 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 and classified staff to build a positive relationship between HR and our employees.	Basic	Orientation & Onboarding; Performance Management
We - Are- Family! (At Work)	10/17/24	2:45 PM	4:15 PM	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 and its application to employee relations and will reflect and create a plan for next steps.	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	We will explore the operational technology instituted by districts to support teachers in classroom, to privacy concerns to curriculum related technology and the advent of ChatGPT and other forms of artificial intelligence on lesson planning and student work. How we can operationalize our educators and staff to provide services in this brave new world.	Advanced	Training & Development
Leadership Matters!	10/17/24	2:45 PM	4:15 PM	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 and culture; educator performance; staff turnover rates; community involvement; and more. It begins with who we hire, but doesn't end there. Participants will complete a brief analysis of current leadership practices and needs (at the building or district level). And we won't stop there...we will begin to tackle a difficult leadership issue within your district by asking the hard questions and focusing on courageous conversations. Sounds scary? Then you're most likely in the right place.	Advanced	Hiring; Performance Management; Training & Development

Progressive Discipline Through a Human-Centered Coaching Model	10/17/24	2:45 PM	4:15 PM	Are you interested in improving employee engagement and effectiveness? Join us in learning about an innovative process called Progressive Discipline through a Human-Centered Coaching Model that will create opportunities to build relationships, create sustainability, develop and hone employee strengths/talents/skills and support in the retention of great employees. This will also build and elevate leadership capacity to create an organizational culture of growth, support and 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 and Identify types of support that create conditions to enhance employee growth and success.	Intermediate	Performance Management; Training & Development
Co-Designing Solutions, a Secret Ingredient to Employee Retention	10/17/24	2:45 PM	4:15 PM	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 and 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!	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	Southeastern Louisiana University was awarded a 5-million dollar Teacher Quality Partnership (TQP) grant to partner with local districts to support teacher induction, teacher retention and building leadership capacity. The presenters include 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 and train future leaders to support the novice teachers. This interactive session will allow participants to explore ways partnerships can be leveraged for school district employee retention. We will present data and lessons learned since beginning this project. Participants will utilize group activities to examine the partnership opportunities through the lens of the district partners and the university.	Basic	Onboarding & Orientation; Performance Management; Training & Development
Strategies to Support & Retain Alternately 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 themselves, along with HR professionals and educational leaders. This joint project by Moreland University and Arizona State University offers valuable insights from a survey conducted across Arizona, with results that are applicable to schools and districts nationwide. Aligned with the HCLE standards, 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 through informed decision-making 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
Using Stay Interviews to Fuel Your District's Strategic Plan	10/17/24	2:45 PM	3:15 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 and bolts of the Stay Interview process, offering practical strategies and tools for implementation. More importantly, we will showcase how we are leveraging this feedback to drive tangible improvements at both the school and district level	Basic	Training & Development
#TeachersServeToo: Resurrecting Educator Respect in Your Community	10/17/24	3:15 PM	3:45 PM	Join author Evan Erdberg as he discusses his new book #TeachersServeToo with Kansas City Kansas Public Schools Superintendent Dr. Anna Stubblefield and Bellwood School District 88 Superintendent Dr. Victoria Hansen Stockton. Together, they will explore the state of teaching and how they build educator respect in their own communities. Be inspired by the insightful conversation with these leaders and 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
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	Join us for an engaging session where we'll delve into the dynamic collaboration between State Education Agencies (SEAs) and 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 and policies and establish robust feedback loops aimed at tackling the pressing issue of educator shortages. Through interactive discussions, case studies and actionable insights, you'll gain the tools and inspiration to forge powerful partnerships that drive meaningful change in the educational landscape. Don't miss this opportunity to be part of the solution and shape the future of education in your state!	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	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 and staff. Learn from a school district that's using Instagram to boost brand awareness and stand out from the crowd, showcase the district's unique culture and engage with candidates in a fun and interactive way. In this session, you will learn how to transform your school's Instagram presence from average to awesome and leverage its power for recruitment! * A business is associated with this session.	Intermediate	Recruitment; Compensation & Benefits; Work-Life Integration

Solving Your Teacher Shortage: On the Job Solutions to Filling Your Talent Pipeline	10/18/24	8:00 AM	9:00 AM	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 and 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 and retention and become employers of choice.	Basic	Recruitment; Training & Development
Total Rewards & Culture & Climate - Keys to Recruitment & Retention	10/18/24	8:00 AM	9:00 AM	The presentation will identify different ways that utilizing a total rewards mindset along with a focus on a positive climate and culture from the district office down to the schools can lead to an effective recruitment and retention program.	Intermediate	Recruitment; Hiring; Compensation & Benefits
HOPE - Hiring Outstanding Professional Educators	10/18/24	8:00 AM	9:00 AM	The educator pipeline is affecting all of us, but how have we changed our hiring practices to reflect the increased demand in positions needed and 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 and sharing led by a current Assistant Superintendent of Professional Learning and Human Resources who also served as a building principal for 17 years working towards the goal of Hiring (and Keeping) Outstanding Professional Educators.	Basic	Planning & Preparation; Recruitment; Hiring
Continuous Improvement in a Time of HR Uncertainty	10/18/24	8:00 AM	9:00 AM	This session looks at HR challenges in K-12 school districts amidst shifting labor markets. Presenters will share key strategies for fostering a continuous improvement mindset, establishing a compelling employer brand and deploying innovative recruitment methods. We highlight the crucial role that effective onboarding and training play in employee retention, alongside initiatives to enhance the overall employee experience. By prioritizing employee-centric practices, districts can navigate shortages and competition, ensuring a resilient workforce aligned with their mission and values, ultimately contributing to student success.	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
Making Your Mission Possible	10/18/24	8:00 AM	9:00 AM	At a time when expectations for serving students have never been higher and with the competition for available district funds becoming more complex, HR leaders must seek solutions that not only address staff needs, but also provide a reliable return on investment. Not surprisingly, research across numerous industries indicates that emphasizing and supporting wellness not only helps employees become more engaged, but it can also have a highly favorable financial impact. Come learn how an employer-sponsored, on-site health center can enhance recruitment, strengthen staff retention, improve productivity, significantly reduce healthcare costs and make a genuine difference in the lives of those you employ. * A business is associated with this session.	Basic	Recruitment; Compensation & Benefits; Work-Life Integration
The Educational Leader Ship: A Voyage Beyond the Interview	10/18/24	8:00 AM	9:00 AM	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 and finally, a role-playing experience.	Intermediate	Hiring
No Time for Downtime: Substitute Teachers Keep the Learning Going	10/18/24	9:15 AM	10:15 AM	Substitute teachers teach at least a full year of a student's PK-12 education. This session will provide ideas and 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 and retention strategies. * A business is associated with this session.	Intermediate	Recruitment; Orientation & Onboarding; Training & Development
The Great Divide: Candidate & Employee Barriers to Recruitment, Interviewing & Onboarding & How to Overcome Them	10/18/24	9:15 AM	10:15 AM	How can we make sure we aren't losing quality employees before they even make it through the door? This presentation delves into the three main barriers (communication, time and costs) on both the side of the candidate and employer that hinder the timely selection and efficient onboarding of quality employees. The presentation concludes with an opportunity for participants to collaborate regarding strategies to overcome the barrier.	Basic	Planning & Preparation; Hiring; Orientation & Onboarding
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 and respond to sexual misconduct of students by school personnel? This session will review applicable federal regulations, state laws, local policies and best practices. Attendees will be provided a self-assessment tool to review their local policies, procedures and 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 and provides resources to support the implementation of the performance management process as a growth model. Participants will explore activities and technology tools that promote a shared understanding of performance standards and the use of the supervision and evaluation process for continuous improvement and 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) and 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 and Arizona State University (ASU) is working to launch ASU's Next Education Workforce initiative across the state. This model reimagines how educators collaborate and 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 and 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 and how we are aligning this work.	Basic	Recruitment; Orientation & Onboarding; Training & Development
Transforming Principal Evaluation into a Growth Tool: The Secret Sauce of Principal Retention	10/18/24	9:15 AM	10:45 AM	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 and 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 and self-assessment before, during and after action coupled with supervisor feedback to cause continuous growth. Learn the challenges of systematically and systemically implementing principal evaluation on a quarterly basis to grow and 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
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 and 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. And 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 and research from state departments of education and 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 and research to gain a comprehensive understanding of the teacher shortage. Challenge the conventional narrative and 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 and solutions to better tackle the real problems within the education system.	Intermediate	Recruitment; Work-life Integration; Career Management
Evaluating the Outcome: Unlocking the True Value & ROI of your HR	10/18/24	9:15 AM	10:15 AM	Within the K12 educational framework, the measure of success hinges on the performance of its staff and the caliber of education provided for children's future triumphs. Data indicate that the performance of principals and teachers, as well as how tools are employed by the school administration for the overall success of the establishment, are of equal significance. Allow me to share an authentic example of how an organization transitioned from a lack of Key Performance Indicators to crafting an impactful HR strategy via an evidence-based, data-driven approach. Understand how to pinpoint inefficiencies or hurdles within your institution and how to expertly harness technology to meet evolving business requirements. * A business is associated with this session.	Intermediate	Orientation & Onboarding; Performance Management; Training & Development
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 and equitable compensation for all employees. Explore practical strategies for conducting pay equity audits, identifying and addressing pay gaps and 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 and empower all educators to build valuable connections. Discover effective networking techniques, explore virtual and in-person networking opportunities and learn how to create a culture of collaboration and 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	<p>The educator shortage is complex and 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 and resources based on research for district and school leaders to support increased data use and re-imagining local strategies to support educators. The results are promising, and include increased collaboration and partnership among PreK-12 districts, institutions of higher education, regional educational service centers, and other organizations, as well as increased intentional use of data to direct funding attached to solutions for educator shortages based on supply and demand data (e.g., state-funded solutions targeting highneed vacancy areas in STEM and special education).</p>	Basic	Planning & Preparation
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