

AASPA 87th Annual Conference | Nashville, TN
Tentative Clinic & Ignite Sessions
***Sessions & Times are Subject to Change.**

Session Title	Date	Start Time	End Time	Description	Level	Strands
Employee Retention in a Small District: The Benefits of a Personal Approach	10/8/25	10:15 AM	10:45 AM	Employee Retention is a foundational tool for all human resources professionals, especially in K-12 Education. Hear from Lexington City Schools, a small district of 6 school, and their relationship-oriented strategies for employee retention, including the use of employee focus groups, HR Office Hours, Culture and Climate Surveys, and Administrator check ins	Basic	Recruitment; Hiring; Training & Development
Fab Fridays: Where Every New Beginning is a Fabulous One	10/8/25	10:15 AM	10:45 AM	I am eager to share details regarding "Fab Fridays, where every new beginning is a fabulous one." which underscores our agency's enhanced onboarding orientation, designed to ensure new employees feel welcome and integrated into our school and agency from day one. We believe a strong start is crucial for long-term success and satisfaction. During the presentation, I will guide you through our onboarding orientation. This offers a comprehensive introduction to our mission, culture, and team, providing a solid foundation for all new hires. I will also elaborate on the strategies employed to transform our onboarding process, highlighting how we've made it more engaging and effective.	Intermediate	Orientation & Onboarding
You Don't Know What You Don't Know: Helping K-12 HR Leaders Build Strong Systems and Partnerships (From Year 1 to Tenured)	10/8/25	10:45 AM	11:45 AM	K-12 HR leaders are often tasked with navigating complex systems and outdated processes—frequently with limited context or support. In this session, Rick Rodriguez (COO, Lubbock ISD) and Collin Osburn (Solutions Director, Frontline Education) share strategies to help HR leaders work more efficiently, prioritize process improvements, and build strong partnerships. Attendees will explore real-world examples of how intentional onboarding, systems thinking, and smarter resource use can transform HR operations and support long-term student success. * A business is associated with this session.	Intermediate	Planning & Preparation; Orientation & Onboarding; Training & Development
Collaborative Bargaining	10/8/25	10:45 AM	11:45 AM	In Collaborative Bargaining one's awareness of the effect of conflict on the parties involved allows you and other participants in bargaining to assist each other in altering how you all listen, thus deepening reflection, clarifying communication, and empowering all to make decisions. Those involved in Collaborative Bargaining are able shift their mindsets, trust their own good judgment, and co-create agreements.	Basic	Planning & Preparation; Compensation & Benefits
Human First Hiring: How CMS is Reframing Teacher Recruitment Around Relationships	10/8/25	10:45 AM	11:45 AM	In today's competitive hiring market, school districts can no longer rely on long applications and passive job postings to attract top talent. Charlotte-Mecklenburg Schools (CMS) is charting a new course—elevating recruiters as the primary driver of early candidate engagement and focusing on relationships over paperwork. This session will share how CMS has restructured its approach to teacher and teacher leader recruitment by building a compelling new hiring page, launching targeted outreach campaigns, and prioritizing rapid recruiter follow-up. Rather than waiting for candidates to navigate a complex application, CMS is putting human connection at the forefront of its hiring strategy. Attendees will leave with actionable strategies to reimagine recruitment—ranging from enhancing their career site and digital outreach to strengthening human connections and empowering recruiters as ambassadors for the district.	Intermediate	Planning & Preparation; Recruitment
INVISIBLE to INVALUABLE: Empowering Those Who Support	10/8/25	10:45 AM	11:45 AM	Invisible to Invaluable: Supporting Those Who Support This presentation explores effective strategies for school administrators to value and empower essential support staff members – including administrative assistants, custodians, cafeteria workers, bus drivers, nurses, security monitors, paraprofessionals and more – who play a crucial role in creating positive school environments. Key points include: 1. Fostering a collective "we're in this together" culture through celebrating everyday heroes 2. Enhancing communication to the support team 3. Showing authentic gratitude and encouraging appreciation 4. Leading by example to demonstrate respect for all roles 5. Establishing clear boundaries that protect and empower support staff. The presentation will highlight how these approaches create an environment where all staff feel seen and valued, leading to improved school culture, enhanced student experiences, and boosting morale for stronger educational outcomes. Real-world examples and actionable implementation strategies will be provided.	Intermediate	Performance Management; Training & Development; Work-Life Integration

No Magicians in HR	10/8/25	10:45 AM	11:45 AM	Contrary to popular belief, employees don't magically appear or disappear with just a tap of HR's magic wand!!! Clear processes for interviewing candidates and documenting performance are critical in K-12 education. Securing high-level talent for an organization and releasing low-performing talent doesn't happen magically but requires a clear strategy and structure. A well-designed interview structure ensures quality hires and performance documentation aids in accountability. Both of these, if addressed appropriately, will help mitigate legal risks for your organization while positioning the organization to reach its desired outcomes. Session Description: This session will provide an overview of essential practices and challenges in K-12 education while offering practical insights and strategies. Attendees will learn the do's and don'ts of the interview process, ensuring effective hiring protocols that align with school values and goals as well as HR best practices. Emphasis will be placed on the importance of documenting performance, highlighting how thorough records support accountability, professional growth, and informed decision-making. Join us to gain valuable knowledge and tools to navigate these complex issues, partner with organizational leaders in reaching the school organization's established goals, and enhance the employee experience.	Basic	Hiring; Performance Management
Retention is the New Recruitment: Retaining Millennials and Gen Z's in the K-12 Workforce. What You Didn't Know You Needed to Know	10/8/25	10:45 AM	11:45 AM	This session will center on best practices to retain Millennials and Gen Z's in the K-12 workforce as supported by practice and research based methods. Learn about actions your district can take now, considerations for the future, and how stay interviews can provide valuable insight and information on what is most important for Millennials and Gen Z's, what is working well and areas for improvement.	Intermediate	Recruitment; Work-Life Integration; Career Management
I'm Not Really an A**H***: Changing the Perception of the HR Department	10/8/25	10:45 AM	11:45 AM	A hard truth we have to accept in our role as HR administrators is that we're often cast as the villain. The hammer. Some people have even gone so far as to use the word "a**h***" from time to time. But we all know that's a gross distortion of reality—if not an outright lie—because most of us HR folks are not a**h***s. In fact, we're pretty decent people. In this session, you'll see how Hesperia Unified School District's personnel team engages positively with teachers and classified staff to build positive relationships between HR and our employees.	Basic	Performance Management
From Inspiration to Application: How an Award-Winning Conference Fuels Your Teacher Pipeline	10/8/25	10:45 AM	11:45 AM	Discover how the Ankeny Community School District's award-winning Educator Empowerment Conference has become a game-changer in recruiting top teaching talent! This interactive session will equip attendees with practical strategies to plan and host their own impactful conference, designed to attract and inspire future educators. Learn how to leverage a proven marketing plan and dynamic event structure to create a memorable experience that resonates with aspiring teachers. Join us to transform your recruitment efforts and build a powerful pipeline of passionate, skilled educators. The marketing plan utilized by the Ankeny School District for conference planning was recently awarded a top tier "Blue and Gold Award" by the Iowa School Public Relations Association.	Intermediate	Recruitment
Unlocking Motivation: Understanding What Drives Us at Every Stage of Life	10/8/25	10:45 AM	11:45 AM	Unlocking Motivation: Understanding What Drives Us at Every Stage of Life Workshop Description: Motivation is not one-size-fits-all. What inspires a child to learn, a teacher to educate, or a municipal worker to serve their community varies greatly based on age, gender, culture, and personal experience. This engaging and interactive workshop will explore the power of intrinsic motivation—the internal drive that fuels passion, commitment, and satisfaction in both educational and workplace settings. We will discuss the unique needs of diverse populations, including youth, aging workers, and menopausal women, whose physiological and psychological shifts impact their motivation and well-being.	Basic	Work-Life Integration
Enhancing Teacher Support Through AI-Power Coaching and Mentoring: A Case Study of Visalia Unified School District	10/8/25	10:45 AM	11:45 AM	Join us for an insightful session on the successful partnership between Visalia Unified School District and PowerSchool, focusing on how PowerSchool's AI-powered Coaching and Mentoring solution is revolutionizing teacher support and retention. Teacher support and retention is a critical challenge faced by many school districts. Visalia Unified School District has partnered with PowerSchool to address this issue through an AI-powered Coaching and Mentoring solution. This session will explore how the platform: • Summarizes Coaching Conversations: Automates the transcription and analysis of coaching sessions, providing actionable insights and saving time for both mentors and mentees. • Provides Data-Driven Insights: Offers detailed tracking across multiple metrics, empowering district leaders to make informed decisions for continuous improvement. • Adapts to Any Coaching Model: Customizes to fit the unique needs of the district, ensuring personalized support for every educator. This session will delve into the practical implementation and quantifiable impacts of this innovative platform. * A business is associated with this session.	Intermediate	Orientation & Onboarding; Performance Management; Training & Development

Burn Bright, Don't Burn Out: Igniting Lasting Energy in Education	10/8/25	10:45 AM	11:45 AM	This presentation explores the critical importance of mental health for K-12 leaders, educators, and school staff. It highlights the risks of burnout and the need for self-care, self-awareness, and resilience across all school roles. Participants will learn: 1) Why leader and educator mental health matters. 2) The top three strategies to prioritize self-care and mental health. 3) Practical resources and tools available. By embracing these strategies and supports, educators and leaders can boost resilience, prevent burnout, and foster a healthier, more sustainable school community and work-life balance.	Basic	Orientation & Onboarding; Training & Development; Work-Life Integration
Rethinking Classified Staffing: A Partnership Approach to Daily Flexibility and Network-Wide Support	10/8/25	11:00 AM	11:30 AM	Finding enough support staff each day is a challenge for schools, especially when traditional sub pools and backup plans can't keep up. In 2023, Rocketship Public Schools tried something different: through an innovative partnership they created a shared flexible team of workers trained to step into key roles as needed across their network. This session will share how Rocketship now uses this shared team to fill roles like paraprofessionals, office managers, after school staff, and testing proctors—quickly and without adding more work for their HR teams. Attendees will learn how creating a regional team of support staff can help schools respond faster to daily needs, improve consistency for students, reduce stress for school leaders, and strengthen overall school climate. We'll also share how this model benefits existing classified staff, allowing them to take necessary sick days or time off without feeling like they are burdening their colleagues or disrupting the school day. Leaders will leave with ideas for building their own flexible staffing solutions.	Basic	Planning & Preparation; Recruitment; Hiring
Empowering Employee Growth: Supportive Strategies for Performance Improvement	10/8/25	11:00 AM	11:30 AM	In this dynamic ignite session, participants will explore strategies to enhance employee performance while fostering a workplace culture of growth and development. By shifting from traditional corrective approaches to progressive performance intervention, organizations can create a supportive environment that motivates employees to achieve their potential. This session will provide a comprehensive overview of progressive performance intervention frameworks and performance improvement support plans that prioritize transparency, collaboration, goal alignment, and continuous feedback. Attendees will discuss how to design and implement these tools to address performance challenges constructively, nurture individual strengths, and drive organizational success. Key takeaways will include: Principles of progressive performance management. Examples of harnessing the power of software to enhance efficiency and transparency. Best practices for crafting support plans that are growth-oriented and empowering. Empowering leaders with effective tools and strategies to engage employees in their performance growth. Join us to gain valuable insights and actionable strategies to foster employee success and build a resilient, high-performing workforce.	Intermediate	Performance Management
People Stay Where They Feel Seen: Practical Retention Through Recognition	10/8/25	1:30 PM	2:30 PM	In today's competitive education landscape, school systems face increasing pressure to retain high-quality staff. At Savannah-Chatham County Public School System, we've learned that strategic recognition, when embedded into culture and practice, can be a powerful solution. This session offers a practical, replicable blueprint for building an inclusive recognition framework that reaches every role from bus drivers to principals. Through intentional, low-cost practices like monthly leadership awards, school-based celebrations, internal team superlatives, and district-wide events, participants will see how SCCPSS is shaping a culture where people feel seen, valued, and inspired to stay. Attendees will walk away with: 1) A practical understanding of the connection between recognition and retention 2) Tools to develop a year-round recognition calendar 3) Templates for nominations, certificates, and communication strategies 4) Leadership insights on how to make appreciation visible and sustainable If you're ready to make recognition more than a "nice-to-have," this session will give you the systems, strategies, and inspiration to get started.	Intermediate	Planning & Preparation; Recruitment
Workplace Conflict: Strategies for Effective Resolution	10/8/25	1:30 PM	2:30 PM	In this interactive session, participants will explore the dynamics of workplace conflict and gain practical tools for managing and resolving disputes. By understanding the root causes of conflict, attendees will learn how to approach challenging situations with confidence, empathy, and professionalism. The session will cover communication strategies, emotional intelligence, and the role of active listening in defusing tension, fostering collaboration, and creating a positive work environment. Understanding Conflict Types: Identify different types of conflict and their root causes in the workplace. Communication Skills: Master techniques for clear, assertive, and empathetic communication to address issues without escalation. EIQ: Insight into managing your emotions and understanding others' perspectives to reduce friction. Conflict Resolution Frameworks Building a Collaborative Culture	Intermediate	Performance Management; Training & Development

Student Teachers: Cultivation & Onboarding	10/8/25	1:30 PM	2:30 PM	This presentation provides a comprehensive guide to successfully onboarding student teachers and ensure a smooth transition from coursework to classroom practice. Participants will explore strategies implemented by the Reading School District to create a supportive environment, provide professional development opportunities, and foster early employment offers prior to the completion of student teaching placements within the school district. Ideal for administrators and human resources professionals, this session offers practical tools to help student teachers thrive from day one and fill critical positions within a school district.	Basic	Recruitment; Hiring
New Job, Who Dis? An Orientation That is Fun and Actually Useful	10/8/25	1:30 PM	2:30 PM	Orientation, but make it awesome. We'll show you how we ditched the dull, streamlined paperwork, and built an orientation experience that gets people excited to work here.	Basic	Orientation & Onboarding
Difficult Conversations with Staff - Strategies, Best Practices & Examples	10/8/25	1:30 PM	2:30 PM	Dr. Ryan will discuss strategies for handling difficult conversations with staff. The intended outcome is to provide real-life examples and strategies to implement for all managers.	Basic	Performance Management
Empowering Educators: Strategies to Boost Teacher Success on Certification Exams and Address Recruitment & Retention Challenges	10/8/25	1:30 PM	2:30 PM	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 and drastically lower anxiety. 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	Planning & Preparation; Recruitment; Training & Development
Prioritizing People: Leveraging Staff Well-Being Data to Drive Strategic Action	10/8/25	1:30 PM	2:30 PM	As education leaders continue to navigate the challenges of recruitment and retention, understanding and addressing employee well-being is more essential than ever. This session will highlight the Fargo Public Schools' partnership with Vital—a staff experience and engagement platform—to intentionally gather, analyze, and act on real-time feedback from employees. We will share how we integrated Vital survey data into district-wide strategic planning and HR decision-making, including the development of targeted supports, transparent communication systems, and responsive wellness initiatives. Participants will leave this session with actionable strategies for embedding well-being metrics into their own human capital systems, examples of how feedback loops can strengthen culture, and tools to move beyond data collection into meaningful change. This presentation is especially relevant to HR professionals seeking innovative, people-centered approaches to talent development and retention in today's evolving educational landscape.	Advanced	Performance Management; Work-Life Integration
SEEDS - Supporting Educators Entering District Services	10/8/25	1:30 PM	2:30 PM	This session will showcase the Tippecanoe School Corporation's mentoring program for new teachers.	Basic	Training & Development
I am a Mentor, So Now What?	10/8/25	1:30 PM	2:30 PM	The Putnam County School District has established a district-wide mentor program in which teachers are hired specifically to serve as mentors, making mentoring their primary responsibility. These mentors are not current classroom teachers who have to balance teaching with supporting their mentees, allowing them to dedicate the time and focus necessary for effective mentorship. Research indicates that mentors are among the most valuable assets in any organization, including the education sector. Identifying the right mentor is essential for developing a successful mentor-mentee relationship and ensuring the effectiveness of the mentoring program. Once a suitable mentor is selected and the program is implemented, what exactly does the mentor's role involve? How can a school district enhance the effectiveness of its mentors? In this session, we will explore the mentor's responsibilities, key duties, and the ways in which mentors can receive support throughout their journey.	Basic	Recruitment; Orientation & Onboarding; Training & Development
From Conflict to Collaboration: Building a Culture of Respect Through Effective Labor Relations	10/8/25	1:30 PM	2:30 PM	In this foundational session designed for HR professionals at all levels, participants will explore the essential skills and mindsets needed to navigate labor negotiations with confidence and clarity. Drawing from one district's journey from a contentious labor environment—including a strike—to a culture of respect, recognition, and accountability, this session will demystify the collective bargaining process. Participants will learn how to build trust with union partners, apply practical negotiation techniques (including interest-based bargaining), and understand the legal foundations that guide the work. Through reflection, tools, and real-life examples, attendees will leave better equipped to support positive labor relations that strengthen the entire organization.	Basic	Compensation & Benefits

Enhancing Leadership Through HR Expertise: Paulding County School District's Human Resources Training Series	10/8/25	1:30 PM	2:00 PM	The Paulding County School District Human Resources Training Series is a professional development initiative aimed at equipping administrators and supervisors with essential HR knowledge and skills. Focused on compliance, leadership effectiveness, and fostering a positive work environment, the series provides targeted guidance on key HR topics to enhance organizational success.	Intermediate	Training & Development
Using Employee Wellbeing Programs to Drive Employee Engagement	10/8/25	1:30 PM	2:00 PM	Seeing opportunities to incentivize activity to counteract educator stress and burnout, the Propel Your Health Wellness Program was launched in 2015. What began as a step challenge has evolved into a robust employee well-being program. Over ¾ of staff actively participate in the program and a remarkable 97% of staff are satisfied with the program. Blending competition, prevention, and education with monetary and practical prizes, the program continues its evolution, becoming more attuned to holistic well-being and incorporating the Employee Assistance Program within the wellness program.	Basic	Compensation & Benefits; Work-Life Integration
Welcome to Jurassic Park: Recruiting Educators in 2025	10/8/25	2:15 PM	2:45 PM	Terrorized by hungry candidates? Welcome to 2025! Aspiring educators have many questions, loads of anxiety, and get lost easily. We can help them. Let's travel to Jurassic Park together and teach these dinosaurs how to effectively leave the corporate world and begin a new life as an educator. We can show them the way!	Intermediate	Recruitment; Hiring
Fair Labor Standards in K-12: Compliance & Best Practices for HR	10/8/25	2:15 PM	2:45 PM	HR professionals in K-12 education face unique challenges in ensuring compliance with fair labor standards. From managing wage and hour laws for teachers and support staff to navigating overtime, exemptions, and contract considerations, staying up to date is essential. This session will provide key insights, recent updates, and best practices tailored to the education sector to help you mitigate risks and foster a fair, legally compliant workplace.	Basic	Performance Management
Why Teachers Stay: Data-Driven Strategies to Bolster Retention from Day One	10/8/25	3:15 PM	4:15 PM	What makes teachers stay—and how can HR leaders apply that knowledge to shape the entire employee lifecycle? This session draws on a research study completed during the spring of 2025 with alternatively certified teachers across the U.S., who shared why they remain in the profession despite systemic challenges. Participants will explore actionable insights from focus group data, including the pivotal role of mentorship, licensure navigation, program flexibility, and a strong sense of purpose. The session will guide attendees through a set of retention-oriented practices aligned to hiring, onboarding, licensure support, and long-term development. Participants will engage in collaborative discussion and leave with adaptable strategies to improve early career experiences and reduce teacher attrition. * A business is associated with this session.	Basic	Hiring; Orientation & Onboarding; Career Management
Improving Staff Experiences: A Engaging, Holistic Approach to Onboarding & Professional Learning	10/8/25	3:15 PM	4:15 PM	This session provides an in-depth overview of Oak Park Elementary School District 97's comprehensive approach to onboarding and supporting newly hired staff. Participants will gain insights into a structured, mission-driven program that ensures new educators and staff are not only prepared for their learning spaces but also equipped to contribute to a culture of equity, student engagement, and continuous growth. Key components of the program include a thorough new staff orientation to introduce district values, policies, and procedures; a two-year mentoring and induction program that pairs new educators with experienced colleagues for consistent guidance and support; and ongoing professional learning opportunities designed to foster continuous skill development, collaboration, and reflective practice. Together, these elements provide a strong foundation for new educators, helping them thrive both personally and professionally within the district.	Intermediate	Planning & Preparation; Orientation & Onboarding; Training & Development
Proactive Labor Relations in a Unionized K-12 Environment: From Conflict Management to Collaborative Partnership	10/8/25	3:15 PM	4:15 PM	In today's evolving educational landscape, effective labor relations are more critical than ever. This session explores how K-12 HR leaders can move beyond reactive approaches to build collaborative, trust-based partnerships with teachers' unions. Attendees will gain practical strategies to reduce grievances, modernize outdated collective bargaining agreements, and empower school leaders with the tools they need to support fair, consistent labor practices. Through real-world examples and a proactive framework, this presentation will help HR leaders strengthen labor relations as a strategic lever for workforce stability and student success.	Intermediate	Career Management
Building Tomorrow's Teachers Today: Lessons from Our Apprenticeship Journey	10/8/25	3:15 PM	4:15 PM	In Fall 2024, Hutto ISD proudly launched the first Department of Labor-funded Apprenticeship Program in Central Texas. In our inaugural year, we strategically placed and supported 67 future teachers across the district, providing layered mentorship, on-the-job training, and full tuition assistance for their college coursework or certification program. Our apprentices inspire us daily with the impact they are making on our campuses. We believe we have found a powerful solution for building a sustainable future workforce — and, most importantly, for ensuring that exceptional teachers are leading our classrooms. These apprentices are on track to become outstanding educators who are equipped to thrive from day one. Join us as we share our celebrations, lessons learned, and insights from the first year of implementing this innovative program.	Basic	Planning & Preparation; Recruitment; Training & Development

Using AI in Human Resources	10/8/25	3:15 PM	4:15 PM	Using AI in Human Resources to enhance efficiency by providing instant access to employee information, updating job descriptions (using to develop interview questions & matrix), policies (developing letters of reprimand, improvement plans), and answering questions related to benefits along with general HR questions (Chatbot). Streamline hiring through automated application reviews, ensuring the best-fit candidates for positions. AI-powered tools facilitate job placement by matching applicants with roles based on skills and organizational needs. Improving internal communication by delivering timely and personalized updates to employees. Automating routine HR tasks, reducing administrative workload, enhancing decision-making, and improving the overall employee experience.	Basic	Hiring; Orientation & Onboarding; Compensation & Benefits
Recruit & Retain by Sharing Your HR Data Story!	10/8/25	3:15 PM	4:15 PM	Recruit and retain your staff by sharing and communicating your HR Data Story. Bring the positives of working with your district to life by sharing your HR data in a compelling, easy to understand manner. Learn from an experienced district and those in the beginning steps of crafting meaningful messages that will draw staff to your district and help current staff understand the value of being a district employee.	Intermediate	Recruitment; Hiring; Compensation & Benefits
Women Who Lead and Learn: Building Sustainable Networks for Female Leadership in Education	10/8/25	3:15 PM	4:15 PM	Women make up the majority of the education workforce but remain underrepresented in leadership roles. The "Ladies Who Lead and Learn" (L3) initiative was created to address this gap by fostering a professional learning network rooted in trust, equity, and shared growth. In this session, attendees will explore how L3—a regional model developed in suburban Chicago—supports women leaders through vulnerability, reflection, and collaboration. Presenters will share research, structure, outcomes, and strategies for replicating this inclusive leadership model in other districts or regions. Participants will examine how the initiative developed under the umbrella of a regional office of education and how its principles align with AASPA's goals of recruitment, retention, and professional development of highly effective school personnel. Drawing from research by Learning Forward, Keating & Kullar, Barsh et al., and others, this session will demonstrate how intentional professional learning networks (PLNs) can help women leaders overcome systemic barriers such as isolation, implicit bias, and self-doubt. Through the use of structured reflection, keynote storytelling, and monthly collaborative meetings, L3 creates a flexible yet powerful format for professional and personal growth. This session will also explore the importance of male allies in leadership development and how their support plays a critical role in creating inclusive, sustainable systems. HR professionals and school system leaders will walk away with actionable ideas for advancing women into leadership roles, increasing retention, and fostering meaningful peer support systems across roles and districts. Outcomes for Attendees:: Understand the value of personal learning networks (PLNs) for women in educational leadership. Gain tools to establish similar support networks in their organizations. Learn strategies to enhance equity and inclusion in leadership pipelines. Examine strategies for integrating leadership development into HR systems and a deeper understanding of how connection, vulnerability, and storytelling elevate leadership capacity.	Basic	Work-Life Integration; Career Management
Cultivating Rural Teachers: Sowing Seed in Pre-Apprenticeships	10/8/25	3:15 PM	4:15 PM	Attendees will learn how rural districts across Georgia are "Cultivating Teachers through Apprenticeship" by sowing seeds in pre-apprenticeships and investing in their own backyards to develop a robust teaching pipeline. Attendees will review the approaches of three different school systems, learning how they started their programs, the challenges they faced, and the successes they've achieved. Attendees will leave with ideas, resources, and motivation to develop a "grow your own" program that meets their workforce and community needs.	Basic	Planning & Preparation; Recruitment; Training & Development
How's That Working For You: Realistic Strategies for Employee Supervision	10/8/25	3:15 PM	4:15 PM	How's That Working For You: Realistic Strategies for Employee Supervision The act of supervising employees requires a complex set of skills. Leaders can avoid dysfunctional behavioral dead ends by using their agency, influence and communication to change bad habits. Leaders create change when they can get employees to think differently. This session moves participants through approaches that leverage skill in the everyday work of people management, helping leaders disrupt unproductive behaviors and create growth and focus in the work environment.	Basic	Performance Management
Keeping Your Best: Strategic Employee Retention for K-12 Districts	10/8/25	3:15 PM	4:15 PM	This engaging one-hour session addresses one of education's most pressing challenges: retaining high-quality staff amid increasing turnover rates. Dr. Jenkins will guide participants through research-backed retention strategies specifically designed for educational settings. Drawing from her dissertation research on principal retention and successful district-level retention initiatives, this session provides practical approaches for HR leaders to identify retention risks, develop targeted interventions, and create environments where educators thrive long-term.	Intermediate	Orientation & Onboarding; Performance Management; Training & Development

Amplifying Your Talent Pipeline: Growing Special Education Teachers From Within	10/8/25	3:15 PM	4:15 PM	<p>Special education vacancies remain one of the most persistent and difficult-to-fill roles in K-12 education. But two districts—Bellwood School District 88 (IL) and Clarke County School District (GA)—are flipping the script by launching on-the-job degree programs that turn dedicated support staff into certified special education teachers. Join Dr. Victoria H. Stockton, Superintendent at Bellwood School District 88, and Dan Schwartz, Assistant Superintendent of Human Resources at Clarke County Schools, as they share how their districts are investing in paraprofessionals and other classified employees—many of whom already have strong relationships with students—to create a sustainable pipeline of highly qualified special education teachers. Through strategic partnerships with higher education and workforce boards, both districts have built programs that are accessible, affordable, and rooted in real classroom experience. This session will explore how to move beyond emergency staffing and build long-term solutions that elevate internal talent and meet the needs of exceptional learners.</p> <p>* A business is associated with this session.</p>	Intermediate	Recruitment; Hiring; Training & Development
Total Rewards Strategy, The Opportunities to Recruit and Retain Staff	10/8/25	3:00 PM	3:30 PM	How to shift from a recruitment focus to a comprehensive total rewards strategy to improve recruitment and retention in your school district	Intermediate	Recruitment; Compensation & Benefits; Career Management
Expanding the Talent Pool: Recruiting and Hiring Non-Educators as Teachers and Making the Most of the Interview	10/8/25	3:00 PM	3:30 PM	With the ongoing teacher shortage, school districts must rethink traditional recruitment and hiring strategies. This session will explore innovative approaches to attracting, evaluating, and hiring non-educators for teaching positions. Participants will explore how to adjust marketing strategies, streamline application processes, and—most importantly—ask the right interview questions to identify the strongest candidates. The presentation will provide actionable insights on evaluating transferable skills, designing interview questions that reveal a candidate's true potential, and ensuring the hiring process effectively distinguishes high-quality educators. Attendees will leave with practical tools to enhance their interview process, broaden their hiring pool, and make informed decisions that lead to long-term teacher success and retention.	Basic	Recruitment; Hiring; Training & Development
Recruitment: Show Them The "Why"	10/9/25	10:00 AM	10:30 AM	Your candidates are interviewing you as much as you are interviewing them. In order to attract the most committed and appropriate candidates for your needs, you need to make your district and schools come alive. In this session, learn how to identify what makes your school district unique and how to promote that so candidates see the value you can bring to them, and not just the value they can bring to you.	Basic	Recruitment; Hiring
Stop Justing, Start Shifting: Supporting Every Brain at Work	10/9/25	10:00 AM	10:30 AM	We don't tell asthmatics to just breathe — so why do we tell people to just focus, just calm down, or just try harder? This session challenges default thinking about "support" in schools and workplaces, especially for neurodivergent individuals. With punchy real-talk moments and brain-based truths, you'll walk away with a deeper understanding of how to actually support every brain at work — even the ones that don't know they need it. Whether you're leading a team or hiring one, this talk will help you shift from justing to genuinely supporting. (for additional info: By the end of this session, participants will be able to: Identify at least three harmful "just" statements commonly directed at staff or students and explain why they are ineffective. Describe how brain wiring affects behavior, productivity, and engagement — particularly in high-demand roles. Apply brain-based strategies to shift from one-size-fits-all "support" toward responsive, inclusive practices that help every brain thrive.)	Intermediate	Orientation & Onboarding; Training & Development; Work-Life Integration
Teacher Retention	10/9/25	10:45 AM	11:15 AM	During this time of a national teacher shortage, the Michigan Department of Education is prioritizing strategies for the retention of educators. This presentation focuses on the significance of staff retention by way of the National Board Certification (NBC) program, which is designed to promote the professional development, retention, and recognition of educators. We will outline the benefits of NBC, present data from the initial rounds of Michigan grants aimed at supporting educators, and highlight key lessons learned. If your state or district has not yet allocated funds for this respected program, we will explore alternative funding sources.	Basic	Training & Development

Fine Tuning Recruitment of Instructional Interns	10/9/25	10:45 AM	11:15 AM	To attract highly qualified future teachers enrolled in the College of Education Teacher Preparatory program, Orange County Public Schools (OCPS) leverages Florida's Temporary Teacher Internship Certification Pathway to fill classroom vacancies with highly qualified pre-service teachers. Through this recruiting initiative, OCPS has effectively dismantled barriers such as time, location, and financial burden positioning itself as the preferred destination for talented aspiring future teachers. Attendees will gain valuable insight into the Temporary Teacher Internship Certification Pathway and discover how to attract and support our next generation of educators from Colleges of Education. This session offers an opportunity to learn how OCPS has strategically implemented this pathway and tailored it to meet and nurture future educators while filling classroom vacancies. Learning Objectives: 1) Attendees will gain valuable insights on how to accelerate and leverage highly qualified future teachers who are senior interns in the internship pathways to fill current vacancies. 2) Attendees will gain valuable information on the Florida Department of Education's Temporary Teacher Internship Certification Pathway initiative.	Intermediate	Recruitment
Executing on a Teacher Retention Pilot: Expanding District-Wide After Success in a Pilot	10/9/25	10:15 AM	11:15 AM	Teacher retention is a common goal across many districts and the strategic goal often lands in the leaders in HR in a school district. But how do you get everyone on the same page across the district on a teacher retention plan? Presenters will share how a pilot and research-backed data around retention can provide an opportunity for Superintendents, HR leaders, Curriculum and Instruction leaders, Principal Supervisors and Principals to all get on the same page in how they can work together to improve retention in a district. * A business is associated with this session.	Intermediate	Performance Management; T
Homegrown Talent: How Hernando County Filled 90% of Teaching Vacancies from Within	10/9/25	10:15 AM	11:15 AM	Amid a nationwide teacher shortage, Hernando County School District struck a powerful chord—tuning into untapped internal talent to fill classrooms with qualified, committed educators. In this session, Superintendent, Ray Pinder, and Director of HR, Alexis Brown, will share how his district launched an innovative, on-the-job degree program to help paraprofessionals and community members with associate degrees become certified teachers—without leaving their current roles. Attendees will learn how this district-led, workforce-aligned strategy enabled Hernando County to fill 90% of its teaching vacancies internally while increasing staff morale, reducing turnover, and strengthening community ties. This session will provide a roadmap for HR and leadership teams looking to build sustainable teacher pipelines by investing in the people who are already dedicated to their schools.	Intermediate	Planning & Preparation; Recruitment; Hiring
FLSA Unplugged: What K-12 Districts Are Missing and How to Fix It	10/9/25	10:15 AM	11:15 AM	Join us for an interactive session as we unpack key FLSA topics that K-12 districts often overlook. We'll explore best practices for managing non-exempt salaried employees, substitutes, coaches, volunteers, extra duty assignments, and comp time. Learn actionable insights and tips to ensure compliance, mitigate risks, and streamline payroll practices while maintaining fair and consistent treatment for all staff. This session is a must-attend for HR leaders looking to stay ahead of the curve on FLSA compliance in K-12 education. * A business is associated with this session.	Intermediate	Planning & Preparation; Compensation & Benefits
Three Effective Supervision Strategies to Improve Employee Retention	10/9/25	10:15 AM	11:15 AM	Gallup research highlights that strong employee engagement stems from quality supervision and meaningful support from immediate supervisors. Supervisors who foster positive, caring relationships and engage in ongoing dialogue build trust and support, helping employees feel effective in their roles, decreasing potential turnover in their organization. Strategies include establishing a shared understanding of performance expectations, leveraging employees' strengths through coaching, and creating a safe environment for reflective conversations. These approaches not only enhance professional growth but also instill a sense of belonging, which encourages employee retention. Participants will gain practical tools to implement these techniques effectively.	Basic	Performance Management

A Districtwide Approach to Recruiting, Growing & Keeping Great Employees	10/9/25	10:15 AM	11:15 AM	Cherry Creek Schools has developed a bold, districtwide approach to talent development. This session will provide an overview of our Comprehensive Professional Learning Plan (CPLP), which defines success for every role and outlines clear pathways, resources, and growth opportunities. We'll also highlight the Aspiring Educator Pathway as a key CPLP initiative, a teacher apprenticeship pathway that combines 4500+ hours of on-the-job learning with mentorship, collaborative teaching, and college degree coursework. Learn how we've defined essential educator competencies and created a system to develop and document them, building a pipeline of classroom-ready teachers from within the communities we serve. This session will share the inspiration that sparked the initiative, the vision that guides it, and the approach that makes it replicable across districts nationwide. Attendees will gain insight into Cherry Creek's innovative model that: •Develops, Designs, and Articulates professional growth for every employee group in the district •Embeds future educators in high-functioning teams from day one •Seamlessly integrates paid apprenticeships with degree-granting coursework •Prioritizes employee whole wellbeing and community connection	Intermediate	Training & Development
The Employer of Choice	10/9/25	10:15 AM	11:15 AM	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 seven years. During this time, LCPS has greatly diversified all staff, with the ratio of Teachers of Color increasing over 35%. 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 understand & use in their recruiting efforts readily. 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	Recruitment; Hiring; Orientation & Onboarding
Grow Your Own: Kansas City's Co-Teaching Training Model	10/9/25	10:15 AM	11:15 AM	The Kansas City, Kansas Teaching Fellows program is an accelerated program that provides opportunities for professionals outside the field of education to transition into the teaching profession and to be hired in the district as the Teacher of Record. The first year is the most foundational to a teacher's career, and we believe practice is the best path to developing fluency in the skills effective teachers use. The structure of our program ensures that Teaching Fellows can effectively co-own instructional and management responsibilities from the first day of field experience with a Proximity Learning co-teacher. In this session, you will learn how field experience is designed to integrate the Fellows into team teaching, allowing them to share and lead instructional planning, organization, delivery, and assessment with the Proximity co-teacher during the fall semester. This co-teaching model also allows participating teachers to align instructional practices with students' needs. * A business is associated with this session.	Basic	Recruitment; Orientation & Onboarding; Training & Development
Beyond Hiring: The Real Work of Growing and Keeping Great Teachers	10/9/25	10:15 AM	11:15 AM	Join us to explore the innovative recruitment, retention, and professional development strategies implemented by Newport News Public Schools (NNPS), the 9th largest school division in Virginia, recognized for its diversity and regional impact. This presentation will highlight how NNPS has successfully addressed barriers contributing to teacher turnover and strategies for recruitment. Two years ago, NNPS initiated the iteach partnership. By implementing a supportive Teacher Licensure Cohort model, NNPS has achieved notable success, which has contributed to the decrease in teacher turnover. Learn about the impactful outcomes and valuable lessons learned throughout this journey. You will leave this presentation with key ideas for how to develop teachers so they are more effective in the classroom and want to remain in your school district. * A business is associated with this session.	Intermediate	Recruitment; Hiring; Training & Development
AI-Powered HR: Revolutionizing Workflows with Smart Tools	10/9/25	10:15 AM	11:15 AM	In today's fast-evolving workplace, artificial intelligence is transforming human resource practices. This session explores practical applications of AI in HR, from writing precise job descriptions and personalized staff emails to creating impactful flyers and streamlining processes like district job analysis. Join us to discover how integrating AI can save time, reduce human error, and enhance efficiency, all while aligning with key PHCLE standards for effective HR leadership. Walk away with actionable strategies to leverage AI tools and boost your HR team's productivity.	Basic	Work-Life Integration
From Interest to Impact: Rethinking Recruitment; Hiring & Retention	10/9/25	10:15 AM	11:15 AM	In today's competitive job market, traditional recruitment and retention strategies are no longer enough. This session will explore how continuous innovation in attraction, hiring, and retention can help school systems stay ahead. Learn how to leverage data, enhance candidate experience, and implement forward-thinking strategies to build and sustain a strong workforce. We'll share examples, best practices, and actionable takeaways that HR leaders can implement immediately to drive lasting impact in their districts.	Basic	Recruitment; Hiring; Training & Development

Navigating Gender Identity Issues in Education	10/9/25	10:15 AM	11:15 AM	Education institutions must navigate several legal concerns when addressing gender identity, including facility use, athletic participation, discrimination protections, pronoun usage, parental rights, religious concerns, and free speech rights. These issues require schools to both comply with the law and address community concerns regarding how the school district is protecting the safety and rights of both students and staff. Although various federal laws address these issues, they do not provide clear guidelines to help school districts navigate the complex gender identity questions that often arise. This presentation summarizes the current laws applicable to gender identity issues and provides comprehensive guidelines to help education institutions implement practical steps to both comply with the law and uphold the rights and respect the concerns of all involved.	Intermediate	Training & Development
Boot Scoot n' Recruit	10/9/25	1:30 PM	2:30 PM	2-step your way over to the world of recruitment success! We're going to boogie our way from the dance floor to the hiring venue. Learn how to plan your event, engage with the best & brightest in the country, and keep them for the long haul.	Basic	Planning & Preparation; Recruitment
95% Teacher Retention: Insights from the Elevate K-12 Teacher Engagement Survey	10/9/25	1:30 PM	2:30 PM	Struggling with teacher retention? Not sure what's motivating your educators to stay or go? Learn from the Elevate K-12 Teacher Engagement Survey (run 3x/year) to over 1,000 teachers across hundreds of school districts. Hear what's keeping them in teaching and in the classroom, and what might be driving them away. We've used these insights to achieve a 93%+ teacher retention rate over the past 3 years. * A business is associated with this session.	Intermediate	Planning & Preparation; Hiring
The Impact of Employee Attendance on Culture & Productivity: District Office --> Middle & Upper Level Management	10/9/25	1:30 PM	2:30 PM	Consistent employee attendance is a key driver of a healthy organizational culture and sustained productivity. This session explores the connection between staff presence, team morale, and overall effectiveness within school systems—starting at the district office and extending through middle and upper-level management. Participants will examine how attendance patterns influence workplace dynamics, leadership credibility, and service to schools and students. Practical strategies will be shared for fostering a culture of accountability, supporting staff wellness, and addressing attendance concerns in a constructive and legally sound manner.	Intermediate	Performance Management; Work-Life Integration
Continuity in the Classroom: Empowering the Modern Substitute Teacher	10/9/25	1:30 PM	2:30 PM	Substitute teachers are more than stand-ins—they are instructional partners who support continuity and stability in student learning. This session will explore how school districts can rethink the substitute role as a dynamic part of the educational team. Learn practical strategies for recruiting high-quality subs, designing impactful training, and building a culture of respect and retention. Discover tools and ideas to ensure substitute teachers aren't just filling in—they're moving learning forward. * A business is associated with this session.	Basic	Orientation & Onboarding, Performance Management; Training & Development
IP in Color: The Imposter Phenomenon and its Impact in the Workplace	10/9/25	1:30 PM	2:30 PM	The impostor phenomenon, often referred to as impostor syndrome, is marked by self-doubt and a persistent sense of phoniness. While research indicates that 70% of people encounter this phenomenon at some point in their careers, the intensity of the experience varies, with some individuals feeling it more acutely than others. Studies also suggest that the impostor phenomenon is more prevalent among people of color. In this session, I will share findings from a recent qualitative study involving K-12 public school administrators of color. You will hear about their personal experiences grappling with self-doubt and inadequacy in the workplace, the effects on their leadership journey, and the coping strategies they have developed. This session aims to raise awareness about the impostor phenomenon within organizations striving to enhance staff diversity. It focuses on understanding how to support leaders of color in achieving career success and fostering their retention by reinforcing their confidence in their value and contributions. Participants will gain research-based strategies to help address and manage the impostor phenomenon effectively. Additionally, the session seeks to assure those experiencing these feelings that they are not alone and that they truly belong in their roles.	Intermediate	Recruitment
Lions and Tigers and Metrics, Oh My! Creating an HR Dashboard to Measure Your Strategic Plan	10/9/25	1:30 PM	2:30 PM	This session will explore how school districts can effectively use metrics to assess and achieve the Human Resources goals outlined in their strategic plans. Attendees will learn about the process one district used to develop and deploy a strategic plan, as well as the creation of measurement teams that play a critical role in tracking progress. Key topics will include identifying and developing meaningful measures, aligning metrics with district goals, and establishing a data-driven culture. The session will also cover next steps for continuous improvement, ensuring that the strategic plan remains responsive and effective over time. Whether you're in the early stages of planning or refining your approach, this presentation will provide actionable insights for enhancing strategic plan implementation and outcomes through thoughtful metric development.	Intermediate	Planning & Preparation; Recruitment; Hiring

Harnessing AI in HR: Transforming School District Operations	10/9/25	1:30 PM	2:30 PM	As AI continues to reshape HR, school district leaders must understand its potential and risks. This session provides a comprehensive look at how AI can support talent acquisition, staff retention, and compliance with evolving employment laws. Gain insights into AI-assisted hiring, performance management, and employee engagement tools, and explore strategies for leveraging AI ethically and effectively in your district.	Intermediate	Hiring; Performance Management; Compensation & Benefits
New Employee Onboarding and Mentoring - The Most Important Duty of the Personnel Office!	10/9/25	1:30 PM	2:30 PM	Teaching new employees about the culture of your school district is a crucial part of the onboarding process. This session will walk you through what a top-performing Chicago-area school district does both in the initial stages of onboarding and on an ongoing basis throughout the first two years. This will be an open-format presentation which welcomes the sharing of other ideas from attendees for the benefit of all in attendance.	Basic	Orientation & Onboarding; Training & Development
Mitigating Bias in Recruitment: Recognizing and Addressing Common Bias in the Hiring Process	10/9/25	1:30 PM	2:30 PM	Bias significantly impact hiring decisions and limit opportunities for diverse, talented candidates. This session will equip participants with practical tools to recognize and mitigate common biases in the recruitment process. Through real-world examples, research-backed strategies, and interactive discussions, attendees will learn how to implement structured interviews, standardized evaluation criteria, and other best practices to promote fair and equitable hiring. Join us to explore how intentional practices can lead to better hiring outcomes and a more inclusive workplace.	Basic	Planning & Preparation; Recruitment
Global Talent, Local Impact: Leveraging International Teachers to Tackle the U.S. Educator Shortage	10/9/25	1:30 PM	2:30 PM	Across the country, school districts are grappling with a growing teacher shortage—especially in critical areas like special education, bilingual education, and STEM. While districts have explored a range of solutions, one strategy gaining traction is the recruitment of highly qualified international teachers. In this session, HR leaders will gain a practical, non-commercial overview of how the international teacher pathway works—from visa options (J-1, H-1B) and compliance to recruitment, onboarding, and retention. We'll discuss the benefits and challenges, clarify misconceptions, and provide real-world examples of how districts are using global talent to stabilize staffing, enrich classroom instruction, and reflect the diversity of their students. This is a learning session designed to equip HR professionals with the information they need to evaluate international hiring as part of a broader workforce strategy. * A business is associated with this session.	Intermediate	Planning & Preparation; Recruitment; Hiring
Increasing Paraprofessional Retention	10/9/25	1:30 PM	2:00 PM	Join me as we explore the strategies behind increasing paraprofessional retention in the Indian Hill School District. As schools nationwide grapple with declining retention rates, this session will provide a data-backed look at our proactive approach to reversing this trend as we tell the story from our districts' perspective. We will dive into how enhanced job satisfaction, expanded career opportunities, and creative yet financially feasible compensation escalators are driving change for paraeducators. With new data supporting the impact of these interventions, we will examine key findings, discuss implementation challenges, and highlight measurable progress in strengthening this critical workforce. Participants will walk away with practical, scalable strategies to improve retention rates, ensuring that paraprofessionals feel valued, supported, and motivated to continue their essential roles within the educational community.	Basic	Compensation & Benefits; Career Management
Evolving Education Recruitment: Embracing the Virtual Landscape	10/9/25	1:30 PM	2:00 PM	It is important that anyone overseeing recruiting for their school district or educational institution develop practices and protocols for virtual job fairs in order to attract and hire the most desirable candidates. Attendees in this session will learn how to streamline interview and hiring practices, develop a normative process for online fairs, and organize a team of people to effectively recruit staff.	Intermediate	Planning & Preparation; Recruitment; Hiring
A Partnership that Pays: Understanding Your Medical Benefits Package to Contain Costs and Improve Employee Engagement	10/9/25	2:15 PM	2:45 PM	Does your annual spend on health benefits put a strain on your budget and limit what you are able to offer your employees? Do your employees complain that every year they are paying more and getting less from their medical benefits? Let's talk custom strategies aimed at helping you retain and recruit top talent for your district. Whether you are getting a new plan year underway or getting close to open enrollment for next plan year, let us coach you on what questions to ask, data you should be receiving, and steps you can take to foster employee engagement aimed at lowering claims and ultimately next year's premiums. * A business is associated with this session.	Intermediate	Compensation & Benefits
The Family and Medical Leave Act: Legal Update and Best Practices in Leave Administration	10/9/25	2:45 PM	4:15 PM	This session reviews important caselaw involving the FMLA, and provides attendees with useful, practical tips and tools for managing the entire FMLA leave process, including: 1) Determining FMLA eligibility 2) Employee and Employer notice requirements 3) Training administrators and supervisors about their respective roles 4) What constitutes a "Serious Health Condition" 5) Managing the medical certification process 6) Calculating and Tracking FMLA leave 7) The interaction of FMLA with the ADA and Workers' Compensation 8) Addressing return-to-work issues Sample policies and other FMLA leave-related documents will be provided upon request.	Intermediate	Compensation & Benefits; Work-Life Integration

Understanding Employees & Co-Workers: The Power of Personality Tests	10/9/25	2:45 PM	4:15 PM	Understanding Employees & Co-Workers: The Power of Personality Tests: Discover how personality assessments can transform workplace dynamics by fostering self-awareness, improving team collaboration, and aligning strengths with roles. This session will explore practical applications of various assessment tools, providing insights into how they can enhance employee engagement, retention, and organizational culture. Attendees will leave with actionable strategies to better understand themselves and their colleagues, creating stronger, more effective teams. Be prepared for an engaging, interactive session and bring your laptops to fully participate in the activities!	Basic	Orientation & Onboarding; Performance Management; Training & Development
Don't Touch That Dial - Station (Employee Retention)	10/9/25	2:45 PM	4:15 PM	Don't Touch That Dial - Station (Employee Retention) Retention is vital for any successful organization. Retaining talented employees not only reduces turnover costs but also ensures high productivity and morale. Key factors influencing retention include creating a positive work environment, offering competitive compensation and benefits, providing growth and development opportunities, recognizing and rewarding employees, fostering strong leadership, and conducting exit interviews to analyze feedback. By focusing on these areas, organizations can develop effective retention strategies that lead to long-term success and stability. Attendees will: 1) Gain Insight: Learn about the critical factors that influence employee retention and how to address them effectively. 2) Practical Tips: Receive actionable advice on creating a positive work environment, offering competitive compensation, and providing growth opportunities. 3) Best Practices: Understand the importance of recognition and rewards, and how to implement effective programs. 4) Leadership Strategies: Discover how strong leadership and open communication can significantly impact employee satisfaction and retention. 5) Feedback Utilization: Learn how to use feedback from stay/exit interviews to improve retention strategies and address underlying issues. Attending this presentation will equip you with the knowledge and tools needed to retain top talent and ensure the long-term success of your organization.	Intermediate	Planning & Preparation; Recruitment; Hiring
How to Implement Data Driven Practices When Engaging Staff	10/9/25	2:45 PM	4:15 PM	This session on data-driven staff engagement emphasizes using data to improve employee satisfaction and productivity. Attendees will leave with ideas on how data is used to engage and recruit staff.	Intermediate	Recruitment; Training & Development; Compensation & Benefits
BPSU: Growing Teacher Leadership	10/9/25	2:45 PM	4:15 PM	Explore how your school district can leverage professional learning to expand teacher leadership and instill mindsets and instructional practices that align with your district strategic plan. Investigate how one district focused on cohort learning in an internal university model to improve student outcomes. Reflect on your current vision for adulting learning and walk away with concrete practices to implement tomorrow.	Basic	Training & Development; Compensation & Benefits; Career Management
Coaching, Mentoring & Training: A Strategic Growth Approach to Leader Development	10/9/25	2:45 PM	4:15 PM	Developing employees and leaders through an intentional, routine, and consistent framework of skills content requires a comprehensive view of all 3 categories of leader development. Coaching, Mentoring, and Training are not the same. Successful organizations develop each strand. This clinic will provide practical, effective, and easy tools for immediate implementation to create a blueprint for a holistic approach to talent and leader development. Participants will interact and reflect to develop their next steps to create a comprehensive action plan with provided resources.	Intermediate	Orientation & Onboarding; Performance Management; Training & Development
Talking About 'My Generation'	10/9/25	2:45 PM	4:15 PM	Neon socks, jelly bracelets, Umbros, and Madonna hold a place of love in my heart. Why does that matter? My beliefs, my work ethic, my preferred hiring style, benefits, etc. are often tied to my generation. With multiple generations in the workforce, it is essential to know what works, what doesn't, and how we can all just get along! Join this session to dig deep into generations and develop some take away plans for the future in your district.	Intermediate	Recruitment; Hiring; Orientation & Onboarding
Cultivating Healing Centered Leadership in Human Resources	10/9/25	2:45 PM	4:15 PM	In today's rapidly evolving workplace, HR professionals are being called to lead not just with policy—but with presence, empathy, and resilience. This dynamic 90-minute workshop invites Human Resource administrators into a transformative experience to explore what it truly means to be a healing-centered leader. Healing-centered leadership goes beyond trauma-informed care. It recognizes the whole person and centers on creating emotionally safe, culturally affirming, and restorative work environments. As the architects of organizational culture, HR administrators are uniquely positioned to drive this shift. Participants will leave this highly interactive and engaging session with: •A clear understanding of the core principles of healing-centered leadership •Best practices and practical tools to create more compassionate and resilient workplace environments •An opportunity to reflect on their own leadership style and how to better support themselves and others •A renewed sense of purpose, connection, and inspiration to lead with heart	Basic	Training & Development; Work-Life Integration

The Free Speech in Education Playbook	10/9/25	2:45 PM	4:15 PM	Education institutions must balance a number of concerns when addressing the free speech rights of students, staff and public. Specifically, school districts must create an environment that supports the free exchange of ideas while at the same time, provide a safe environment that protects against the harm that unlimited speech can create to the educational environment. The policies and procedures related to school facilities play a vital role in finding this balance. For example, school district must implement policies that protect the free speech rights of the public while, at the same time, ensuring their properties are not used for speech that threatens their educational goals. Further, schools must develop appropriate policies regarding the materials that staff and students can display on campus and monitor school technology in a way that protects against harm but does not improperly limit speech. To address these issues and find the balance that free speech requirements, schools can adopt specific policies that establish clear and specific procedures to establish how free speech will be balanced with the need to protect safety and eliminate speech that interferes with educational programs. This presentation offers a comprehensive pathway to ensure school's policies are updated and implemented in a way that finds the required balance. We will include an "implementation" program that will establish the steps required to incorporate the plan, discuss them with the public, and train staff so the policies can be implemented in a way that respects the rights and concerns of all parties.	Intermediate	Training & Development
Working Neurotypes: Rethinking Fit, Function and Flourishing in Hiring	10/9/25	2:45 PM	4:15 PM	Some hires look perfect on paper but fall apart in practice. Others are quietly sidelined for not fitting the mold—despite having exactly the brainpower needed. What if the issue isn't the people — but how we define fit and function? This session introduces the Working Neurotypes™ framework: a brain-based way to rethink hiring, alignment, and retention. You'll walk away with practical strategies to identify not just who can do the job, but how they'll actually thrive — before burnout, breakdown, or blame. (Additional info: Learning Outcomes: Participants will be able to: Explain how different brain wirings influence communication, task execution, and workplace needs. Recognize signs of misalignment between cognitive wiring and job expectations — and how this affects retention. Apply brain-based considerations to improve job descriptions, interviews, and onboarding processes.)	Intermediate	Planning & Preparation; Recruitment; Hiring
Healing-Centered HR: Trauma Informed Leadership for a Resilient Workforce	10/9/25	3:00 PM	3:30 PM	Adverse Childhood Experiences (ACEs) don't just affect childhood—they shape workplace behaviors, stress responses, and leadership dynamics. This session explores how HR professionals can apply trauma-informed leadership to foster a supportive, resilient workplace. Participants will learn the core principles of trauma-informed care, practical HR strategies for employee well-being, and how to create policies that enhance trust, engagement, and retention. Walk away with actionable steps to build a workplace culture that prioritizes psychological safety and growth.	Basic	Work-Life Integration
Strengthening the Start: A New Approach to Classified Staff Onboarding	10/9/25	3:00 PM	3:30 PM	Learn how to revamp your onboarding experience designed to set classified staff up for success from day one. Recognizing the critical role they play and the feedback that many feel unprepared when starting, we've prioritized a stronger, more intentional launch—a two-day induction program focused on building confidence, introducing essential technology, and reinforcing district-wide commitments. At the heart of this initiative is our commitment to equity and inclusive practices, ensuring every staff member feels valued and empowered. By creating a structured support system, fostering connection, and streamlining onboarding, we aim to set classified staff on a path toward long-term success while strengthening the district as a whole.	Intermediate	Planning & Preparation; Orientation & Onboarding; Training & Development
Cultivating Expertise: A Cohesive Approach to Training & Performance Management	10/9/25	3:45 PM	4:15 PM	This session will explore how to develop, refine, and implement a comprehensive system for training and performance management. Focusing on data-driven decision-making, this session will demonstrate a replicable process for building and refining a cohesive pathway that aligns strategic training with performance management processes. Attendees will gain insight into creating flexible and targeted training programs that meet the diverse needs of personnel at varying stages of expertise. By connecting professional learning and development initiatives with a robust performance management framework, this session will showcase how to foster growth, provide meaningful feedback, and support the retention of high-quality instructional and administrative staff. Leave with a clear, actionable structure for enhancing both individual and organizational performance through a unified approach to training and development.	Basic	Performance Management; Training & Development

Building a Financial Future that Helps You, Your District and Our Profession	10/9/25	3:45 PM	4:15 PM	<p>Our profession is in crisis. The pool of talented, passionate educators to teach and lead our children has become a national issue. School districts are struggling to recruit and retain our nation's best and brightest leaders, and the profession – through a variety of reasons and over the decades – has lost its appeal. Come and learn unconventional recruitment, retention and engagement strategies you can implement in your district by helping employees better understand their salary and benefits package. This holistic and unique approach has consistently shown that when you support educators - outside of their contracted roles - a virtuous loop is created of employees benefiting both personally and professionally, families feel supported, retention rates and attendance rates improve, district morale increases and our profession is elevated. This motivating and instantly practical personal (financial) development journey is one you and your colleagues will not want to miss!</p> <p>* A business is associated with this session.</p>	Intermediate	Compensation & Benefits
Stayin Strong & Standin Tall: Health + Culture in the Substitute Pool	10/10/25	8:00 AM	8:30 AM	<p>Are your fill rates lower than usual? You may have a broken connection with your substitute teacher pool. A strong substitute pool thrives on a culture of respect, support, and appreciation. This session will explore how a positive environment leads to better retention, job satisfaction, and classroom success. We'll discuss strategies for clear communication, professional development, and recognition, as well as the importance of gathering and using substitute feedback to drive meaningful improvements. With real-world examples and actionable tips, this presentation will provide a roadmap for strengthening your substitute pool—keeping them engaged, valued, and ready to step in with confidence (and let's be honest, we're going to raise those fill rates!).</p>	Basic	Training & Development
Making Your Mission Possible	10/10/25	8:45 AM	9:15 AM	<p>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.</p> <p>* A business is associated with this session.</p>	Basic	Recruitment; Compensation & Benefits; Work-Life Integration
Tuned In to Stay: Crafting and EVP That Resonates (+ AI Hacks for ALL HR Nerds)	10/10/25	8:15 AM	9:15 AM	<p>What keeps top talent in tune—and what makes them leave the stage? In this upbeat session, HR leaders will explore how to design a compelling Employee Value Proposition (EVP) that hits all the right notes to recruit and retain staff. You'll leave this session with the tools to audit and evolve your total rewards messaging to reflect what today's educators actually value, with AI hacks to help. This session is rooted in research-based best practices and fully aligned with pHCLE standards in Total Rewards, Talent Acquisition, and Experience Management.</p> <p>* A business is associated with this session.</p>	Intermediate	Compensation & Benefits; Recruitment
High-Yield Recruitment & Retention Strategies: Building a Thriving Educational Workforce	10/10/25	8:15 AM	9:15 AM	<p>In a time when teacher shortages are at crisis levels, what if you could dramatically reduce vacancies and be fully staffed—even in high-need, urban schools? That's exactly what I've done, and in this session, I'll share high-yield recruitment and retention strategies that made it possible. You'll learn how to craft an irresistible employer brand, expand your candidate pipeline, and create a school culture that retains top talent. Whether you're gearing up for hiring season or tackling long-term staffing challenges, this session will equip you with proven, actionable solutions to build a thriving team and drive student success.</p>	Basic	Planning & Preparation; Recruitment; Hiring
Every Employee a Messenger: Training Staff to Represent and Inspire	10/10/25	8:15 AM	9:15 AM	<p>Your school system's best brand ambassadors are already on the payroll—they just need the tools and confidence to do it well! Most employees feel only “moderately informed” about how to be ambassadors for their schools, according to the National School Public Relations Association's proprietary research conducted for hundreds of school systems nationwide. In this interactive session, explore ways to embed communication skill-building into new employee onboarding and regular employee training practices, along with national award-winning example guides and resources. You will walk away with practical ideas to strengthen your employees' engagement in effective communications, which can ultimately help improve public perceptions of your school system.</p>	Intermediate	Orientation & Onboarding; Training & Development

Building a Sustainable Workforce: Strengthening Educator Retention Through Strategic Induction Programs	10/10/25	8:15 AM	9:15 AM	Amidst the backdrop of nationwide staffing dilemmas, Wisconsin also finds itself grappling with unprecedented challenges in recruiting and retaining educators. Wisconsin's Special Educator Induction Program is showing great promise in talent development, leading to greater retention. It uses a strategic human resources approach of professional learning, coaching, and a support network to retain its new educators. This statewide model can be modified for a regional, district, and/or school model. In this session, we will explore retention data, lessons learned, strategies, and resources to implement a successful induction program. Participant Objectives: Participants will discover the three components of successful and effective induction for new educators. Participants will gain ideas, strategies and resources that they can use to start their own successful induction program.	Basic	Orientation & Onboarding; Training & Development
Solving Vendor Management & Staffing Challenges	10/10/25	8:15 AM	9:15 AM	<p>As school districts increasingly depend on contract staff to address educator shortages and fill specialized roles, managing this segment of the workforce has become more complex. Coordinating multiple vendors, navigating inconsistent billing practices, and ensuring proper credentialing and compliance can overwhelm already stretched HR teams.</p> <p>This session, co-led by a district HR executive and a representative from a Managed Service Provider (MSP), will explore strategies to streamline contract staff oversight through centralized systems, standardized processes, and collaborative partnerships. Presenters will share how their coordinated approach has expanded talent pipelines, improved credential tracking, and supported long-term workforce planning.</p> <p>Attendees will also examine the importance of maintaining district control and transparency when working with staffing partners, as well as key differences between restrictive and flexible contract management models. By focusing on real-world challenges and solutions, this session will offer actionable insights for strengthening contract staff oversight and supporting student outcomes through smarter staffing.</p> <p>Participants will leave with a clearer understanding of how to simplify contract staff management while improving quality, compliance, and cost efficiency across the district.</p> <p>* A business is associated with this session.</p>	Intermediate	Recruitment; Hiring
Leading Out Loud: Building a Career and Life You Love	10/10/25	8:15 AM	9:15 AM	What does it look like to lead unapologetically, thrive professionally, and still show up fully at home? In this powerful and personal session, Lisa Boland, Chief Human Resources Officer of one of the largest school divisions in the country—and mother of four—shares her journey of navigating executive leadership while building a life rooted in presence, purpose, and authenticity. From being the first in her family to graduate college to defying expectations in the C-suite without an advanced degree, Lisa offers candid reflections on identity, imposter syndrome, and the reality of being a woman in senior leadership. This session will challenge, inspire, and empower women—especially working moms—to stop waiting for permission and start leading out loud. Attendees will walk away with practical strategies, personal encouragement, and the reminder that you can build a career and a life you love.	Basic	Work-Life Integration; Career Management
From Audit to Action: Aligning Human Capital Systems with Strategic Vision	10/10/25	8:15 AM	9:15 AM	Join a superintendent new to the district and principal-turned-HR director as they share how Northbrook/Glenview School District 30 leveraged both an HR audit and strategic planning process to transform their human capital operations. This session demonstrates how any district—regardless of leadership transitions—can benefit from systematically aligning HR functions with strategic vision. Learn practical strategies for centralizing operations, implementing measurement systems, and creating an "Invested Workforce" where all staff feel valued and supported in their professional growth.	Intermediate	Planning & Preparation; Performance Management; Work-Life Integration
AI Powered HR: Are You Ready for the Future	10/10/25	9:30 AM	10:00 AM	<p>Just like auto-tune for the music industry, Artificial intelligence (AI) is transforming how HR leaders in education manage talent and streamline operations. If you're feeling unsure about AI you're not alone—and you're in the right place. Whether you're hesitant, overwhelmed, or just not sure where to begin, we'll break it all down. You'll get a clear preview of what to expect from the AI Essentials for PK-12 Human Capital Leaders micro-credential. If you've been wondering "Is this AI course really for me?"—this session will help you confidently say yes.</p> <p>* A business is associated with this session.</p>	Basic	Training & Development

The Future of International Teacher Recruitment: Pathways, Policies & Potential	10/10/25	10:15 AM	10:45 AM	As schools navigate teacher shortages and workforce challenges, international teacher recruitment has emerged as a strategic solution for maintaining instructional quality and staffing stability. This session explores the latest trends and policy updates shaping the global educator pipeline. We'll dive into the different types of visas used for international recruitment, walk through the visa process, and examine how shifting immigration policies are impacting the landscape. We'll also explore the cost of teacher turnover—and how international educators can be part of a sustainable solution. Whether you're looking to understand recent changes, explore retention strategies, or assess long-term recruitment options, this session will offer valuable insights and actionable solutions.	Basic	Planning & Preparation; Recruitment; Hiring
Talent Magnets: Revolutionizing Teacher Recruitment for Today's Educational Landscape	10/10/25	9:30 AM	10:30 AM	In the competitive talent landscape, top schools don't just hire—they strategically attract exceptional educators. Explore innovative methods to identify your district's unique employment value proposition, leverage digital tools effectively, and create a streamlined candidate experience that speaks to today's educators. Participants will leave with an actionable recruitment framework that attracts high-quality educators, addresses contemporary workforce priorities, and strategies to help build sustainable talent pipeline for long-term staffing success. * A business is associated with this session.	Basic	Planning & Preparation; Recruitment; Hiring
Recruiting & Retaining High-Impact Talent in a Destination District	10/10/25	9:30 AM	10:30 AM	Discover how Kentwood Public Schools—the most diverse district in Michigan—attracts, hires, and develops top-tier talent. Learn how we have used the power of the KPS story, strategic university partnerships (including HBCUs and GYO programs), and data-informed tools like HireReach and JoFi to reduce bias and find the best fit. Walk away with practical, proven strategies to build a strong, diverse team and create a place where great people want to stay.	Intermediate	Recruitment; Hiring; Training & Development
Maximizing Your Benefits Program for Optimal ROI	10/10/25	9:30 AM	10:30 AM	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! * A business is associated with this session.	Basic	Compensation & Benefits
"Tune In" Globally! Create and Elevate the International Medley Across your District!	10/10/25	9:30 AM	10:30 AM	International candidates are bringing talent and diversity to classrooms across the USA! Most likely, your district has hired international teachers by this time. Now that the teachers are here, how can you best support and lead the growing number of international teachers in your district, especially with the ever-changing policy landscape? What if you could go global with other areas of your district as well? Can you leverage the successes of international teachers to other areas such as paraprofessionals, custodial, groundskeeping, and more? This session will share innovative ideas for spreading the international melody across your district departments as well as inform you of the latest in how policy is affecting the international labor landscape. Finally, we will share best practices in creating the most productive district culture to effectively support your growing international faculty and staff. * A business is associated with this session.	Basic	Recruitment; Hiring; Orientation & Onboarding
From the Trading Floor to the Flight Deck: Thriving in School HR Without a Traditional Path	10/10/25	9:30 AM	10:30 AM	Starting a new role in school HR—whether you're new to the field or new to your district—can feel overwhelming. But what if your background is far from traditional? In this interactive session, two HR leaders who transitioned from high-stakes careers—a former CBOT trader and an Army helicopter pilot—share real-world lessons learned in their first few years. Attendees will walk away with strategies for building credibility, navigating district culture, and avoiding common pitfalls, proving that no matter where you start, you can thrive in school HR.	Intermediate	Planning & Preparation
Conflict: Yuck... or Should it Be?	10/10/25	9:30 AM	10:30 AM	Leaders at all levels of an organization can have difficulty productively managing conflict. Participants in this session will take a conflict assessment, then process how each conflict style may be appropriate, depending on the context. Come arm yourself with your own conflict profile as well as plan how to help others determine theirs.	Basic	Performance Management
From Hello to Hired: Mastering Recruitment; Retention & Onboarding	10/10/25	9:30 AM	10:30 AM	This presentation will provide an overview of the systematic approach recently implemented by the West Ada School District—the largest district in Idaho—to enhance recruitment, retention, and onboarding efforts. From initial connections at career fairs to collecting data during the separation process, we'll walk through each phase of the employee lifecycle. Learn how our team is using a structured process to attract top talent, support new hires, and build long-term engagement across the district.	Intermediate	Recruitment; Hiring; Orientation & Onboarding

Poker, Proverbs and Interpersonal Prowess - Reading & Managing Emotions at the Meeting Table	10/10/25	9:30 AM	10:30 AM	Wish you knew what they were thinking? Surprised by how they got under your skin? This session delivers strategies and practical wisdom on reading and managing emotions at the meeting (and poker) table. It is designed to equip educational leaders with the skills and knowledge to lead positively through conflict and increase their effectiveness as a leader with regards to emotional intelligence.	Basic	Performance Management