



Human Resources INTENSIVE

A deep dive into HR issues specific to independent schools.

JUNE 12-14, 2022

WOODWARD ACADEMY
ATLANTA

Full Schedule

Sunday, June 12

Doubletree Atlanta Airport

4:00 - 5:30 PM

Registration

5:30 - 6:00 PM

Reception

6:00 - 8:00 PM

Dinner & Opening Program

Loving and Leading Your Team through Social/Emotional Development

Social/emotional learning is a core part of school culture and building engagement, influencing attitudes and habits that impact individual and organizational growth. In the context of professional development, it means creating environments of trust, meaningful experiences of instruction and dialogue, and consistent feedback loops. In this session we will explore principles and activities to effectively utilize social/emotional learning to advance as a healthy school that is able to achieve greater joy and success.

Scott Barron, Chief Reinvention Officer, School Growth

Monday, June 13

LJ Lecture Room in Jane Woodruff Hall | Woodward Academy

8:30 AM

Bus from Hotel to Woodward Academy

8:30 - 9:00 AM

Registration

9:00 - 9:15 AM

Welcome

9:15 - 10:15 AM

Inflation, Data, and Tools You Can Use

Join Toni Boyd, Westminster's Vice President of Finance and Operations, as she discusses how data helps create a guide for day-to-day decisions, provides insight for future initiatives, and has been used at The Westminster Schools to fulfill strategic initiatives.

Toni Boyd, VP of Finance and Operations, The Westminster Schools

10:15 - 10:30 AM	Do You Offer Your Employees a Voluntary Guaranteed Issue Long-Term Care Solution?
	<p>This quick hit session will cover the following questions:</p> <ul style="list-style-type: none"> - What percentage of the U.S. population will need care someday? - Where do you want your care to be? - What happens if you don't have the money for your care?
	<i>Robert Fish, Managing Partner, Voluntary Benefits at Work</i>
10:30 - 10:45 AM	Break

Harrison Lecture Room in Moss Hall | Woodward Academy

10:45 - 11:45 AM	Recruitment and Hiring
	<i>Christy Browne, Associate Vice President, Human Resources, Woodward Academy</i>
11:45 AM - 12:45 PM	Lunch
12:45 - 1:30 PM	Crossfire Session
	<p>Join your colleagues for an open session of networking, sharing your knowledge, and asking those questions that keep you up at night!</p>
	<i>Dianne Sagaas, Director of Professional Development, MISBO</i>
1:30 - 1:45 PM	Break
1:45 - 2:45 PM	Handbooks - A Deep Dive
	<p>Has the pandemic left you feeling like you are drowning? Take a deep dive into employee handbooks and hear the latest updates that schools should consider making. From health and safety policies, increased political activity, DEIB initiatives, social media crusades, mental health issues, employee retention efforts, and the need for more COVID leave than one could ever accrue, this session will provide guidance and ideas on revisions schools can make to their handbooks to address current issues and provide both guardrails and flexibility.</p>
	<i>Grace Lee, Partner, Venable LLP</i>
2:45 - 3:00 PM	Break

3:00 - 4:00 PM

Who Does Your Job Description Attract?

Could this be you? You're excited to see that you have 100 applicants for a critical role, only to learn there are only two viable candidates! What went wrong? Even before the Great Resignation - outside of referrals, job descriptions are the first insight into a position. During this session you will examine job description components, assess your current job descriptions, and leave with the information to help you identify opportunities for improvement and build a framework that attracts your ideal candidate.

Chorlana Francis, SHRM-SCP, Head of Human Resources, The Lovett School

4:15 PM

Bus to Hotel

5:30 - 6:30 PM

Informal Happy Hour at Hotel Bar - *Sponsored by Smith + Howard*

Dinner on Your Own

Tuesday, June 14

Harrison Lecture Room in Moss Hall | Woodward Academy

8:30 AM

Bus from Hotel to Woodward Academy

9:00 - 10:00 AM

Developing Your HR Dashboard

Your school leadership has a strategic vision for the future, and you have developed your department's goals in support of the vision. From compensation and hiring to career development and employee relations, your work in human resources is essential to the school's strategic goals, but quantifying success can be challenging. Learn which metrics you should be tracking and how to build a dashboard that provides clear guidance for leadership for personnel-related issues.

Amber Stockham, SPHR, Director, Human Resources Programs, NBOA

10:00 - 10:15 AM

Break

10:15 - 11:00 AM

Does Your Human Resources and Management Training Appropriately Address the Realities of the Modern Workplace?

Human resources and management deals with hiring and retaining capable staff, monitoring job performance, and much more. HR also plays an important role in the realm of training and development. Does your training address the realities of the modern workplace? Join Fisher Phillips Education Law attorney Ilanit Fischler as she explores these issues.

Ilanit Fischler, Partner, Fisher Phillips

11:00 AM - 12:00 PM

A Changing Environment is an Opportunity to Reinvent Your Retirement Plan

We have seen enormous changes in the way we live and do business as a result of the effects of COVID-19. Meanwhile, the regulatory environment that governs employee benefit plans continues to get more complex. In the last three years we have seen the passage of the SECURE Act and the CARES Act, and issues of fiduciary responsibility have been highlighted by a wave of lawsuits against 403(b) plans. The changes your school is making to adapt to the new normal should include a review and update of your school's retirement plan. In this session, we will discuss the reconsideration of key areas of plan design including eligibility, participation, contributions; and compliance with fiduciary responsibility.

Gary Mauger, Managing Partner, New Pinnacle Consulting Group

12:00 - 12:30 PM

Wrap Up / Grab & Go Lunch

12:30 PM

Bus to Hotel & Airport

In order to stay for the whole program, book your flight departing after 2:30 PM