

Session Titles and Descriptions
AASPA Human Capital Leadership Summit
November 30 - December 1, 2023 | The Westin La Paloma Hotel, Tucson, AZ

Closing New Hire Knowledge Gaps An Enhanced Onboarding Approach

Experience Management, Talent Development, Orientation & Onboarding

Presented by Dr. Latanza Harrison, Chief Human Resources Officer, Alabaster City Schools, Alabaster, AL

In this session, Dr. Latanza Harrison will share her approach to implementing a robust onboarding program in a start-up district. Participants will get a behind-the-scenes look at the design and implementation of the enhanced onboarding system, as well as preliminary findings and lessons learned. The findings will be analyzed to determine how to make the employee experience the best possible experience for all employees.

Co-Designing Solutions, a Secret Ingredient to Employee Retention

Experience Management, Total Rewards, Work-Life Integration

Presented by Jessica Bennington, Executive Director of Human Resources, Ogden City School District, Ogden, UT

Come learn how one district went from onboarding 100+ teachers each Summer to onboarding 37 teachers. This eHCLE project presentation will outline the purpose, strategies, timeline and data to help participants replicate success with retention in their own district. Participants will walk away with a recipe to adapt to their own setting. Together, we can retain more educators!

Creating a Comprehensive Strategic Plan

Strategy, Talent Development, Performance Management

Presented by Brian Murphy, Chief of Strategy and Organizational Development, Toledo Public Schools, Toledo, OH

Does your strategic plan sit on the shelf and collect dust? Make it stick by creating a strategic plan that's aligned to your values. See how Toledo Public Schools created a comprehensive strategic plan connected to the HR planning and practices. You will also learn how to implement and measure the success of your strategic plan, bringing it to life.

Data Takes the Guess Out of the Work

Process Management, Talent Development, Performance Management

Presented by Keeli Bowen, Chief Human Resources Officer & Dr. Lisa Williams, Director; Leadership Management, Cobb County School District, Marietta, GA

Two former principals walked into Human Resources....and in this session they will share with you universally applicable strategies for using data to drive decisions and improve practices impacting the work. Learn ways they used data to take the guess out of the work in processes such as onboarding, talent development, recruitment & retention (including substitutes and bus drivers) and risk management.

Employee Value Proposition & Recruitment

Process Management, Talent Acquisition, Recruitment

Presented by Dr. Chad Teague, Chief HR Officer, MISD, McKinney, TX

With an influx of new administrators not familiar with recruitment or retention, the district started the previous school year with the most vacancies and unqualified teaching staff in MISD history. The ultimate goal of this eHCLE project is for MISD to be fully staffed with high-quality employees on the first day of school every year and over time retain those employees through support and learning.

To achieve this goal, Human Resources focused on creating a brand, building our talent pipeline and focusing our recruiting strategies to fill all open positions with highly qualified employees. HR is continuing ongoing retention strategies meant to support and educate employees and provide opportunities for employees to build relationships within the district. MISD's recruiting efforts are centered in HR; however, HR is not responsible for the branding or marketing of the district or the selection of employees.

Establishing Equitable Hiring Practices

Strategy, Talent Acquisition, Hiring

Presented by Kristin Kaser, Director of Educator Development, Toledo Public Schools, Toledo, OH

Toledo Public Schools has recently redesigned its administrative hiring process. We will review changes made to ensure equitable outcomes and increase the effectiveness of the process. Participants will have the opportunity to examine their own hiring practices and identify opportunities for improvement. TPS will share their journey on the redesign of the administrative hiring process. Participants will have the opportunity to consider their own hiring practices for district leaders with the goals of: 1) Reviewing best practices around hiring including postings, applications, screenings and interviews 2) Identifying potential barriers within their own hiring

*Sessions are subject to change.

practices to provide an equitable experience for all candidates. 3) Identifying approaches to ensure candidates have a positive candidate experience

Grow Your Own

Experience Management, Talent Acquisition, Recruitment

Presented by Justin Wing, *Assistant Superintendent of Human Resources* & Patty Christie, *Director of Recruitment & Retention*, Mesa Public Schools, Mesa, AZ

Mesa Public Schools (MPS) has prioritized building a teacher pipeline through three Grow Your Own models. (1) Currently, MPS has over 150 teachers in its Path2Teach certification program – Path2Teach allows individuals to teach with an undergraduate degree in any field while participating in one of its many teacher certification programs. (2) In its first year, MPS has partnered with the Arizona State University to develop a paraprofessional program, Teaching Fellows. MPS currently has more than a dozen paraprofessionals who are in this program. (3) And, MPS has enhanced its Ed Professions high school to teacher pipeline program.

How to Design and Implement an Onboarding System that Reflects and Reinforces Your Culture

Experience Management, Talent Development, Orientation & Onboarding

Presented by Tonya Whitehurst, *Executive Director of Human Resources* & Kristin Carroll, *Instructional Administrator of Human Resources*, Putnam County School District, Palatka, FL

Culture is more than just a set of values and norms. It's a powerful tool that can help you attract, retain and motivate your employees. How do you leverage your culture to create a positive and memorable onboarding experience for your new hires? In this session, you will learn how culture can be used to engage your new recruits by fostering a sense of belonging from the onset and empower them to succeed. Join us as we show you how we have transformed our onboarding process from stagnant and rigid to personal and relevant.

Improving Onboarding to Impact Employee Success and Retention

Experience Management, Talent Development, Orientation & Onboarding

Presented by Janel Reed, *Chief Human Resources Officer*, Medford School District, Medford, OR

This session will discuss the importance of a common onboarding experience for all employees. As we have increases in employee turnover during the school year, we need to create better onboarding experiences for our employees. Often, as institutions we do a much better job at the beginning of the year because we have the benefit of more time to introduce new hires to our systems and processes. We will discuss how to engage more stakeholders in the process and how checklists can benefit both the employee and the District because onboarding cannot be the sole responsibility of Human Resources.

KEYNOTE: Leadership & Engagement in the New World of Work

Presented by Richard Hadden, *CSP*

Experience Management, Talent Development, Performance Management

This is a new day. And while the fundamentals of Leadership and Employee Engagement have not changed, the context in which we provide those fundamentals has changed irreversibly. Author and speaker Richard Hadden lays out what Education Leaders must do to gain Commitment and Engagement from their teams in the new world of work, in this content-rich, interactive, and entertaining presentation.

Onboarding: A Positive Employee Experience that Grows Employees & Improves Retention

Experience Management, Talent Development, Orientation & Onboarding

Presented by Rachel Mackey, *Executive Director of Human Resources*, Leander ISD, Leander, TX

As recruitment and hiring in education continue to challenge campuses and districts across the country, onboarding of all employees has become a critical component of the employee experience. This session will share a suburban district's process in defining and strengthening multiple aspects of onboarding with the goal of prepared and supported employees who are proud to remain a member of the organization.

Standards-Based Hiring System

Strategy, Talent Acquisition, Hiring

Presented by Mike Fisher, *Superintendent*, Oskaloosa Community School District, Oskaloosa, IA

Amidst widespread educator shortages, the struggle to recruit feels inevitable...but what if it doesn't have to be? In this session, Dr. Mike Fisher will discuss how Oskaloosa Community School District is focusing on retaining highly effective employees through a standards-based hiring system that assesses fit. Session attendees will learn about how the district's approach is improving staffing outcomes and reducing the need for recruitment.

Stay Interviews to Improve Employee Retention and Promote Recruitment

Experience Management, Total Rewards, Work-Life Integration

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Presented by Dr. Dale Fisher, Assistant Superintendent for Human Resources, Deerfield Public Schools District 109, Deerfield, IL
Stay interviews can emerge as your strongest marketing and branding tool! These conversations foster retention and engagement and serve as a testament to the district's commitment to its core brand. Utilizing data gleaned from Stay interviews values staff insights, addresses concerns and leverages strengths. In turn the district not only bolsters morale but also positions itself as an employer of choice. All of this not only strengthens the retention of talented professionals but also attracts new talent seeking a supportive and forward-thinking educational system.

Shortening the Hiring Process with Unexpected Benefits

Strategy, Talent Acquisition, Hiring

Presented by Dr. Andrea Faulkner, Assistant Superintendent, Washington Court House City Schools, Washington Court House, OH
After losing qualified candidates because they were tired of waiting around to see if they would get an offer, we designed a process to shorten our internal process in the Office of Exceptional Children. In an interesting turn of events, the process used for shortening our internal process is now my option to streamline the interviewing process using exciting electronic tools, in a district of about 2,000 students.

The Law Keeps Evolving: What HR Professionals Need to Know About Recent Legal Developments that Will Affect Your Success

Risk Management, Talent Acquisition, Planning & Preparation

Presented by Leslie Stellman, Attorney, Leslie L Stellman ADR Service, LLC, Lutherville, MD

This session will be talking about the latest developments in employment law, particularly as it affects personnel decisions including hiring, discipline, termination and workplace harassment. Some of the topics to be addressed include recent Supreme Court decisions and legislative/regulatory changes impacting Title VII (religious accommodation, sexual orientation, sex discrimination and sexual harassment), increasing legislation dealing with transgender employees and students, disability rights, employee protected speech and student rights (e.g., Title IX, free speech). The impact of COVID on employment decisions, including cases involving distant learning and vaccine mandates, will also be discussed. The legalization of cannabis in many states has changed the recruitment and hiring process, while the increasing stresses due to shortages of public school employees and the ever growing risk of physical harm in our schools due to school shootings and other acts of violence have increased workers compensation exposure. Finally, the legal pitfalls of conducting workplace investigations will be addressed in light of federal and state privacy laws and other workplace protections.

Using Staff Engagement Tools with a Focus on Stay Interviews to Support and Strengthen Your Strategic Planning Processes

Experience Management, Total Rewards, Career Management

Presented by Dr. Julia Wheaton, Assistant Superintendent of Human Resources, Consolidated High School District 320, Orland Park, IL

This session will provide an overview of the presenter's eHCLE research project focusing on staff engagement assessment tools that can be used to develop, evaluate and improve district, school and departmental strategic planning. Specific staff engagement tools that will be discussed include employee stay interviews, staff surveys and thought exchanges. An overview of the importance of leadership focus on employee engagement will be discussed, a deep dive into the specific engagement tools used for this project with an emphasis on employee stay interviews and explanation of examples of data collection and analysis methods useful in collecting both quantitative and qualitative employee engagement information will be provided. The presenter will demonstrate with specific examples from her school district regarding how employee engagement data can inform, support and strengthen the strategic planning and improvement initiatives in an organization.