

Session Titles and Descriptions
AASPA Virtual Onboarding, Orientation & Mentoring Summit (OOM)
Thursday, May 2 | Virtual (All sessions will be presented in CST.)

Bridging Generational Divides: Effective Mentorship in the Modern Workplace

Experience Management, Talent Development, Training & Development

Presented by Dr. Remona Jenkins, Director of Teacher Quality & Staff Development, Kershaw County School District, Camden, SC

This session will explore generations in the workplace and how Teacher Leaders can be effective in supporting new employees through inclusive mentorship and fostering intergenerational collaboration.

- Understand the unique characteristics and preferences of different generations in the workplace.
- Explore activities tailored to each generation for effective mentorship.
- Discuss strategies for building inclusive mentorship programs & fostering intergenerational collaboration.

Coaching, Mentoring and Training, Oh My!

Experience Management, Talent Development, Training & Development

Presented by Kirk Koennecke, Superintendent, Indian Hill Exempted Village School District, Cincinnati, OH

This session provides a broad outline of the trends in personalized professional learning models needed to adapt to today's public school talent. The plan begins before you onboard!

Communicating Benefits

Process Management, Total Rewards, Compensation & Benefits

Presented by Ramon Ray, Chief Human Resources Officer, Savannah-Chatham County Public School System, Savannah, GA

Ongoing communications and assessing both usage and employee sentiment can help ensure that workers understand and value the benefits they're being offered. When communication is effective, it leaves all parties involved satisfied and feeling accomplished. By delivering messages clearly, there is no room for misunderstanding or alteration of messages, which decreases the potential for conflict. In the words of Kara Hoogensen, senior vice president of specialty benefits at the Principal Financial Group – "it's important to keep things simple—"both the way we talk about benefits and the processes in place to make them available."

Cultivating Commitment: Enhancing Employee Retention through Mentoring and Induction Programs

Experience Management, Talent Acquisition, Onboarding & Orientation

Presented by Jalitza Martinez, Associate Superintendent of Staff & District Operations and Amanda Sanderson, Director of Human Resources, East Aurora District 131, Aurora, IL

In this presentation, we will delve into the critical issue of teacher retention and unveil the transformative impact of mentoring and induction programs in the education sector. Recognizing the unique challenges faced by teachers and other staff, we will explore how mentorship and robust onboarding can provide invaluable support, professional growth and a sense of community. We will highlight our mentoring program that spans over four days, with additional planned community building events throughout the year. Our large unit school district has experienced an increase in retention over the last three years, surpassing the state average in 2023. The session aims to equip educational leaders with the tools needed to implement effective mentoring programs that not only foster a positive work environment but also contribute significantly to the long-term retention and more resilient teaching workforce.

How to Design & 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 and 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.

Is it Time to Update and Redesign Your Teacher Mentoring Program?

Experience Management, Talent Development, Training & Development

Presented by Jodie Graham, Director of Human Resources and Al Neppi, Director of Professional Learning & Leadership, Ankeny Community School District, Ankeny, IA

In an era where teacher shortages are haunting, recruiting, hiring and **retaining teachers is tremendously critical**. Learn how one suburban district redesigned their teacher mentoring program, developing a more holistic and comprehensive support system to foster the growth of new-to-the profession teachers and new-to-the district teachers. Specifically, this session will focus on Ankeny's story,

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sharing details of how they have recently redesigned their mentoring program to create a multi-year structure, strategically outlining and designing the roles of the mentor teacher, instructional coach, administrator and the PLC. Ankeny will walk you through the design of their mentoring program and share resources you can take back to your district.

Meaningful Teacher Mentoring: Creating Connections in the First Few Years

Experience Management, Talent Development, Training & Development

Presented by Lindsay Jonas, Professional Development Coordinator, IASPA, Arlington Heights, IL

Come learn how one school district went from a one size fits all mentoring approach to meeting the needs of all new teachers by powering up their mentoring program. In 2019, the National Educators Association released a policy brief titled "Advancing the Teaching Profession: Investing in Comprehensive Induction and Teacher Mentoring". Join us on our journey and walk away with tangible ideas on how to use the resources you have to meet the needs of our newest teachers..

Onboarding – There's No Place Like Home!

Experience Management, Talent Acquisition, Onboarding & Orientation

Presented by Gretchen Lawn, Consultant, Educational Service Center of Northeast Ohio, Independence, OH

We all know the difference between a house and a home. A successful and comprehensive onboarding program should help to make 'Work' not feel like a place or a building, but somewhere with feeling, emotion and value that contributes to a person's life. Ready to learn more and put in the work? It isn't going to be easy, as change never is. But by focusing on designing support systems for both Classified and Certified new staff members, we can begin to shift the way our employees view 'work.' And maybe, just maybe, we can make it feel more like Home!

The Importance of the 'Unofficial' Onboarding Process: Navigating the Nuances of New Beginnings in K-12 Schools

Experience Management, Talent Acquisition, Onboarding & Orientation

Presented by Anna Wamack, Director of Business Operations & HR, Hemlock Public School District, Hemlock, MI

This session shines a light on the critical, yet often undervalued, aspect of the 'unofficial' onboarding process within K-12 school districts. While formal onboarding programs lay the groundwork for academic and administrative integration, it's the informal insights - such as understanding the dynamics of the faculty lounge, navigating the best parking spots, or knowing where to find the best coffee - that truly ease a new teacher or staff member's transition into their new environment. Our discussion will emphasize the significance of these seemingly minor details in making a first impression, fostering a sense of belonging, boosting efficiency and morale, encouraging open communication and ultimately crafting a comprehensive onboarding experience. Attendees will learn strategies for incorporating these essential pieces of information into their onboarding processes, thereby not only enhancing job satisfaction and performance but also reducing early turnover and nurturing a positive organizational culture. Through fostering mentorship and peer relationships and adapting to the changing dynamics of school life, this session aims to guide HR departments in creating a more holistic and welcoming introduction for new members of their school community.

What About Us? Onboarding, Orientation, Mentoring and Offboarding for Administrators

Experience Management, Talent Acquisition, Onboarding & Orientation

Presented by Dr. Monica Schroeder, Deputy Superintendent and Michael Rodrigo, Principal, North Shore School District 112, Highwood, IL

Districts often have detailed onboarding plans, mentoring and strong orientation programs for staff, but how many think to include administrators? In this session, you will learn systems of support that have been created to onboard, orient, mentor and off-board leadership team members. Audience members will walk away with resources and examples that they will be able to implement to ensure that their newest leadership members are feeling supported prior to their typical contractual start date on July 1.

***Topics and Times are Subject to Change**