

Session Titles and Descriptions
AASPA 2025 Human Capital Leadership Summit
December 4-5, 2025 | Savannah, GA

AI in HR: From Everyday Tasks to Strategic Impact

Strategic Leadership

Presented by Tonya Whitehurst, Assistant Superintendent, Business Operations, Putnam County School District, Palatka, FL
HR administrators juggle a wide range of responsibilities — from compliance and policy to communication, recruitment, and culture. This session will explore how AI can be a practical partner in that work, helping with both everyday tasks and leadership-level responsibilities. Drawing on real examples from my own HR role, I'll show how AI can streamline daily work such as drafting emails, summarizing policies, and creating recruitment materials, while also supporting advanced needs like salary studies, board reports, compliance training, and process design. We'll look at before-and-after examples, discuss best practices for responsible use, and highlight how to balance efficiency with confidentiality and accuracy. Participants will leave with practical prompts, strategies, and ideas they can start using right away.

Compensation with Clarity: Modernizing Pay Practices for Transparency and Compliance

Strategic Leadership

Presented by Franklin L. Foster, Sr. Chief Human Resources Officer, Richland School District Two, Columbia, SC
Compensation practices influence trust, satisfaction, and retention; however, they often lack transparency and consistency. This session explains how our district created a comprehensive compensation manual to update practices, ensure compliance, and promote equity. Participants will learn the process of developing a compensation philosophy and salary structures, engaging stakeholders, and effective communication. Using real data, lessons learned, and resistance strategies, it provides a practical roadmap for HR leaders to improve pay systems. Attendees will gain tools to enhance compliance, transparency, and confidence in their districts' compensation frameworks.

HR Ethics for Educators: Navigating Human Capital Dilemmas

Strategic Leadership

Presented by Justin L. Schooley, Ed.D., pHCLE, Deputy Superintendent of Operations, Berkeley County Schools, Martinsburg, WV
Human capital leaders face ethical challenges that extend beyond compliance with codes of conduct. This session explores the distinction between ethics and professional codes, emphasizing how ethical leadership strengthens trust, fairness, and accountability across HR functions. Through scenarios, participants will examine practical strategies and decision-making frameworks to navigate dilemmas in human capital functions fostering an ethical workplace culture aligned with AASPA's Human Capital Leadership Standards.

Leading with Recognition: A Strategic Approach to Retention

Recruitment & Retention

Presented by Carol Mobley, Director, Talent Services, Savannah-Chatham County Public School System, Savannah, GA
This session explores how recognition, when embedded in HR systems and leadership practices, can drive retention, strengthen engagement, and reduce turnover. Using the Savannah-Chatham County Public School System as a case study, participants will gain practical, low-cost strategies to create a culture where employees feel valued and motivated to stay.

NextStop Teach UCPS: Building Tomorrow's Teachers Today

Recruitment & Retention

Presented by Emily Kraftson, Director, Human Resources Recruitment of Union County Public Schools, Jennifer Harrist, Human Capital Coordinator, Union County Public Schools and Rebecca Kiker, HumanCapital Coordinator, Union County Public Schools, Monroe, SC
With the current state of K–12 education, “grow your own” strategies have become more important than ever. At UCPS, we're investing in the future by creating intentional pathways for students and community members to become teachers right here at home. Our NextStop Teach UCPS program introduces middle school students to the profession, offers apprenticeship opportunities after high school, and provides tuition-free support to earn a bachelor's degree and full teacher certification. In just one year, interest in this initiative has grown by 200%, with our cohort pipeline expanding from 20 to more than 50 future teachers for the 2025–26 school year. With over seven unique pathways, we are transforming the way districts think about teacher recruitment and retention. Join us for this session to explore the steps behind our success, share your own district's strategies, and collaborate on new ideas to expand the teacher pipeline. Together, we can strengthen the profession and ensure every student has a great teacher in the classroom.

Session Titles and Descriptions
AASPA 2025 Human Capital Leadership Summit
December 4-5, 2025 | Savannah, GA

Redesign the Certified Hiring Process

Recruitment & Retention

Presented by Natacia Campbell Tominov, Assistant Superintendent for Human Resources, Oak Park Elementary School District, Oak Park, IL

I'll share how we've updated our certified hiring process to address key challenges like poor communication, long timelines, and uncompetitive salaries, which can cause top candidates to drop out. You'll also learn how refining our recruiting materials and job descriptions has helped us attract a broader talent pool, ensuring our hiring practices align with our goals to be an inclusive educational environment. Together, we'll explore how small changes can lead to big improvements in securing a workforce that is representative of our students where everyone has a sense of belonging.

Rethinking Compensation: Building Modern Compensation Models That Work

Recruitment & Retention

Presented by Andrew Gillen, Assistant Director of Compensation and Classification, Cherry Creek School District, Lisa Laframboise, Compensation and Classification Analyst, Cherry Creek School District and Teresa Lange, Compensation Consultant, Cherry Creek School District, Greenwood Village, CO

Stop settling for outdated pay systems! It's time to move beyond gut feelings and historical practices—and let data drive your compensation decisions. This high-impact session reveals how forward-thinking education leaders are leveraging data to create compensation structures that actually work. We'll crack the code on creating logical frameworks that speak to both your budget and your talent. Discover practical strategies for building data-driven pay structures that align with your strategic goals while establishing transparency. Leave with powerful tools to architect compensation systems that drive recruitment, boost retention, promote equity, and withstand scrutiny—transforming your approach to compensation from a pain point to a powerful advantage.

Rewriting the Retention Playbook: Shifts to Build a Sustainable Educator Workforce

Recruitment & Retention

Presented by Dr. Kelly Coash-Johnson, Executive Director, AASPA, Overland Park, KS

The educator workforce shortage is a national crisis with far-reaching consequences for student achievement and the future of education. This session will introduce *Rewriting the Retention Playbook*—a new resource developed by the American Association of School Personnel Administrators (AASPA) in partnership with multiple national educational organizations. Attendees will learn about this resource document and explore critical shifts needed to transition from short-term crisis management to long-term sustainability, with practical, role-specific strategies that empower stakeholders across the educator pipeline.

Rolling Out the Red Carpet: Year-Round Onboarding That Works

Recruitment & Retention

Presented by Liz Potter, Human Capital Coordinator with Union County Public Schools, Ernest Marcello, Human Capital Coordinator, Union County Public Schools and Robyn Acree, HR, Union County Public Schools, Monroe, SC

Wondering how to roll out the red carpet for employees who join mid-year? Curious about ways to give them the same warm welcome as staff who start in August? At UCPS, we believe every new hire deserves to feel valued, connected, and ready to shine—no matter when they arrive. In this interactive session, you'll not only hear about our New to the U year-round orientation program—you'll experience it! Be ready to brainstorm in small groups, build a sample onboarding schedule, and role-play real-life welcome scenarios. Try out quick icebreakers you can replicate at your school, practice crafting a "Day One Connection Plan," and explore hands-on strategies for linking new staff with technology, resources, and colleagues. You'll leave with practical tools, ready-to-use activities, and creative ideas to ensure every teacher and classified staff member feels like an integral part of your team from day one.

Screening and Recommending Finalist Candidates: A New Hope

Recruitment & Retention

Presented by Patrick Smith, Executive Director, Fort Worth ISD, Fort Worth, TX

This presentation "begins with the end in mind" (S. Covey) and explores the WHY for completing thorough work-history reviews and "live" reference checks with current and previous supervisors of finalists recommended for hire. Learn how a large, urban school district looked at separation data related to acute and chronic unacceptable performance, and what was learned when surveying its 300+ hiring managers related to checking for red flags when making a final recommendation for employment.

Session Titles and Descriptions
AASPA 2025 Human Capital Leadership Summit
December 4-5, 2025 | Savannah, GA

Stay Interviews and Exit Data: Turning Feedback into Retention Strategies

Recruitment & Retention

Presented by Marva L. Tutt, HR Coordinator, Richmond County School System, Augusta, GA

In this engaging session, Dr. Marva Tutt explores how stay interviews and exit data can be powerful tools for shaping effective retention strategies. Participants will learn how to turn employee feedback into actionable insights that strengthen engagement, improve workplace culture, and reduce turnover. Through real-world examples and evidence-based approaches, Dr. Tutt demonstrates how districts can shift from reactive exit interviews to proactive conversations that help keep top talent inspired, supported, and committed to their schools.

Stick Around: Making First Impressions Count for Teacher Retention

Recruitment & Retention

Presented by Lydia Gaddis, Chief Human Capital Officer, Springfield City School District, Springfield, OH

Discover how Springfield City School District transforms first impressions into lasting commitment. Using district data, we'll explore practical onboarding and mentorship strategies that strengthen teacher support systems, boost retention, and build a resilient, engaged certified workforce.

Teaching, Learning and Talent: The Human Side of School Technology

Strategic Leadership

Presented by Jessica Iovinelli, Assistant Superintendent of Innovation and Information, Addison School District 4, Addison, OH

In today's schools, technology isn't just a support function—it's a critical pillar of both instruction and operations. This session explores how to strategically build and sustain a technology team that supports both teaching and learning while maintaining the infrastructure needed for secure, reliable, and scalable school systems.