Tentative Agenda

AASPA's Human Capital Leadership Summit

December 10 - 11, 2026 | Courtyard San Diego Downtown Little Italy | San Diego, CA

THURS, DEC 10	**RECRUITMENT & RETENTION / LEGAL**	**STRATEGIC LEADERSHIP**
07:30 am – 08:00 am	Continental Breakfast & Registration	
08:00 am – 08:15 am	Welcome & Introductions *Dr. Kelly Coash-Johnson, Executive Director, AASPA*	
08:15 am – 09:15 am	Quit Hitting Snooze: Navigating the Conversations That Matter Most - *Courtney Ramsey*	
09:15 am – 09:30 am	Networking Break	
09:30 am – 10:30 am	The Educator Workforce Continuum: Aligning Recruitment, Preparation, and Retention for Long-Term Success - *Sheiveh Jones & Keri Morgan*	Beyond Hiring: From Strategy to Powerful Impact - *Dr. Tameka McKeithan*
10:30 am – 10:45 am	Networking Break	
10:45 am – 11:45 am	Grow. Stay. Thrive. A Strategic Framework for Employee Retention in Today's Schools - *Liz Young*	The Legal Side of AI
11:45 am – 12:45 pm	Networking Lunch	
12:45 pm – 01:45 pm	Beyond the Complaint: Managing Employee Investigations in the Real World: A Practitioner's Guide to Navigating Complex Employee Investigations - *Amy Baer*	Growing Our Own: Developing and Investing in Classified Staff - *Gabriela Magann*
01:45 pm – 02:00 pm	Networking Break	
02:00 pm – 03:00 pm	Diversifying Your Leadership Team: Effective Recruitment and Retention of a Diverse Workforce - *Rosa E. Coronado*	Stranger Things Have Happened at the Table: The Upside Down of our First Negotiations - *Gabe Cappozzo, Dr. Denise Wilcox & Frank Adams*
03:00 pm – 03:15 pm	Networking Break	
03:15 pm – 04:30 pm	Sponsor Speed Networking	
04:30 pm – 06:00 pm	Networking Reception	
FRI, DEC 11	**RECRUITMENT & RETENTION / LEGAL**	**STRATEGIC LEADERSHIP**
08:00 am – 09:00 am	Breakfast & Table Talks Over the HCLE Standards	
09:00 am – 09:30 am	Presentation of eHCLE	
09:30 am – 09:45 am	Networking Break	
09:45 am – 10:45 am	Grooming Allegations: How to Investigate and How to Prevent - *Liz DeChellis*	Creating Space to Lead: Transforming HR from Reactive Support to Strategic Partnership - *Tiffany Taylor (eHCLE)*
10:45 am – 11:00 am	Networking Break	
11:00 am – 12:00 pm	Charting a new Course: A Comprehensive Model for Substitute Workforce Development - *Kirk Skorpanich (eHCLE)*	Fix the Comparison Before You Fix the Pay: Job Architecture When Every Role Is a Special Case - *Wayne Birch*
12:00 pm – 01:00 pm	Networking Lunch	
01:00 pm – 02:00 pm	All Aboard for "Onboarding" - *Michael Williford*	Four Unions. One District. One Strategy - *Alfredo Andrade, Maribel Escobar & Mayra Chavez*
02:00 pm – 02:15 pm	Networking Break	
02:15 pm – 03:15 pm	Decisions That Hold Up: A Practical Framework for Human Capital Leaders - *Debbie Simons*	
03:15 pm – 03:30 pm	Wrap Up & Evaluation *Dr. Kelly Coash-Johnson, Executive Director, AASPA*	

Session times & topics are subject to change.