

Session Descriptions

2026 School HR Summer Boot Camp
June 11-12, 2026 – Gaylord Rockies Hotel
Denver, CO

ADA Compliance for School Personnel Leaders: Managing Employment Responsibilities & Risks

Talent Development & Process Management

Presented by Kelley Pearson, Partner & Reagan Sauls, Partner, Parker Poe, Cheyenne, WY

This presentation delivers a practical, risk-focused overview of how the Americans with Disabilities Act shapes the responsibilities of school district personnel, from human resources and administrators to principals and frontline supervisors. The program examines Title II ADA obligations as they apply to employment practices, staff interactions with students and parents and the day-to-day implementation of district policies, including reasonable accommodations, effective communication and nondiscriminatory decision-making. Attendees will gain guidance on navigating ADA requirements, identifying personnel-driven compliance risks and mitigating exposure in investigations, grievances and litigation.

Beyond the Logo: Building a Brand That Attracts the Right Talent

Talent Acquisition & Relationship Management

Presented by Dr. Amy Dillon, Assistant Superintendent for HR, Park Hill School District, Kansas City, MO

Are you ready to take the leap into the creation of a recruitment and branding study for your district? Branding is more than just a flashy logo or catchy colors. It's about how candidates perceive your district. This presentation will walk you through the creation and interpretation of a branding survey that you can implement quickly and with very little expense and the results will give you a beginning road map for your recruitment and branding work.

Boot Camp Basics: Training for a Strong Grievance Framework

Talent Development & Process Management

Presented by Dr. Darnisha Carreathers, Director-Employee Services, Cynthia Hollis, Coordinator-Title IX & Monica Corona-Hunter, Coordinator, Employee Services, Fort Worth ISD, Fort Worth, TX

This session provides Human Resource professionals with a practical, structured overview of the District's DGBA Grievance Process, focusing on the procedures, expectations and best practices for conducting Level I and Level II grievance hearings. Grounded in the Grievance Manual Version 2.0, this session will walk participants through each phase of the complaint process, with emphasis on resolving concerns at the lowest, informal level when possible. This session will demystify the roles of supervisors, Employee Services, Legal Services, representatives and Hearing Officers throughout the process.

Brand, Bond & Build: Responding to today's evolving candidate pool

Talent Development & Strategy

Presented by David Norman, Principal, Golf School District 67, Morton Grove, IL

In today's educational landscape, hiring has become a combination of selling yourself to the candidate, understanding generational desires of the candidate, and then keeping them within your district. This session explores how your district's brand and telling your story attracts candidates and how that same information can be used to promote the development of relational retention of staff across areas (classified, certified and administrative). We will dive into why empathy, mentorship and beyond can serve as the primary defense against burnout.

Don't Get Burned: How to Conduct Legally Sound Employee Investigations

Employee Relations & Risk Management

Presented by Rebecca Bailey, Partner, Thompson & Hornton LLP, Houston, TX

Just like a day at the beach, employee-related crises can roll in fast — sometimes as gentle waves, other times as tidal surges. With state and federal laws requiring specific responses — and with today's heightened scrutiny — educational leaders cannot afford weak or inconsistent investigations. This session equips HR professionals, campus leaders and administrators with a practical, step-by-step framework for conducting lawful, effective and defensible investigations into employee misconduct... without getting swept away.

Using real-world examples and a clear investigative roadmap, we'll walk participants through the entire process: from understanding underlying risks to defining the scope, gathering reliable evidence, conducting focused interviews, evaluating credibility, and preparing well-reasoned investigation reports. Attendees leave with tools they can use immediately — whether they're navigating a minor splash or a full-blown storm.

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Employee Handbooks in Education: Legal Essentials for School Leaders

Employee Relations & Risk Management

Presented by Anthony McDaniel and Jessica Bernard, Attorney, Guin Mundorf LLC, Kansas City, MO

This session offers school administrators a comprehensive overview of employee handbooks, highlighting their critical role in setting expectations, ensuring compliance and protecting the district legally. Attendees will explore best practices for drafting, updating and implementing handbooks, with a focus on federal and state employment law, policy consistency and risk management. Real-world examples and practical guidance will equip school leaders to maintain a clear, legally sound framework that supports staff accountability and a positive work environment.

Family Medical Leave Act; What do you need to know?

Talent Development & Process Management

Presented by Rachel Risetto, Labor Relations Specialist, Franklin-Essex BOCES, Malone, NY

FMLA; We all know the basics, but here we will learn the tricks of the trade!

Hiring with Intention: A Strategic Approach To Interviewing

Talent Acquisition

Presented by Dr. Amy Dillon, Assistant Superintendent for HR, Park Hill School District, Kansas City, MO

Hiring is more than filling a vacancy—it's shaping the future of your school district. In this session, we will explore how to recognize the true "right fit" for your team, design a purposeful interviewing experience that attracts top talent and build a sustainable hiring process for the future. Participants will leave with practical strategies, guiding questions and a clear framework to ensure every hire strengthens culture, performance and student success.

How to Hire School Personnel

Talent Acquisition & Process Management

Presented by Jack Kronser, Human Resources Director, Douglas County School District, Castle Rock, CO

The hiring process is the most important "next step" once the right candidate has been found and selected. Because hiring is a legal process, steps must be carefully established and followed. This session will identify those steps and provide best practices to follow.

HR 101: From First Day to People Pro

Talent Development & Experience Management

Presented by Brian White, AASPA Past President, Topeka, KS

This session is a fast-track tour of what great school HR leaders actually do! You'll walk away with simple, practical tools & information to help you strategically lead HR, make smart decisions and create a great workplace culture that people want to be part of.

KEYNOTE: What Leaders Think, Say and Do to Hire Well, Lead Better and Keep Great People

Strategy

Presented by Merit Kahn, Aurora, CO

In today's workplaces- especially in schools, where people's decisions impact entire communities- leaders don't just manage policies, they manage conversations.

This session focuses on how what leaders think, say and do in key moments directly impacts hiring, retention and team performance. Using my Mindset, Mechanics, Motion framework, I'll share practical tools to help leaders:

- Ask better questions
- Communicate with clarity and confidence
- Navigate real-world people challenges more effectively

Participants leave with simple, immediately applicable strategies they can use in hiring conversations, team interactions and everyday leadership moments.

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Navigating Federal Law in Education: A Guide for HR Professionals

Employee Relations & Risk Management

Presented by Anthony McDaniel and Jessica Bernard, Attorney, Guin Mundorf LLC, Kansas City, MO

This session provides HR professionals in K-12 education with a practical, comprehensive overview of federal employment laws affecting school districts. Attendees will explore compliance requirements, staff rights and obligations and district responsibilities, with a focus on policies, hiring, discipline and workplace practices. Through real-world scenarios and interactive discussion, HR leaders will gain actionable tools to mitigate legal risk, support employees effectively and ensure that district operations remain both compliant and fair.

Smarter, Faster, Better: AI for HR Professionals

Total Rewards & Process Management

Presented by Ashley Kitten, Director of Human Resources, Upper Dublin School District, Maple Glen, PA

This session will be a beginners guide on how to focus on using AI in your HR Office to increase efficiency. Hands on polls and activities will be included so feel free to bring devices.

Tactical 1:1s that Strengthen Employee Engagement

Talent Development and Strategy

Presented by Cheryl Hinzman, Supervisor, Performance Management, Prince William County Schools, Manassas, VA

Employee engagement is built (or broken) in everyday interactions - especially during 1:1 conversations. Yet many leaders say they “don’t have time” for 1:1s and employees often describe them as unstructured, rushed, or ineffective. This session reframes 1:1s as a strategic leadership tool and provides practical, tactical steps to transform them into high-impact conversations that build trust, performance and a culture of connection.

The 30-60-90 Framework: Structuring Goals for New Hire Retention

Talent Development & Process Management

Presented by David Norman, Principal, Golf School District 67, Morton Grove, IL

Discover a scalable blueprint for employee onboarding that transforms new hires into confident contributors. This presentation outlines a comprehensive 30/60/90-day framework designed to streamline training, clarify expectations, and foster independence. We will explore how to structure day-one essentials, phased learning milestones, and regular feedback loops. Learn how to adapt this structured approach across any department to ensure every new team member feels supported from their very first day

The Modern Investigator: Blending Due Process, Practical Wisdom and AI Tools in School HR Investigations

Employee Relations & Investigations

Presented by Rachel Risetto, Labor Relations Specialist, Franklin-Essex BOCES, Malone, NY

Investigations are at the heart of effective HR leadership in schools. This session blends legal precision with modern efficiency, exploring best practices when conducting thorough, unbiased investigations while introducing practical AI tools to streamline the process. We’ll walk through every investigative step—from complaint intake and interviews to report writing and follow-up—while highlighting how tools like Otter.ai and ChatGPT can enhance accuracy, consistency and time management.

Unforced Errors: Title IX Missteps That Put Schools at Risk

Talent Development & Risk Management

Presented by Rebecca Bailey, Partner, Thompson & Hornton LLP, Houston, TX

Even the best Title IX teams can fumble when the pressure is on. From dropped balls in documentation to missed passes in notice and coordination, small mistakes can lead to big penalties. In this presentation, Rebecca will walk through the most common “unforced errors” schools make under Title IX—and how to stay out of the penalty box. With real-world plays and practical strategies, she’ll cover:

- Common missteps that turn routine matters into compliance headaches

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- Gaps in reporting, documentation and communication that can cost your team
- Proven defensive moves to protect your institution from liability
- Game-day strategies to keep your Title IX operations running smoothly

Join Rebecca to tighten your playbook, sharpen your execution and keep your compliance game strong.