

**Session Titles and Descriptions**  
**AASPA 2026 School HR Virtual Boot Camp**  
**Wednesday, August 5 - Thursday, August 6**  
**(All sessions will be presented in CST.)**

**Hall Pass to Leave: FMLA for School Personnel Administrators**

**Risk Management**

*Presented by Kim Davis, Attorney, Udall Shumway, Mesa, AZ*

For school personnel administrators, FMLA compliance is both a legal responsibility and a practical challenge that directly affects staffing, employee relations, and continuity of instruction. This presentation will provide an overview of the core FMLA requirements, employee eligibility, qualifying reasons for leave and the special rules that apply in school settings—particularly for instructional employees. The goal is to help administrators approach leave decisions consistently, lawfully and with an understanding of how to balance district operations with employee rights.

**How to hire alternatively-route teachers in a way that recognizes their value, prepares leaders to support them and sets them up for retention from day one**

**Talent Development**

*Presented by Dr. Cheryl Countee, Assistant Director Human Resources, Fairfield-Suisun Unified School District, Fairfield, CA*

As districts expand their educator pipelines, alternative-route teachers are becoming an important part of the talent conversation. Hiring these educators well requires more than filling a vacancy; it requires recognizing the career experience, content expertise, cultural knowledge and community connections they may bring to schools. This session will help HR leaders and district administrators examine how to approach the hiring process for alternative-route teachers through an asset-based lens. Participants will explore strategies for reducing deficit-based assumptions, identifying candidate strengths, preparing site leaders and building early support structures that begin at the point of hire. **Recruitment without support is not a retention strategy.** Hiring alternative-route teachers means designing a process that honors what candidates bring, connects them with strong preparation experiences and support partners and sets them up for growth, belonging and long-term success.

**HR 101 for Educational Leaders What Every School Leader Needs to Know About People, Compliance, and Culture**

**Talent Acquisition**

*Presented by Rebecca Greenough, Human Resources Director, Maple Run Unified School District, St Albans City, VT*

By the end of this session, participants will:

- Understand their role in HR
- Recognize common legal and compliance risks
- Learn best practices for hiring and employee relations
- Know when to involve HR
- Strengthen leadership practices that improve culture and retention

**Stop the Sieve: How Better Onboarding Halts First-Year Teacher Burnout**

**Talent Acquisition**

*Presented by David Robertson, Retired Assistant Superintendent, Vacaville, CA*

Are your new teachers starting the school year already exhausted before the first bell even rings? In education, first impressions aren't just polite, they are our single best defense against the escalating teacher retention crisis. Join me for this session where we will ditch the traditional, overwhelming "paperwork dump" and build an intentional, phased onboarding strategy that actually inspires. Don't just hand over a classroom key and hope for the best; learn some ideas to build a world-class system of support that protects your staff, boosts morale and secures your school's future. Hopefully you'll walk away not just with fresh ideas, but inspired to make a change for your system

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**The AI-Supported HR Office: Building Smarter Staffing, Certification, and Compliance Systems in PK-12 Schools**

**Process Management**

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

This session will explore how PK-12 HR professionals can use AI as a practical support tool to strengthen staffing workflows, improve communication, organize documentation and increase consistency across HR processes. Participants will learn how AI can assist with drafting principal communications, creating checklists, developing process tools, supporting certification and staffing reviews and identifying gaps in current HR systems. The session will also address responsible AI use, including confidentiality, human oversight and the importance of keeping final HR decisions aligned with district policy, legal guidance and professional judgment.

**The Engagement Advantage**

**HR Strategy**

*Presented by Michele Thomas, HR Supervisor, Cobb County School District, Marietta, GA*

In today's challenging educational landscape, employee engagement has become a critical factor in attracting, supporting and retaining high-quality talent. As school districts navigate staffing shortages, increased workplace demands and evolving employee expectations, Human Resources leaders play a pivotal role in shaping organizational culture and fostering a positive employee experience. This webinar explores the connection between employee engagement, retention and organizational success in K-12 education. Participants will examine the key drivers of engagement, including leadership, communication, recognition, professional growth and employee well-being. Through practical strategies and evidence-based practices, attendees will learn how to create workplace cultures where educators and staff feel valued, connected and committed to the district's mission.