

AASPA's 2025 Virtual Lead with Purpose

***ALL SESSION TIMES LISTED ARE CENTRAL TIME ZONE**

Wednesday, May 14th

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08:45 am - 09:00 am	Welcomes and Introductions
09:00 am - 10:00 am	Leading with Clarity: The HR Blueprint for Engagement and Accountability in Schools - <i>Dr. Nicole Price</i>
10:00 am - 10:15 am	Break
10:15 am - 11:15 am	Building Cultures of Value, Respect, Belonging, Opportunity and Accessibility in the Workplace - <i>Kevin Walton Sr.</i>
11:15 am - 11:30 am	Break
11:30 am - 12:30 pm	Beyond Bias: Building an Equitable Future in K-12 Hiring - <i>Dr. Stephanie Morgan-Harris</i>
12:30 pm - 01:00 pm	Lunch
01:00 pm - 02:00 pm	Transforming Our Environments: Fostering Inclusivity to Enrich Organizational Culture - <i>Peter Ferguson & Marla Styles</i>
02:00 pm - 02:15 pm	Break
02:15 pm - 03:15 pm	Balancing the Scales: Strategies for Equitable Teacher Distribution - <i>Felecia Lester</i>

***Sessions and times are subject to change.**

Session Descriptions

Balancing the Scales: Strategies for Equitable Teacher Distribution

Experience Management, Talent Acquisition, Hiring

Presented by Felecia Lester, HR Staffing Director, Atlanta Public Schools, Atlanta, GA

Join us for an engaging session focused on achieving equity in teacher distribution. This presentation explores practical strategies to ensure that every student has access to high-quality educators, regardless of location or demographics. Designed for HR practitioners, we will delve into data-driven approaches, innovative recruitment tactics, and retention strategies that support equitable staffing across all schools. Attendees will walk away with actionable insights and best practices to address staffing disparities and promote educational excellence throughout their districts. Don't miss this opportunity to make a lasting impact on your school community!

Beyond Bias: Building an Equitable Future in K-12 Hiring

Experience Management, Talent Acquisition, Hiring

Presented by Dr. Stephanie Morgan-Harris, Staff Engagement & Recruitment Coordinator, Kankakee School District 111, Kankakee, IL

Educational institutions thrive on diversity, yet implicit biases in hiring can create barriers that limit opportunities for underrepresented educators. As schools work to recruit and retain top talent, it is imperative to implement equitable, data-driven hiring practices that foster a more inclusive workforce. The goal of this presentation is to help educational leaders identify, address, and remove biases in K-12 hiring processes, ensuring all candidates are evaluated based on their qualifications, experiences, and potential contributions— rather than unconscious prejudices.

Building Cultures of Value, Respect, Belonging, Opportunity and Accessibility in the Workplace

Experience Management, Total Rewards, Work-Life Integration

Presented by Kevin Walton Sr., Director of Equity & Inclusion, Area Cooperative Educational Services, New Haven, CT

Attendees will gain practical strategies to develop and implement policies that foster a safe, fair, and equitable workplace, ensuring every employee has access to the same opportunities. Whether enhancing current efforts or starting from scratch, this session will provide the tools and inspiration needed to make a meaningful impact.

Leading with Clarity: The HR Blueprint for Engagement and Accountability in Schools

Experience Management, Talent Development, Performance Management

Presented by Dr. Nicole Price, Keynote Speaker, Lively Paradox

Balancing day-to-day school operations with the need to attract, retain, and engage top talent is a growing challenge. Many HR professionals and school leaders struggle with common misconceptions about what really drives employee motivation, accountability, and long-term retention. Without clear strategies, well-intended efforts can lead to frustration, burnout, and missed opportunities to create strong, high-performing school teams.

Great leadership isn't about choosing between fairness and high performance—it's about ensuring everyone has the opportunity to contribute their best work. By fostering clarity, accountability, and engagement, school HR professionals and leaders can create environments where excellence is the standard and all employees feel valued and aligned with the mission. This session provides a practical, results-driven framework to help leaders eliminate wasted energy, focus on what matters most, and sustain a culture of growth and success.

Participants will:

- Gain practical strategies for building engaged, high-performing school teams
- Understand what truly drives retention, accountability, and employee motivation
- Reflect on the benefits of aligning personal and professional goals with the district's mission
- Recognize the unique challenges of leading through change (even positive change) in schools
- Walk away with immediately actionable tools to improve engagement and effectiveness

This session provides a clear, actionable approach to strengthening leadership, building a results-driven workplace, and ensuring schools attract and retain top educators and staff.

Transforming Our Environments: Fostering Inclusivity to Enrich Organizational Culture!

Experience Management, Total Rewards, Work-Life Integration

Presented by Peter Ferguson, Coordinator of Culture, Inclusion, and Scholar Development & Assistant Supervisor of Recruiting and Marla Styles, Human Resources Specialist, Lincoln Public Schools, Lincoln, NE

Lincoln Public Schools (LPS) in Nebraska recognizes that "retention is recruitment." LPS has formalized practices and offerings for all staff (certificated, classified, administrative, and prospective (staff) to create a nurturing, transformative, and action-oriented environment where educators from diverse backgrounds can connect, learn, face challenges, and heal together. This engaging session will raise awareness and provide insights into replicable LPS's district offerings and collaborations with the following objectives: - Curating safe, inclusive, enriching spaces for staff of diversity to connect, grow, learn, and empower one another. - Expanding the BIPOC professional network supporting a diverse workforce. - Sharing ideas for collaboration, activism, and self-care.