

Session Titles and Descriptions
AASPA Human Capital Leadership Summit
December 5-6, 2025 | New Orleans, LA

Aiken Leads: Career Pathway Initiative

Experience Management, Talent Acquisition, Recruitment

Presentation by Salvatore Minolfo, Director of Administration & Christen Sikes, Educator Effectiveness Coordinator, Aiken County Public School District, Aiken, SC

Aiken County Public School District has been on a mission for the last 5 years to increase leadership development opportunities, reduce staff turnover, increase staff retention, and facilitate career exploration for all employees. In this presentation, we will detail the birth process of Aiken Leads, the career pathway initiative, the opportunities available within the initiative, and our next steps.

Beyond the Job Fair: The Digital Transformation of Teacher Recruitment

Process Management, Talent Acquisition, Recruitment

Presented by Liz Young, Executive Director of Recruitment, Retention and Strategy, Fulton County Schools, Atlanta, GA

With declining enrollment in teacher education programs and the evolving job market, this presentation delves into how Fulton County transitioned from traditional recruitment methods to an online-first approach, improving hiring outcomes. Attendees will leave with specific strategies for reaching candidates in a digital age.

Enhancing Mentor/Induction Program in an Environment of Change

Process Management, Talent Development, Orientation & Onboarding

Presentation by Erick Treuting Jr., Administrator of Human Resources Compliance, Development, and Retention, St. Charles Parish Public Schools, Luling, LA

St. Charles Parish Public Schools (SCPPS) is on a mission to become the destination K-12 employer in the New Orleans Metropolitan area. We are transforming our new teacher mentor/induction program to achieve that goal. As the regional leader in teacher salaries and total compensation, we believe an increased focus of nurturing our new educators will move SCPPS to this end. By offering comprehensive development and support, we are ensuring that the talented teachers we hire thrive and stay with us for the long haul. Join us as the presenter shares early "wins" in promising mentor/induction practices as well as navigate the challenge of change management as SCPPS builds a stronger future for our educators and students alike!

Evolving HR in K-12: From Compliance to People-Centered Operations

Experience Management, Total Rewards, Work-Life Integration

Presentation by Jennifer Hart, Chief Office of HR & Administration, Aiken County Public School District, Aiken, SC

As the demands on K-12 education systems grow, the role of Human Resources must adapt to focus more on people-centered strategies that support both educators and staff. This presentation explores the transformation from traditional HR to People Operations within the K-12 sector, emphasizing employee well-being, engagement, and the strategic use of data to improve workforce outcomes. Attendees will gain insights into how this shift can lead to a more supportive, collaborative, and efficient educational environment, fostering better performance and retention in schools. Key Takeaways: Fostering Staff and Educator Well-Being: Learn how shifting to People Operations can enhance the support systems for teachers and staff, improving overall job satisfaction and student outcomes. Strategic Use of Data in Education HR: Understand how data analytics can help identify workforce trends, predict needs, and develop proactive strategies to attract and retain top talent in schools. Building Collaborative School Cultures: Discover the benefits of breaking down silos and fostering partnerships between HR, administration, and educational teams to create a more responsive, engaged school workforce.

Grow Your Own Programs (GYOs) as a Key Recruitment and Retention Strategy

Experience Management, Talent Acquisition, Recruitment

Presentation by Ayelia Ali, New Teacher Developer & Stephanie Santarpio, Teacher Pathway Program Manager, Chelsea Public Schools, Chelsea, MA

School districts across the country are having to find innovative ways to recruit, retain a diverse teaching workforce. Grow Your Own (GYOs) programs are created to combat the problem of teacher shortages, while expanding the pipeline of new teachers with a focus on developing current talent already in our schools. At Chelsea Public Schools (CPS), a school district located in the Greater Boston area, there are two GYOs - The Teacher Pathway Program (TPP), and New Teacher Academy (NTA). Both TPP and NTA focus on recruiting and retaining a diverse, highly-qualified teaching workforce for Chelsea's students. CPS has had successes with both programs and has the fastest growing diversity rates in Massachusetts. At this session, you will learn about why these programs were created and how they were implemented. Attendees will gain insight from best practices learned and how to lead this work in districts and organizations.

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Increasing Paraprofessional Retention

Experience Management, Standard, Total Rewards, Work-Life Integration

Presented by Jim Nichols, Chief Human Resources Officer, Indian Hill School District, OH

Join me to explore the strategies behind "Increasing Paraprofessional Retention" in the Indian Hill School District. As we face a consistent decline in retention rates, this presentation will provide a detailed look at our approach to reverse this trend by enhancing job satisfaction through opportunity and creatively looking at financially feasible compensation escalators for paraeducators. Participants will gain insights into the design and implementation of this model, which aligns with our district's strategic goals. We will share data-driven findings, discuss the challenges faced, and outline the comprehensive interventions aimed to stabilize this essential part of our workforce. By attending, you will walk away with practical approaches to improve retention rates, ensuring that paraprofessionals feel valued, supported, and motivated to continue their crucial roles within the educational community.

Local Roots, Lasting Impacts: Growing a Teacher Apprenticeship Program

Process Management, Talent Acquisition, Recruitment

Presented by Carla Simons, Certification Manager, Baltimore County Public Schools, Towson, MD

This session highlights the design and implementation of the Baltimore Teacher Apprenticeship Program (BTAP), a partnership between Baltimore County Public Schools (BCPS) and Loyola University Maryland. BTAP aims to recruit, prepare, and retain special educators from the BCPS community, particularly from historically underrepresented backgrounds. The program addresses the teacher shortage, particularly in special education, while promoting equity and inclusion within the BCPS teaching workforce.

Launch Lincoln County: Setting New to Lincoln County School District Teachers Up for Success

Strategy, Talent Development, Orientation and Onboarding

Presentation by Dr. Tiana DeVries, Human Resources Director, Lincoln County School District, Lincoln County, OR

Time is precious. Time before students arrive is our only opportunity to launch new LCSD teachers into a positive experience in the district. Lincoln County School District hires 15-25% of its teachers each year. These new-to-LCSD teachers need one thing most of all: to be oriented to the district so they can be as effective as possible, as quickly as possible. This year's pilot program added five days to the previous program essentially doubling the onboarding of those new to LCSD and including two classroom days to plan and integrate the learning. Hear the feedback from the mentors, Teachers on Special Assignment, union, administration, and new teachers on how additional and differentiated professional development improved the experience of those new to our district. Learn more about what we did and how it worked.

Navigating the Ship: An Approach to Retention in a Public K-12 School District

Strategy, Talent Development, Performance Management

Presentation by Dr. LaKesia Y. Boone, Assistant Superintendent of HR & Dr. NeShawn Dawson, Director of HR, Craven County schools, New Bern, NC

Do you have unique issues with teacher turnover in today's challenging landscape? In this session, we will explore the critical relationship between teacher turnover and effective support systems within educational districts. We will discuss the role of Testing Reimbursement in alleviating financial burdens on educators, fostering a more stable teaching environment. Participants will learn how Exit Surveys can provide invaluable insights into the reasons behind teacher departures, while Stay Interviews offer a proactive approach to understanding and enhancing job satisfaction among current staff. We will also examine the implementation of a Tiered Coaching Structure, designed to provide differentiated support based on individual teacher needs, thereby promoting professional growth and retention. Join us to discover actionable strategies that can help districts reduce teacher turnover and create a more supportive and sustainable teaching environment. Together, we can build a brighter future for both educators and students.

Onboarding Overhaul - A Journey from Disarray to Empowerment

Experience Management, Talent Development, Orientation & Onboarding

Presented by Laura Theiss, Human Resources Director, Butler County Educational Service Center, Hamilton, OH

This session will explore the transformative journey of implementing evidence-based onboarding practices within educational and social service programs at the Butler County Educational Service Center. By focusing on comprehensive onboarding strategies, we aim to enhance the employee experience and significantly reduce staff turnover. We will delve into the crucial phases of the process, including pre-boarding and the Four Cs of onboarding: Compliance, Clarification, Culture, and Connection. Participants will receive a preview of preliminary findings including insights into the effectiveness of our new onboarding practices, and actionable takeaways for refining and enhancing your onboarding approach.