

Session Titles and Descriptions

AASPA Human Capital Leadership Summit

December 5-6, 2025 | New Orleans, LA

AI and Educator Evaluations

Experience Management, Talent Development, Training & Development

Presentation by Alan Lavizzo, Director of Human Resources & Brenda Smith, Chief Human Resources Officer, Cherry Creek School District #5, Greenwood Village, CO

In recent years, artificial intelligence (AI) has rapidly become a transformative force in education, offering unique opportunities to enhance and streamline the staff evaluation process. This presentation explores how K-12 districts can leverage AI to make evaluations more consistent, efficient, and aligned with local and state standards. AI has significant potential to increase efficiency in classroom observations by streamlining note-taking and capturing essential qualitative data quickly. For instance, ChatGPT can be used to summarize observation notes, providing a reliable, objective record of teacher performance. Additionally, AI can help reduce subjective interpretation, allowing for greater consistency in evaluation. With real-time capabilities, administrators can document observations on-site using voice-to-text AI, enabling immediate, accurate data capture. This efficiency is essential in large districts where ensuring a fair and timely evaluation process can be challenging. One of the most impactful benefits of AI lies in enhancing feedback loops between administrators and teachers. By using AI to generate feedback quickly, districts can make the feedback process more immediate, fostering timely adjustments and continuous growth. Throughout the presentation, ethical considerations will be highlighted, with a focus on data privacy and security as essential for safe AI integration. Strategies for minimizing AI-driven biases, which can affect fairness, will also be discussed. To ensure the effective use of these tools, professional development for HR and administrative staff is critical, equipping them with the skills needed to interpret and apply AI insights.

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.

All Aboard! Leveraging Partnerships to Empower School Administrators

Process Management, Talent Acquisition, Recruitment

Presentation by Dr. Cherissa Vitter, Associate Professor IB Education & Dr. Aaron Sinclair, Induction Coordinator, Southeastern Louisiana University, Hammond, LA

Southeastern Louisiana University was awarded a 5-million dollar Teacher Quality Partnership (TQP) grant to partner with local districts to support teacher induction, teacher retention & building leadership capacity. The presenters include faculty from the College of Education (co-principal investigator) as well as the the induction coordinator of this grant who works directly with the cooperating districts. The purpose of the TQP grant is to create a teacher induction program & train future leaders to support the novice teachers. This interactive session will allow participants to explore ways partnerships can be leveraged for school district employee retention. We will present data & lessons learned since beginning this project. Participants will utilize group activities to examine the partnership opportunities through the lens of the district partners & the university.

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.

Bridging the Gap: Innovative Strategies for Teacher Recruitment and Retention

Experience Management, Talent Acquisition, Recruitment

Presented by Dr. Chakesha Scott, CEO/Founder & Dr. Eric Jones, Head of School Operations, Impact Charter Schools, Baker, LA

This session explores practical and transformative strategies to address the ongoing challenges of teacher recruitment and retention in today's educational landscape. Drawing from research on the effects of policies impacting teacher pipelines, attendees will gain insights into innovative approaches to attract top talent and foster an environment where educators thrive. The presentation blends data-driven

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findings with actionable solutions to help schools and districts build sustainable recruitment pipelines and improve teacher retention, creating a positive and lasting impact on educational communities.

DATA DRIVES ME CRAZY!!!

Process Management, Talent Development, Performance Management

Presentation by Daphne Donaldson, Director of Human Resources, Charter Schools USA, Baton Rouge, LA

Data drives everything that we DO today. Don't let it drive you crazy, you drive data crazy by creating successfully planning and knowing when to Pivot in your decision making and without losing the human aspect of the work we do daily. Allowing data to guide our historical perspective is key to successful future planning in HR in the schools.

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, 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.

Increasing Paraprofessional Retention

Experience Management, 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

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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.

Keynote: The 7 Energies of Leadership

Experience Management, Talent Development, Training & Development

Presented by Kristen Brown, CSP, Keynote Speaker

In the unique and evolving world of education, you play a pivotal role in shaping school culture, supporting staff, and driving impactful change. The 7 Energies of Leadership introduces a transformative framework, tailored to empower experienced school HR Professionals and leaders with powerful tools for fostering growth, resilience, and inspiration within their schools and districts. Discover the seven essential energies that fuel your inner drive and create a robust framework for self-leadership and impact on those around you. With Vision Energy, you gain clarity on strategic goals; Strategy Energy maps out actionable steps to get there; Communication Energy builds trust and unity; Relationship Energy fortifies connections with staff, educators, and the community; Confidence Energy amplifies your strengths; Creativity Energy sparks fun amidst the pressure; and Motivation Energy sustains forward momentum.

What Awaits You:

- Explore how your energies uniquely support school environments, unlocking fresh strategies for building resilient teams and positive cultures.
- Participate in fun, thought-provoking activities right there in the room that translate directly into actionable takeaways for your role.
- Harness the power of collective wisdom in a session full of shared experiences, inspiring stories, and collaborative learning. Expect to leave energized, recharged, and equipped with practical insights to bring back to your role and schools.
- Elevate your leadership with a session that goes beyond the basics, giving you the tools to create a high-flow environment and achieve remarkable results both professionally and personally.

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.

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.

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

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preliminary findings including insights into the effectiveness of our new onboarding practices, and actionable takeaways for refining and enhancing your onboarding approach.

Strategic Planning: How to Assess Your Work, Build a Strategic Improvement Plan, and Deliver High Quality Support

Strategy, Talent Development, Performance Management

Presented by Debbie Simons, Chief Human Resources Officer & Catherine Dalbey, Director of Human Resources, Northwest Regional Education Service District, Hillsboro, OR

In this session, we will explore the critical role of strategic leadership in human resources (HR) in supporting quality teaching and learning. As HR leaders, you are responsible for managing one of the most valuable assets in any educational institution - the human capital. This session will provide you with the tools and strategies to effectively assess what areas in your department can be dusted off and improved, how to improve connecting with staff; in order to effectively lead and develop your organization's most important resource - its people. Learn how to align your HR strategy with the overall strategic objectives of your educational institution. If you have not yet arrived at the destination, this session will provide you with tools and strategies that you can take back to your organization and put in place.