

Session Titles and Descriptions
AASPA Human Capital Leadership Summit
December 2-3, 2021 – Sheraton Phoenix Downtown, Phoenix, AZ

Building a Comprehensive District-Level Onboarding Program: Connection & Engagement for Classified, Certificated, and Administrative Employees Right From the Start – Process Management: Talent Development

Presented by Kirstyn Martin, Onboarding Program, Lead and Sarah Batarseh, Onboarding Coach, San Bernardino City Unified School District, San Bernardino, CA

Onboarding is essential in the retention of highly qualified employees. To prepare our new employees for success, we must develop and implement systematic and meaningful induction systems with intentional guidance and support. San Bernardino City USD's award winning* Onboarding Program provides a four tiered system of support to all new classified, certificated and administrative employees: orientation, stakeholder sessions, peer shadowing opportunities, and mentorship and reflection. This comprehensive program introduces the district's culture by incorporating our focus on cultural proficiency into these four tiers. Each of these components is individualized, including a tailored orientation and weekly meetings with a coach or mentor. In this presentation, we will share the onboarding process that we have developed and ways to replicate it in other districts.

*California School Boards Association's Golden Bell Award

The K-12 LADDER- Talent Development for Teachers and the Leaders who Serve Them – Strategy: Talent Development

Presented by Barbara Burke, Director of HR & Staff Development, West Baton Rouge Parish Schools, Port Allen, LA and Leslie Blanchard, Executive Director, Louisiana State University- Leadership Development Institute, Baton Rouge, LA

The Leadership Development Institute has created a first-of-its-kind model of talent development- the evidence-based LADDER tool for disposition development for educators at all stages of the profession from novice to executive. This model uses individual assessment to classify the 26 dispositions that were named in our research into three categories: Strengths, Standards, and Stressors. Once identified, each candidate works alongside an LDI coach who uses these data to inform the creation of a StepLADDER plan for disposition development. Participants will leave the session with concrete strategies to use disposition development for the following major ideas:

- o Strengthening pre-service teacher preparation.
- o Improving readiness in beginning teachers during on-boarding.
- o Increasing job satisfaction, engagement, and retention for in-service teachers.
- o Empower administrators with effective dispositions to support the educators they serve.

The audience will engage in the assessment and data collection process to practice what pre-service candidates, in-service teachers, and aspiring/current administrators experience during the LADDER model.

Creating a Connection Through Employee Experience: Recruiting & Hiring – Experience Management: Total Rewards

Presented by Emily Douglas-McNab, Co-founder & Chief and Kate Heynoski, Co-founder & Chief, Talent Management Institute, Delaware, OH

The experience a candidate has during the candidate journey directly impacts your recruiting and hiring success. The employee experience starts from the moment an applicant considers your school district as an employer. Providing an exceptional experience creates an emotional connection with candidates that increases the likelihood that they accept an employment offer and want to stay with your organization. During this session, we will explore key components of the employee experience during the recruiting and hiring phase. We will provide real-world examples and tools, along with fun and engaging activities, to help you map the candidate journey and positively impact employee experience in your district.

The Current State of Teacher Compensation and Existing Opportunities to Increase Recruitment and Retention – Strategy: Total Rewards

Presented by Shannon Holston, Chief of Policy and Programs and Patricia Saenz Armstrong, Senior Economist, NCTQ, Washington, DC

Well prepared teachers have been a key and much needed resource for vulnerable populations even before the pandemic, and they are more critical now than ever before. This session will explore findings from a recent study that analyzes teacher pay across 90 of the largest school districts in the United States, and compares the purchasing power of teacher salaries both across and within localities, by comparing teachers' earnings to that of teachers in other districts as well as that of other professionals inside the district. A closer look at teacher earning trajectories over a 30-year career in these districts shows that there are resources still being misdirected or underutilized, such as differentiated pay. It also helps identify successful compensation practices, such as starting and ending salaries, growth rates, and the overall compensation path that districts have used to successfully retain effective teachers.

Designing Structures, Policies, and Processes to Sustain Equitable Compensation – Strategy: Total Rewards

Presented by Emily Douglas-McNab, Co-founder & Chief and Kate Heynoski, Co-founder & Chief, Talent Management Institute, Delaware, OH

Every employee has the right to equal pay for equal work. There is no greater proof that an organization values equity than by building it into its foundation. While conducting audits for pay equity is a first step, organizations also need to establish structures, policies, and processes to ensure equitable decisions about compensation, procedures for assigning work, reimbursements, retirement, vacation, benefits, promotions, access to development and training opportunities, and more. Come and discuss not only equitable pay, but the design of fair and consistent structures, policies, and processes.

In-House Teacher Pipelines: Starting a ‘Grow Your Own Program’ – Process Management: Talent Acquisition

Presented by Nicolle Adair, Supervisor, CoMoEd, Heather McArthur, CFO and Nickie Smith, Former Chief HR Director, Columbia Public Schools, Columbia, MO

The challenges with teacher shortages and high-quality teacher recruitment are common across the country. This session will educate and equip participants with knowledge and application towards initiating innovative ways to integrate a successful Grow Your Own program. Come and learn from administrators who will candidly share their experiences they have had including the positive results, challenges, logistics and community benefits surrounding this model.

The Power of Positivity: Behavioral Science Strategies for Human Capital Leaders – Experience Management: Total Rewards

Presented by Dr. Tim Hodges, Executive Director, Clifton Strengths Institute, Lincoln, NE

The last two years have been challenging, to say the least! From the covid19 pandemic to political and racial unrest to wild swings in the economy and employment trends, we've all been challenged to rethink and reinvent the ways we lead. Ready for some good news? More than 20 years of research in the fields of positive psychology and behavioral economics has led to several tangible discoveries that we can integrate into our leadership. This session will review highlights from the behavioral science research and break it into tangible steps you can take to improve your life and the lives of those you lead and serve. The future is going to look different – let's do all we can to make sure that it's going to look better!

Recruit, Train & Retain – Strategy: Talent Acquisition

Presented by Patrice Pendergast, Director of Recruitment and Retention and Keysha Robinson, HR Director, Special Education Staffing HR Director, Special Education Staffing, Gwinnett County Public Schools, Suwanee, GA

This presentation will include college partnerships, residency programs and creative strategies for recruiting and retaining staff during a pandemic.

Rethinking the Student-Teaching Experience: A Practical Perspective on Student-Teacher Placement Process – Process Management: Talent Development

Presented by Morgan E. Pellettera, Student Teacher Placement Coordinator and Wilson H. Cuellar, Assistant Director Certified Personnel, San Bernardino City Unified School District, San Bernardino, CA

In preparing and planning for the student-teaching district experience, we ponder the following questions: Is our student-teaching placement process intentional and purposeful? Do our student-teachers have opportunities to have the best experiences possible? Research shows that the student-teaching experience is one of the most important aspects of new teacher preparation (Bastian & Patterson, 2018). 30-40% of student-teachers are hired in the district they student-taught in, and 15% of student-teachers will teach in the same school at which they student-taught (Goldhaber et al., 2018). It is incumbent upon Personnel Departments to ensure intentionality in both the placement process and overall student-teaching experience. In this session, we will share the SBCUSD process for student-teacher placement, which sets the student and mentor teacher up for great success in the preservice teaching experience. We are confident that we have created not only a strong student-teacher placement process but an overall student-teaching experience that will help to prepare high-quality teachers for the profession.

Supporting Employee Mental Health: #Start the Chat – Experience Management: Total Rewards

Presented by Dr. Amy Dillon, Director of Human Resources, Blue Valley School District, Overland Park, KS

According to the World Health Organization, “mental health is more than just the absence of mental disorders or disabilities. It is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community.” In this session, participants will learn about the strategies implemented by the Blue Valley School District to create a mental health-friendly workplace called the Traffic Light of

Mental Health. Participants will learn tools and tips that can empower staff members to feel safe enough to explore mental health resources without the stigma. #startthechat

Succession Planning for Principals and District Leaders: How partnering with local universities can build leadership capacity – Experience Management: Total Rewards

Presented by Tim Yeomans, Executive Director, OSPA, Springfield, OR

The session focuses first on the need that exists for organizations to think proactively about succession planning and leadership capacity. It then involves practical suggestions of how to work with local higher education entities to create a win-win situation with regard to principal and district-level leadership development. Partnering with universities that credential principals, creating a certification program on-site in your district.

Utilizing Data to Drive HR Strategy and Process Improvement – Process Management: Talent Development

Presented by Brian Murphy, Transformational Leader of Strategic Planning, Toledo, Public Schools, Toledo, OH

Toledo Public Schools began their HR improvement journey with the goal of taking a more strategic approach to designing people processes. We will share specific steps taken to improve a variety of HR processes including recruiting, selecting, hiring, orienting, and onboarding new staff. Attendees will leave with actionable ideas that can be implemented by a district of any size.