

Session Titles and Descriptions
AASPA Human Capital Leadership Summit
December 1-2, 2022 – Westin Rancho Mirage Hotel, Palm Springs, CA

Building the Workforce Our Students Need: A Cultural and Mindset Paradigm Shift - Learnings from Year Two

Strategy: Talent Acquisition

Presented by Sarah Semroc, Human Resources Partner, Sara Baker, Director of Human Resources and Michaela Raikes, Program Manager/Analyst & HR, Highline Public Schools, Burien, WA

“Hire the best.” Best is often a culturally steeped translation of “the most educated, most experienced” applicants attracted to the posting. However, do those criteria result in the best hires for students in a given context? How do we identify the leaders we need to ensure we have equity-driven leadership throughout the organization? And how do we know we did? Participants will hear about the framework Highline is developing in practice, to think strategically about staffing for student-defined success. As a continuation of last year’s session: Building the Workforce Our Students Need: A Cultural and Mindset Paradigm Shift, participants will hear about specific strategies piloted in the spring for administrative hiring including a data-driven approach and reflection.

The Drive to 45: Redefining Teacher Recruitment in the Post-COVID Era

Strategy: Talent Acquisition

Presented by Brian Ingram, Executive Director of Talent Management, Shelby County Schools, Memphis, TN

This session will present data and strategies from Memphis-Shelby County Schools (MSCS) in Memphis, TN on the District’s: 1) Refined recruitment strategy from the 2022-23 school year and preliminary data; and 2) the District’s expanded “Grow Our Own” portfolio. MSCS Talent Management leaders will present current information around how the key shifts in its “Drive to 45” Strategic Plan led to a 30% reduction of first day vacancies for the 2022-23 school year and how it can help districts utilize programs similar to MSCS in recruiting teachers.

Evidence-Based Strategies to Recruit and Retain a Strong, Stable and Diverse Teacher Workforce

Strategy: Talent Acquisition

Presented by Tara Kini, Chief of Staff & Director of State Policy, Learning Policy Institute, Washington, DC

This session will provide an overview of recent research on effective approaches to recruit and retain a strong, stable and diverse teacher workforce. Tara will also provide an overview of promising federal and state policies as well as potential funding sources that can be used to support district leaders and human resource professionals in their efforts to recruit and retain high-quality teachers.

Five High Impact Improvements for Your Human Capital Management Systems

Process Management: Total Rewards

Presented by Brian Murphy, Transformational Leader of Strategic Planning, Toledo Public Schools, Toledo, OH; Kris Kaser, Director of Educator Development, Toledo Public Schools, Toledo, OH and Emily Douglas-McNab, Co-founder & Chief, Experience Management Institute, Delaware, OH

When looking to make improvements, it can feel overwhelming! Don’t fret about where to start. In this session, we’ll review five areas of improvement that have a big impact on your HCMS and directly improve outcomes for staff and students.

How the Boss in Me Commits to Developing the Leader in Others

Strategy: Talent Development

Presented by Keeli Bowen, Chief Human Resource Officer, Cobb County School District, Marietta, GA

The word “boss” has different meanings. For example, if you use it as a noun, it means leader; if you use it as a verb, it takes on a whole new connotation. Where I am fully committed to my “boss” role at home, defined as a verb, I prefer it to be used as a noun in my professional life. In this session I will share how the (professional) boss in me is committed to developing the leader in others. I bet we can all agree that simply having the responsibility or title of leader does not necessarily make us an effective leader. Meeting weekly as a leadership team does not indicate a functional collaborating organization, either. My goals during this session are to share the specific strategies we have taken to develop leaders within our human resources division and to provide each participant time to reflect on how their influence develops the leaders in others.

Leveraging Your Talent Development Framework to Diversify Your Workforce

Strategy: Talent Acquisition

Presented by Jennifer Mauch, Leadership Development Manager, Cincinnati Public Schools, Cincinnati, OH

During this interactive learning session, participants will learn current research-based best practices that bolster the Talent Development Framework’s key functions of attracting, preparing, developing, supporting, and retaining high quality diverse candidates. Participants will then explore human capital data through four lenses to identify workplace diversity gaps and will

work in cross-collaborative groups to share best practices to address those gaps based on the presentation and relevant experiences of the participants. Participants will 1) Identify key human capital processes aligned to the Talent Development Framework that impact the diversity of a district and/or school's educator workforce; 2) Explore three key sets of district data to be analyzed to determine diversity gaps and root causes of those gaps; 3) Discuss best practices to attract, prepare, develop, support, and retain a high-quality educator workforce.

The New Frontier: Managing Employee Exits for Better Recruitment and Retention

Strategy: Total Rewards

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

It's time to rethink managing employee exits to improve recruitment and retention. Wait, how can exits affect recruitment and retention? Hear more from Emily Douglas-McNab and Dr. Katherine Heynoski including exit best practices and new offboarding strategies to implement now.

Next Education Workforce

Strategy: Talent Acquisition

Presented by Justin Wing, Assistant Superintendent of Human Resources, Mesa Public Schools, Mesa, AZ and Brent Maddin, Executive Director & Professor of Practice, Arizona State University, Phoenix, AZ

This session will provide the opportunity to hear from two individuals, Brent Maddin, Arizona State University and Justin Wing with Mesa Public Schools who are deep in the work of creating new models for staffing schools. Working in partnership, they are redesigning aspects of the district's human capital management system that better align with the district's commitment to their Portrait of a Graduate and ability to recruit a diverse pipeline of educators into team-based staffing models. This work is creating new roles, pathways into the profession and advancement opportunities for community members, paraeducators and professional educators. Come for concrete resources based on this partnership and ways you can become involved.

Recruitment, Selection and Retention Challenges in Schools

Strategy: Talent Development

Presented by David Robertson, Director of Human Resources/Labor Relations, Twin Rivers Unified School District, McClellan, CA

Are you facing shortages? You can't approach a solution by only focusing on one aspect of the challenge. Now is the time to be forward thinking in your actions to make a difference for your school system. In this session we'll start with some research to help everyone know the current job market. You will get to engage in some concrete strategies you can take to help engage, recruit, and onboard with efficiency with data to back it up. You will see some data and research on our "stay" surveys to help make better decisions for your organization about possible retention strategies.

Reimagine Your Recruiting Practices

Strategy: Talent Acquisition

Presented by Emily Douglas-McNab, Co-founder & Chief and Erin Howell, Director of Marketing & Communications, Experience Management Institute, Delaware, OH

Between the pandemic and "Great Recession" the way we've always done things isn't going to cut it anymore. It's a new day for recruiting. Strategically audit and improve your recruiting processes. In this session, we'll share tangible tools and real-world examples and outcomes in school districts so you can feel prepared to improve your recruiting strategies before the new year.

Shortage to Surplus: 5 Shifts to Address the National Teacher Shortage

Strategy: Talent Acquisition

Presented by David Robertson, Director of Human Resources/Labor Relations, Twin Rivers Unified School District, McClellan, CA

We know that the educator shortage is a nationwide crisis. As a national educational organization, the American Association of School Personnel Administrators has been addressing the issue on multiple fronts by dedicating resources, professional development, advocacy, and data to support our members. In February 2022, we realized it was time to do more. With the help of key advocates and friends of education, the 2022 National Educator Shortage Summit was the first of its kind. We brought together various partners and players to address and discover our similarities, as well as our differences. As the educator shortage continues to grow, now is the time to start addressing it from a collective perspective by leveraging the knowledge and influence of multiple stakeholders. Organizations cannot solve the shortage alone. It is our hope that the collection and analysis of data from the Summit will start a collective conversation to drive action at varying levels. This is not another teacher shortage white paper. What follows disrupts traditional calls to action, and looks across all shortage areas in education. Together, we can move from shortage to a surplus.