

Tentative Agenda
AASPA's Human Capital Leadership Summit
December 10-11, 2026 | San Diego, CA

THURS, DEC 10	STRAND ONE	STRAND TWO
07:30 am – 08:00 am	Continental Breakfast & Registration	
08:00 am – 08:15 am	Welcome & Introductions <i>Kelly Coash-Johnson, Executive Director, AASPA</i>	
08:15 am – 09:15 am	Keynote Speaker	
09:15 am – 09:30 am	Networking Break	
09:30 am – 10:30 am	Ethical Leadership & Decision-Making in School HR	Compensation and Pay Practices
10:30 am – 10:45 am	Networking Break	
10:45 am – 11:45 am	Rethinking Recruitment & Retention	Employee Relations and Investigations
11:45 am – 12:45 pm	Networking Lunch	
12:45 pm – 01:45 pm	Enhancing Mentor/Induction Programs	Building a Sustainable Educator Workforce
01:45 pm – 02:00 pm	Networking Break	
02:00 pm – 03:00 pm	Leading HR in the Age of AI	Strategic Improvement Plans
03:00 pm – 03:15 pm	Networking Break	
03:15 pm – 04:30 pm	Sponsor Speed Networking	
04:30 pm – 06:00 pm	Networking Reception	
FRI, DEC 11	STRAND ONE	STRAND TWO
08:00 am – 09:00 am	Breakfast & Table Talks Over the 5 Shifts to Address the Educator Shortage	
09:00 am – 09:30 am	Presentation of eHCLE	
09:30 am – 09:45 am	Networking Break	
09:45 am – 10:45 am	Evolving HR in K-12	Performance Management Systems
10:45 am – 11:00 am	Networking Break	
11:00 am – 12:00 pm	Creating a Candidate-Centered Experience	Growing a Teacher Apprenticeship Program
12:00 pm – 01:00 pm	Networking Lunch	
01:00 pm – 02:00 pm	Strategic Employee Engagement Plans	Leading a High-Performing HR Department
02:00 pm – 02:15 pm	Networking Break	
02:15 pm – 03:15 pm	Creating a Total Rewards Strategy	Forecasting Talent Needs
03:15 pm – 03:30 pm	Wrap Up & Evaluation <i>Kelly Coash-Johnson, Executive Director, AASPA</i>	

***Session times & topics are subject to change.**