

**Tentative Agenda**  
 2026 School HR Winter Boot Camp  
 January 22-23, 2026 – Clearwater Beach Sheraton Hotel  
 Clearwater Beach, FL

<b>WED, JANUARY 21</b>		
05:00 pm - 06:30 pm	Networking Reception	
<b>THURS, JANUARY 22</b>	<b>BASIC TRAINING</b>	<b>ADVANCED MANEUVERS</b>
07:30 am - 08:00 am	Continental Breakfast & Registration <b>Bags Sponsored by ESS/Proximity Learning</b>	
08:00 am - 08:10 am	Welcome & Introductions <i>Dr. Kelly Coash-Johnson, Executive Director, AASPA</i>	
08:10 am - 09:15 am	Unbridled: Leadership Starts with You - <i>Zach Arend</i> <b>Sponsored by BloomBoard</b>	
9:15 am - 9:30 am	Networking Break – <b>Sponsored by Frontline Education</b>	
09:30 am - 10:45 am	HR 101 Reimagined: Building an Effective and Strategic School HR Department - <i>Justin Schooley</i>	Navigating Difficult Conversations - <i>Sarah Marriott</i>
10:45 am - 11:00 am	Networking Break – <b>Sponsored by PowerSchool</b>	
11:00 am - 12:00 pm	Employee Handbooks - <i>Scott Macdonald</i>	Leadership Development Preparation PD for Classified and Certificated Staff Members - <i>Sarah Marriott</i>
12:00 pm - 12:45 pm	Networking Lunch	
12:45 pm - 01:45 pm	Bringing the Human Back to Human Resources (with a Little Help from Artificial Intelligence) - <i>Michele Natali</i>	Title IX: Roles, Responsibilities, and Regulatory Foundations - <i>Justin Schooley</i>
01:45 pm - 02:00 pm	Networking Break – <b>iteach, a division of K12 Coalition</b>	
02:00 pm - 03:15 pm	Onboarding for Retention: Building a Strong Start to Strengthen the Teaching Workforce - <i>Dr. Sylvia Anthony-McGeachy &amp; Stacey Wall</i>	The Family and Medical Leave Act: Legal Update and Best Practices in FMLA Administration - <i>Scott Macdonald</i>
03:15 pm - 03:30 pm	Networking Break - <b>UBC</b>	
03:30 pm - 04:30 pm	Hiring the Right Teacher: Making High-Impact, Legally Sound Hiring Decisions - <i>Justin Schooley</i>	The Three Types of Plays Needed in Employee Evaluation Playbooks - <i>Daniel Windish</i>
04:30 pm - 06:00 pm	Networking Reception - <b>Marathon Health &amp; Vanteo</b>	
<b>FRI, JANUARY 23</b>	<b>BASIC TRAINING</b>	<b>ADVANCED MANEUVERS</b>
08:00 am - 09:15 am	<u>Breakfast Table Talks</u> <ul style="list-style-type: none"> <li>- Recruitment/Retention</li> <li>- My Teacher Did What?!?!</li> <li>- Getting Off to a Great Start in HR</li> </ul> <ul style="list-style-type: none"> <li>- Onboarding Programs</li> <li>- FMLA</li> <li>- Employee Discipline</li> </ul>	
09:15 am - 10:30 am	The Modern Investigator: Blending Due Process, Practical Wisdom, and AI Tools in School HR Investigations - <i>Hillary Brewer &amp; Rachel Rissetto</i>	Beyond the Vacancy: Smart Recruitment & Retention Strategies for Today's PK-12 Workforce - <i>Wantanisha Morant</i>
10:30 am - 10:45 am	Networking Break - <b>Moreland University</b>	
10:45 am - 12:00 pm	Sponsor Speed Networking	
12:00 pm - 12:45 pm	Networking Lunch	
12:45 pm - 01:45 pm	All Aboard! Cruising Through HR Bottlenecks - <i>Seza Aldrich</i>	Leadership, Law and HR: Preparing Leaders for Real World Decisions - <i>Schwanda Jackson &amp; Morgan Strother</i>
01:45 pm - 02:00 pm	Networking Break - <b>International Alliance Group (IAG)</b>	
02:00 pm - 03:00 pm	Employee Discipline - <i>John Palmerini</i>	
03:00 pm - 03:15 pm	Wrap Up & Evaluation <i>Dr. Kelly Coash-Johnson, Executive Director, AASPA</i>	

**\*Session topics and times are subject to change**

**Audio Visual sponsored by Edustaff, Upbeat & Counslr**