

Agenda with Session Titles and Descriptions: AASPA Virtual Human Capital Leadership Summit December 3-4, 2020

THURSDAY, DECEMBER 3: ALL TIMES ARE LISTED IN CENTRAL TIME

9:00- 9:30 AM – WELCOME, INTRODUCTIONS & SPONSOR THANK YOU

9:30-10:30 AM – SESSION I

Pandemic Effects on Human Capital Leadership in Education

Strategic Alignment; Organizational Culture

Join this panel for an open discussion on how this pandemic has affected the role of a human capital leader in education. Questions will focus on unforeseen positives, job descriptions, classified pools and anticipating the needs of next year. Panelists will share the data they have collected and how they are using it to make strategic decisions now.

10:30-10:45 AM – BREAK – *Sponsored by PowerSchool*

10:45-11:45 AM – SESSION II

Creating the Conditions for Improving Teacher Retention: Lessons Learned in a Large Urban District

Sourcing & Recruiting; Workforce Planning

Presented by Aimee Green-Webb, Ph.D., PHR, Executive Administrator Personnel and Dr. Marco Munoz, Employee Retention Associate, Jefferson County Public Schools, Louisville, KY

In their combined 45+ years with Jefferson County Public Schools, Drs. Munoz and Green-Webb have observed the highs and lows of teacher recruitment and retention. Their efforts in certified employee retention are improving through an intentional focus on research and district data that drives actions. Based on the premise that a teacher's experience in schools is a central influence on the career decision to stay or leave the profession, their practice of collaboration and reflection are central to improving teacher retention metrics. Trend data is showing positive results regarding the percentage of teachers retained in our school system. In collaboration with school leaders, they reduced their attrition rate of teachers by 21%, retaining 112 more teachers in 2019-2020 than the prior year (2018-2019); these retention efforts translated into decreased teacher vacancies as well. Thanks to the diligent efforts of the committed hiring specialists and staffing teams, JCPS has less than a 2% teacher vacancy rate during a pandemic. Particularly as related to the JCPS Racial Equity Policy, trend data is showing that they successfully decreased teacher attrition of Black teachers from 14.2% in 2018-19 to 7% in 2019-20. These accomplishments can only happen in close collaboration with school-based leadership, as the critical partners in HR's efforts to engage and retain teachers.

11:45-12:45 PM – LUNCH BREAK – *Sponsored by EDUStaff*

12:45- 1:00 PM – WELCOME BACK & SPONSOR THANK YOU

1:00- 2:00 PM – SESSION III

Increasing Pay Transparency and Satisfaction with Market Competitive Pay

Compensation & Benefits; Communications

Presented by Emily Douglas-McNab, Senior Director, Experience Management Institute, Delaware, OH

Do employees know how their compensation package stacks up against other employers in your area? Nearly two-thirds of employees who are being paid the market rate believe they're being underpaid. A market compensation study analyzes

pay competitiveness by benchmarking against similar positions. In this session you will learn how to select appropriate benchmarks and conduct a market compensation study using best practices. This information can be used to improve pay transparency and increase employee pay satisfaction.

2:00- 3:00 PM – SESSION IV

Strategic Talent Leadership for Educators

Strategic Alignment; Continuous Improvement; Human Resource Branding

Presented by Amy Holcombe, Interim Dean, Stout School of Education, High Point University, High Point, NC

Nationally, school districts allocate 80-85% of their budget towards personnel. Yet, Principals are often underprepared to leverage their human capital resources. Session participants will engage in an overview of a new framework designed to help HR Directors and Principals become Strategic Talent Leaders. Site-based assessments, case studies, best practices, tools and progress monitoring metrics will be shared and modeled. All participants will leave with a copy of the Strategic Talent Leadership Framework and new ways of thinking about the interdependency of HR functions for improving student outcomes.

FRIDAY, DECEMBER 4: ALL TIMES ARE LISTED IN CENTRAL TIME

9:00- 9:15 AM – WELCOME BACK & SPONSOR THANK YOU

9:15-10:15 AM – SESSION V

Award Winning Candidate Experience

Continuous Improvement; Human Resource Branding; Sourcing & Recruiting

Presented by Brian White, SPHR, SHRM-SCP, Executive Director of Human Resources and Operations, Auburn-Washburn USD 437, Topeka, KS

This session will share the journey of a school district in their quest to improve their candidate experience culminating with the honor of winning a 2019 North American Candidate Experience (CandE) Award. Research and insight will be shared regarding benchmark research of a quality candidate experience along with district examples.

10:15-10:30 AM – BREAK – *Sponsored by ESS/Proximity Learning*

10:30-11:30 AM – SESSION VI

If You Find "One Bad Apple," Don't Let it, "Spoil the Bunch." Throw it Away! Stop Bad Habits and Ignite Change in the Workplace

Performance Management; Rewards & Recognition; Organizational Culture

Presented by Dr. Brett Gilliland, Director of Educational Support Services, HR & Act 89 Principal, Tuscarora Intermediate Unit #11, McVeytown, PA

Is "one bad apple" spoils the bunch? Today's workers have grown stressed, and less loyal. Is the workplace less productive and are your workers feeling, disdained, and isolated? In this session you will learn: better definitions, how to assess culture and effective resources.

Thank you to our Human Capital Leadership Summit Sponsors!

