

IASPA THIS WEEK



December 30, 2025 [IASPA.org](https://iaspa.org)

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IASPA: We support the human resources professionals that support our schools



IASPA Annual Conference
January 29–30, 2026

BREAKOUT SESSION #2

Learn about the variety of sessions that are slated for this breakout session

ONBOARDING AND MENTORING: THE MOST IMPORTANT DUTIES OF THE PERSONNEL OFFICE NAPER 1

THIS SESSION COVERS HOW A TOP CHICAGO-AREA DISTRICT INTRODUCES NEW EMPLOYEES TO ITS CULTURE DURING ONBOARDING AND THE FIRST TWO YEARS. AN OPEN-FORMAT DISCUSSION ALLOWS ATTENDEES TO SHARE IDEAS AND BEST PRACTICES.

BEYOND DAY ONE: BUILDING LASTING EMPLOYEE CONNECTIONS NAPER 2

THIS SESSION EXPLORES HOW HR CAN ENGAGE STAFF BEYOND ONBOARDING. LEARN STRATEGIES USING TOUCHPOINTS, TRADITIONS, AND INTENTIONAL COMMUNICATION TO BUILD TRUST, STRENGTHEN RELATIONSHIPS, AND ENSURE EMPLOYEES FEEL SEEN, HEARD, AND VALUED.

THE TOUGH ONES: LEGAL CONSIDERATIONS AND BEST PRACTICES FOR DISCRIMINATION INVESTIGATIONS NAPER 3

THIS SESSION COVERS INVESTIGATING DISCRIMINATION AND HARASSMENT COMPLAINTS IN SCHOOLS. TOPICS INCLUDE LEGAL AND POLICY FRAMEWORKS, COMMON COMPLAINTS, EVIDENCE GATHERING, CONDUCTING INTERVIEWS, REPORT PREPARATION, AND MANAGING INVESTIGATOR BIAS.

STREAMLINING EVALUATION & PD: HOW BATAVIA & KICKUP MAKE IT WORK BAILEY

EVALUATION AND PD DON'T HAVE TO BE COMPLIANCE-DRIVEN. JOIN LEADERS FROM BATAVIA PUBLIC SCHOOL DISTRICT 101 AS THEY SHARE PRACTICAL WINS FROM BOTH EVALUATION AND PD PERSPECTIVES—WHAT'S WORKING, WHAT THEY'RE STILL BUILDING, & HOW KICKUP'S TOOLS (INCLUDING AI SCRIPTING FOR OBSERVATION FEEDBACK) HELP STREAMLINE THEIR WORK.

INSURANCE THAT WORKS: SMARTER BENEFIT SOLUTIONS FOR SCHOOL DISTRICTS AND SERVICE AGENCIES HOBSON

LEARN STRATEGIES TO OPTIMIZE MEDICAL BENEFITS, REDUCE COSTS, AND EMPOWER EMPLOYEES. THIS SESSION COVERS ASSESSING YOUR CURRENT PLAN, IDENTIFYING COST-SAVING OPPORTUNITIES WITHOUT SACRIFICING CARE, AND ASKING THE RIGHT QUESTIONS TO ACHIEVE SUSTAINABLE IMPROVEMENTS FOR YOUR DISTRICT.

KEYBOARD WARRIORS & SCHOOL WALLS: WHEN EMPLOYEE SPEECH CROSSES THE LINE CONFERENCE ROOM A

PUBLIC EMPLOYERS FACE LEGAL CHALLENGES WHEN DISCIPLINING EMPLOYEE SPEECH. THIS SESSION REVIEWS RECENT CASE LAW AND SOCIAL MEDIA CONDUCT, EXPLAINING WHEN SPEECH IS PROTECTED AND WHEN IT ISN'T. HR PROFESSIONALS WILL LEARN THE FIRST AMENDMENT FRAMEWORK, RECENT RULINGS, AND BEST PRACTICES FOR MANAGING SPEECH THAT COULD DISRUPT OR HARM TRUST.

MONEYBALL: RECRUITING AND RETAINING STAFF IN A TIER I DISTRICT CONFERENCE ROOM B

LEARN HOW CCSD 46 ACHIEVED 100% STAFFING DESPITE NEARBY DISTRICTS OFFERING HIGHER PAY AND BENEFITS, BY TRANSFORMING HIRING PRACTICES AND SUPPORT SYSTEMS TO RECRUIT AND RETAIN STAFF EFFECTIVELY. "IF WE TRY TO PLAY LIKE THE YANKEES IN HERE, WE WILL LOSE TO THE YANKEES OUT THERE."

THE BIG STUDENT TEACHER DISCUSSION CONFERENCE ROOM C

EXPLORE STRATEGIES FOR BUILDING A STRONG STUDENT TEACHER PIPELINE THAT PRODUCES HIGH-QUALITY EDUCATORS. LEARN HOW TO CULTIVATE UNIVERSITY PARTNERSHIPS, ATTRACT AND SUPPORT COHORTS THROUGH PD AND WRAPAROUND SERVICES, AND RETAIN THEM AS CERTIFIED STAFF, TURNING YOUR DISTRICT INTO A STUDENT TEACHER DESTINATION.

To learn more about EVERY session, [CLICK HERE](#)

Conference ticket prices will
increase on December 30th @ 4:00PM.
Register NOW to get your tickets at the current pricing.

Registration & Ticket Information

IN PREPARATION FOR THE IASPA ANNUAL CONFERENCE

Check out the IASPA Annual
Conference Website to see what is
on the Set List.



You will find;

- Agenda
- Session Summaries
- Speaker bios
- Business and Law Partner information
- Keynote Speaker information
- Details for all Evening Events.

We will keep updating this site as more excitement develops,
but check it out now is a great way to start.

[IASPA Annual Conference Website](#)

Submit HR Team Pics

*We want to SEE your
team*



**Photo
Submission
Here**

REGISTER

Virtual Job Fairs for Illinois School Employers

IASPA's virtual job fairs help Illinois public schools meet potential candidates for employment. Your administrators and instructional leaders will make direct, private connections with new and veteran educators on the convenient online platform.

RECRUIT, HIRE, NETWORK:

licensed teachers school support professionals
licensed paraprofessionals **administrators**
substitute teachers for immediate hire & next school year

2.12.2026

3.12.2026

5.14.2026

For Details and Registration [CLICK HERE](#)



NEXT UP

**FOR COMPLETE
MENU
DETAILS &
REGISTRATION
ON ALL SESSIONS**

[Registration & Details](#)

Topic:

**WW: A Multi-Faceted Approach
to Using AI in the District Office**

When:

Wednesday, January 14, 2026

Who:

Josh Chambers, Assistant
Superintendent for HR

Julie Swartzloff, Assistant
Superintendent for HR

Edward Piotrowski, Director of HR

If you missed a Webinar Wednesday that you wanted to catch, you can still catch them in our archives.



Post your vacancy today!

[JOB BOARD](#)

NOW HIRING!!

- Director of Student Support Services
- Math Department Chair
- Chief of HR Office
- Assistant Superintendent of Finance
- Exec Director of Talent Development
- Chief School Business Official
- Director of Technology
- Chief School Business Official (CSBO)
- Payroll Specialist
- PRINCIPAL POSITIONS:** High School, Middle School, Elementary School, & Early Childhood Center

**More Positions
posted every week.**

IASPA CONNECT TOP TOPICS FROM THIS MONTH



- Mandated Trainings for Substitutes
- Sexual Harassment and Title IX Trainings
- Administrator Resource Handbook

[Check out & join more conversations HERE](#)



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