

# IASPA THIS WEEK



January 13, 2026 [IASPA.org](https://iaspa.org)

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

**Less than 10% of Tickets Left.**

If you are thinking about attending, act fast.



*live from Naperville*

**TUNING INTO TALENT**

IASPA Annual Conference  
January 29-30, 2026

**BREAKOUT SESSION #4**

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

## FROM AUDIT TO ACTION: ALIGNING HUMAN CAPITAL SYSTEMS WITH STRATEGIC VISION

### NAPER 1

JOIN A SUPERINTENDENT NEW TO THE DISTRICT AND A PRINCIPAL-TURNED HR DIRECTOR AS THEY SHARE HOW THEIR SMALL SCHOOL DISTRICT LEVERAGED BOTH AN HR AUDIT AND A STRATEGIC PLANNING PROCESS TO TRANSFORM THEIR HUMAN CAPITAL OPERATIONS. ANY DISTRICT - REGARDLESS OF LEADERSHIP TRANSITIONS - CAN BENEFIT FROM SYSTEMATICALLY ALIGNING HR FUNCTIONS WITH STRATEGIC VISION. LEARN PRACTICAL STRATEGIES FOR CENTRALIZING OPERATIONS, IMPLEMENTING MEASUREMENT SYSTEMS, AND CREATING AN "INVESTED WORKFORCE" WHERE ALL STAFF FEEL VALUED.

### HOW TAX-FREE RETIREMENT INCOME WILL HELP SCHOOLS WIN THE TALENT GAME

#### HOBSON

ACROSS ILLINOIS, MORE THAN 200 MUNICIPALITIES OFFER A TAX-FREE RETIREMENT INCOME BENEFIT TO RECRUIT AND RETAIN HARD-TO-FILL ROLES. THIS SESSION SHOWS SCHOOL HR LEADERS HOW TO APPLY THIS PROVEN APPROACH IN DISTRICTS, INTEGRATE IT INTO EXISTING BENEFITS, AND USE IT TO STRENGTHEN RECRUITMENT AND RETENTION OF CURRENT AND FUTURE EMPLOYEES.

## KEEPING THE PEACE: HR'S GUIDE TO PROGRESSIVE DISCIPLINE WITH UNION PARTNERSHIP

### NAPER 2

IN UNIONIZED WORKPLACES, PROGRESSIVE DISCIPLINE REQUIRES BOTH CONSISTENCY AND COLLABORATION. THIS SESSION WILL PROVIDE HR PROFESSIONALS AND BUILDING ADMINISTRATORS WITH PRACTICAL GUIDANCE FOR NAVIGATING DISCIPLINE WHILE ENSURING DUE PROCESS AND MAINTAINING STRONG UNION PARTNERSHIPS. PARTICIPANTS WILL WALK AWAY WITH STEP-BY-STEP PROCESSES, TEMPLATES FOR CLEAR COMMUNICATION WITH STAFF, AND TOOLS FOR ENGAGING UNIONS AT EVERY STAGE OF THE PROCESS.

### STATE OF THE LAW ON EMPLOYEE DISCIPLINE - BEST PRACTICES TO ENSURE LEGAL COMPLIANCE

#### CONFERENCE ROOM A

HR PROFESSIONALS AND LEGAL COUNSEL OFTEN GRAPPLE WITH THE SAME BASIC, YET VITAL, QUESTION - WHAT IS AN APPROPRIATE LEVEL OF DISCIPLINARY ACTION BASED UPON AN EMPLOYEE'S INFRACTION(S)? THIS SESSION WILL PROVIDE AN OVERVIEW OF THE LEGAL AND PRACTICAL CONSIDERATIONS ASSOCIATED WITH ISSUING DISCIPLINE, AS WELL AS AN UPDATE ON RECENT TENURED TEACHER DISMISSAL DECISIONS FROM HEARING OFFICERS.

## H.R. IN THE C.A.R.: DRIVING CULTURE, APPRECIATION, AND RECOGNITION THROUGH STORYTELLING

### NAPER 3

WHAT DRIVES RETENTION, RECRUITMENT, AND MORALE IN TODAY'S SCHOOLS? CULTURE, APPRECIATION, AND RECOGNITION. H.R. IN THE C.A.R. (CULTURE, APPRECIATION, AND RECOGNITION) IS A CREATIVE INITIATIVE THAT CAPTURES AUTHENTIC STAFF STORIES THROUGH A FUN "CAR INTERVIEW" FORMAT INSPIRED BY CAR KARAOKE. BY SPOTLIGHTING THE PEOPLE BEHIND THE PROFESSION, HR LEADERS MOVE BEYOND COMPLIANCE TO BECOME STORYTELLERS OF CULTURE, STRENGTHENING RETENTION, ELEVATING DISTRICT BRANDING, AND BUILDING PRIDE AND CONNECTION ACROSS THE ORGANIZATION.

### FROM COMPLIANCE TO CULTURE: VETTING JOB DESCRIPTIONS WITH AN EQUITY LENS

#### CONFERENCE ROOM B

LEARN ABOUT THE IASPA EDI COMMITTEE'S STRUCTURED VETTING TOOL YOU CAN USE TO SYSTEMATICALLY REVIEW AND UPDATE JOB DESCRIPTIONS. THIS SESSION FOCUSES ON USING THE TOOL, APPLYING AN EQUITY LENS, CURATING INCLUSIVE LANGUAGE, AND IMPLEMENTING A SUSTAINABLE REVISION CYCLE TO ENSURE YOUR JOB DESCRIPTIONS REFLECT THE COMMITMENTS OF YOUR DISTRICT AND A POSITIVE DISTRICT CULTURE.

## NEAR SITE HEALTH CLINIC

### BAILEY

NAPERVILLE CUSD 203 RECENTLY OPENED A NEAR SITE DIRECT PRIMARY CARE CLINIC IN AN EFFORT TO ASSIST WITH CONTROLLING RISING HEALTHCARE COSTS WHILE IMPROVING EMPLOYEE HEALTH, RECRUITMENT, AND RETENTION. WE WOULD LIKE TO SHARE THE PROCESS THAT WE WENT THROUGH TO ASSESS DIFFERENT VENDORS, PARTNER WITH OUR BOARD AND UNION LEADERSHIP, DETERMINE A LOCATION AND GET SUPPORT FROM STAFF TO UTILIZE THE CLINIC.

### HR AND ATHLETICS CONFERENCE ROOM C

THIS SESSION HIGHLIGHTS THE CONNECTION BETWEEN HR AND ATHLETICS IN HIGH SCHOOL DISTRICTS, FOCUSING ON COLLABORATION THAT SUPPORTS COMPLIANCE, EQUITY, AND PROGRAM SUCCESS. PARTICIPANTS WILL LEARN BEST PRACTICES FOR MANAGING COACHES, STIPENDS, AND TITLE IX REQUIREMENTS, ALONG WITH PRACTICAL TOOLS TO IMPROVE COMMUNICATION, CONSISTENCY, AND ACCOUNTABILITY.

## 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.

## Submit HR Team Pics

We want to SEE your team



Photo Submission Here

## Request for HELP from a Doctoral Student



IASPA has been contacted by Aaron Strum, a doctoral student in the School of Education at the University of Southern Mississippi.

He is seeking survey responses for his dissertation, “**Measuring Administrative Hiring Confidence of Music Teachers in the Context of Shallow Hiring Pools.**”

Please consider assisting his research efforts by completing [this questionnaire](#) by January 31.


Thank you!





Teachers' Retirement System  
of the State of Illinois

### TRS Member Services Overview for HR

This webinar is for HR staff to learn & review what TRS does.

 **Wednesday, February 25, 2026**

 **9:00 AM - 11:00 AM (CST)**

 [Join Us Virtually](#)

You already know that TRS works with you to ensure accurate and timely reporting of essential employment information for all TRS members. This webinar is specifically created for Human Resources staff to review what TRS does. It explains at a high level how retirement, disability and death benefits are calculated. It also clarifies employer responsibilities relative to the retirement process and post-retirement limitations.

[Registration & Ticket Information](#)

IASPA ADMIN  
ACADEMIES

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

**NEXT  
UP**

**Topic:** AA #3752: Title IX Responding to Discrimination on the Basis of Sex

**When:**

**Wednesday, January 28, 2026**

At the Marriott Hotel in Naperville, 1:00-4:30PM

# 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**

Registration &amp; Ticket Information

IASPA

**WEBINAR***Wednesdays*

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

Registration &amp; Details

# NEXT UP

### 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.



## Webinar Wednesday Catalog: 2026

WW: A Multi-Faceted  
Approach to Using AI in  
the District Office  
January 14th, 2026

Josh Chambers, Assistant Supt for HR  
Julie Swartzloff, Assistant Supt for HR  
Edward Piotrowski, Director of HR

## WW: Unlocking the Leadership Power: From Newbie to Leadership Superstar!!"

February 11th, 2026

Angelica Romano, Executive Director of HR  
Scott Bramley, Associate Superintendent of HR

## WW: Bridging the Gap: Streamlining Recruitment Between HR and Hiring Managers

March 4th, 2026

Nina Youabb, HR Manager  
Sofia Alvarez, HR Specialist

## WW: Retention, Culture, Creative Staffing solutions- Recruit Boldly, Retain Bravely, Lead Creatively

March 18th, 2026

Josh Chambers, Assistant Supt for HR  
Julie Swartzloff, Assistant Supt for HR  
Edward Piotrowski, Director of HR

## WW: FMLA

April 22nd, 2026

Barb Erickson

## WW: Purge, Protect, Preserve: Mastering Records Management in HR

June 3rd, 2026

Mike Portwood, Asst. Supt. for HR  
Alexander U. Ikejiaku, Ph.D., Assoc. Supt. for HR, Peoria Public Schools (District 150),

## WW: PD for your Support Staff- Who supports the support?

June 10th, 2026

Josh Chambers, Assistant Supt for HR  
Julie Swartzloff, Assistant Supt for HR  
Edward Piotrowski, Director of HR

**Register for your favorite Webinar  
Wednesday Sessions.**

**Registration & Details**



**Post your vacancy today!**

**JOB BOARD**

## **NOW HIRING!!**

- Tech Director
- Assistant Principal of Social Emotional Learning
- Director of Business Services (CSBO)
- 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)
- PRINCIPAL POSITIONS:** High School, Middle School, Elementary School, & Early Childhood Center

**More Positions  
posted every week.**

## **IASPA CONNECT TOP TOPICS FROM THIS MONTH**



- Marijuana
- **Alternatives to Danielson-Marzano?**
- Coordination of SB7 Procedures

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



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