

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

# ***IASPA This Week***

FEBRUARY 12, 2024

IASPA.ORG



**IASPA**  
Illinois Association of School  
Personnel Administrators

The home of Human Resource  
Professionals in the Illinois K-12  
education system.

Join Today!

## IASPA ADMIN ACADEMIES

### BRAND NEW AA JUST ADDED!!!

#### AA #4065 Managing Bias in Hiring - Inclusive Hiring Practices

Friday, April 26, 2024

8:30AM - 12:30PM

ONLINE

In this interactive session, we will examine how unconscious bias works, and its impact on decision making processes related to hiring.

Participants will: compare/contrast the different forms of bias that affect hiring decisions, utilize a “Musts/Wants” model to support the hiring of diverse talent, examine the relationship between organizational culture and inclusion for diverse talent, learn strategies to manage their biases & cultivate organizations that are conducive for the hiring/retention of diverse candidates, learn strategies to support hired underrepresented talent...

Click Here for More Info: AA #4065 - 04.26.24

## **AA #3859 Essentials of the School HR Office**

**Tuesday, February 27, 2024**

**8:30AM - 12:30PM**

**ONLINE**

This course provides HR Administrators with information about the key responsibilities of the Human Resources role and the essentials of the work of the HR Office. The presenter will cover the various standards an administrator needs to be aware of in the management of human resources and operational procedures...

[Click Here for More Info: AA #3859 - 02.27.24](#)

## **AA #3993 Employee Discipline in the K-12 Setting**

**Friday, March 22, 2024**

**8:30AM - 12:30PM**

**D41 Glen Ellyn District Office**

This course provides K-12 HR Administrators with strategies to examine current HR processes to identify opportunities for reviewing contract language, conducting employee investigations, and crafting letters of reprimand through the lens of progressive discipline. The presenters will share successful strategies and instruct participants on how to create and implement similar strategies in their respective district to ensure compliance with contract language, school code, employee law, and best practices...

[Click Here for More Info: AA #3993 - 03.22.24](#)

## **AA #4046 Using Stay Interviews & Other Engagement Tools**

**Wednesday, June 5, 2024**

**8:30AM - 12:30PM**

**Crete-Monee SD 201U District Office**

This course will focus on staff engagement assessment tools that can be used to develop, evaluate, and improve district, school, and departmental strategic and organizational improvement plans. Specific staff engagement tools that will be presented include employee stay interviews, staff surveys, and thought exchanges...

[Click Here for More Info: AA #4046 - 06.05.24](#)



# POST CONFERENCE SURVEY



Hello All IASPA Friends!

We are seeking your advice as we begin planning for events in 2024-2025. If you could please answer this short survey, it will assist us in our decision-making. You do not need to be an IASPA member to respond!

We asked these questions on the survey after our 2024 Annual Conference - it's ok to answer them here again.

Thank you for your time!

[Complete the Survey Here!](#)

## IASPA Award Winners

Congratulations to the winner of IASPA's Mentor Award for 2023-24:

Phil Georgia  
Director of HR  
Lake Forest Schools

Mentor Awards are presented to active members of IASPA who have shown exceptional leadership by enthusiastically serving as mentors to fellow IASPA colleagues, advancing or enhancing the field by supporting those new to human resources administration.





## Elevate Your Communication for Better Engagement & Recruitment

### **Who?**

Natacia Campbell-Tominov  
Asst Supt of HR & Labor Relations @ Joliet PSD 86

### **What?**

Join our host as she shares her knowledge of over 20 years experience in working with diverse student populations at the elementary and secondary level. Natacia provides guidance to district administrators and supervisory personnel in matters relating to recruiting, hiring processes, retention, licensure, as well as employee relations. She helps to incorporate diversity, equity, and inclusion goals into organizational programs, practices, policies, and structures. Additionally, she works with employees to resolve complaints, overcome difficulties, and address other matters related to personnel management.

### **When?**

Wednesday, Feb. 21, 2024  
12:00PM - 1:00PM (CST)

WW 02.21.24



## Calling all Professional Associate Members!!!

Register for the first PAN Meeting of 2024.  
Thursday, March 7, 2024 2-3PM (CST)

[Register Today!](#)

### What are PAN Meetings?

The IASPA Professional Associate Network (PAN) meets quarterly. The PAN is designed to provide support for, allow collaboration with, and serve as a resource for fellow HR colleagues.

As a reminder, IASPA Professional Associate Members are non-administrative employees who are responsible for HR functions. Whether you are new to HR, new to HR in education, or are a veteran in HR, participation in the PAN will assist you in building your support network, sharing information, learning new processes and procedures, and continuing to learn and grow.

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IASPA'S 2024 VIRTUAL

# JOB FAIRS



REGISTRATION IS NOW OPEN!



For Educators



DATE

March 6, 2024



TIME

3:00PM - 7:00PM CST



For Educators



DATE

June 6, 2024



TIME

3:00PM - 7:00PM CST

Explore the IASPA Job Fair Website to learn more about what the process looks like, who goes to these awesome events, and available pricing & packages.

Please note that this is a credit card payment event.

[Virtual Job Fair Information & Registration](#)

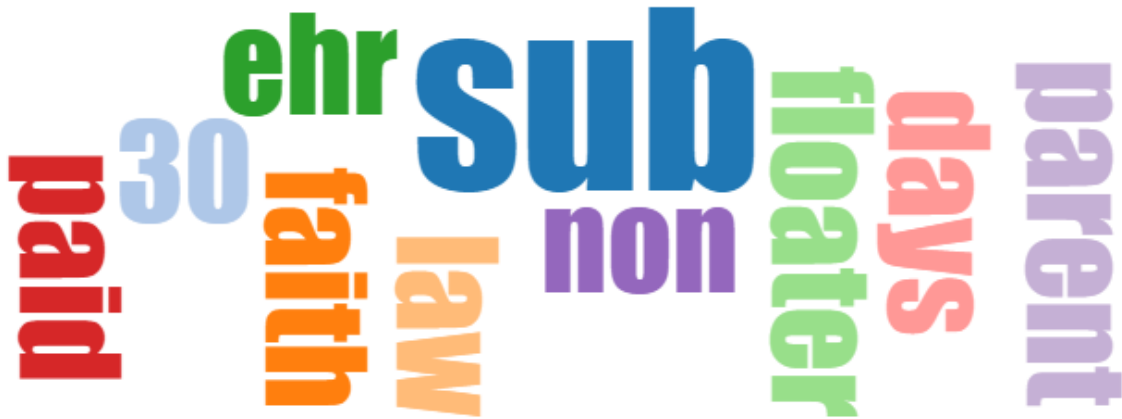


What are members chatting about?

- Educational Interpreter Salary
- Permanent Sub/Floater Sub
- BCBA
- Military Leave Credit

- Faith's Law EHR
- Professional Development Handbook
- 30 Paid Days for Non Birthing Parent
- OT Data

Check out the BUZZ words from this week!

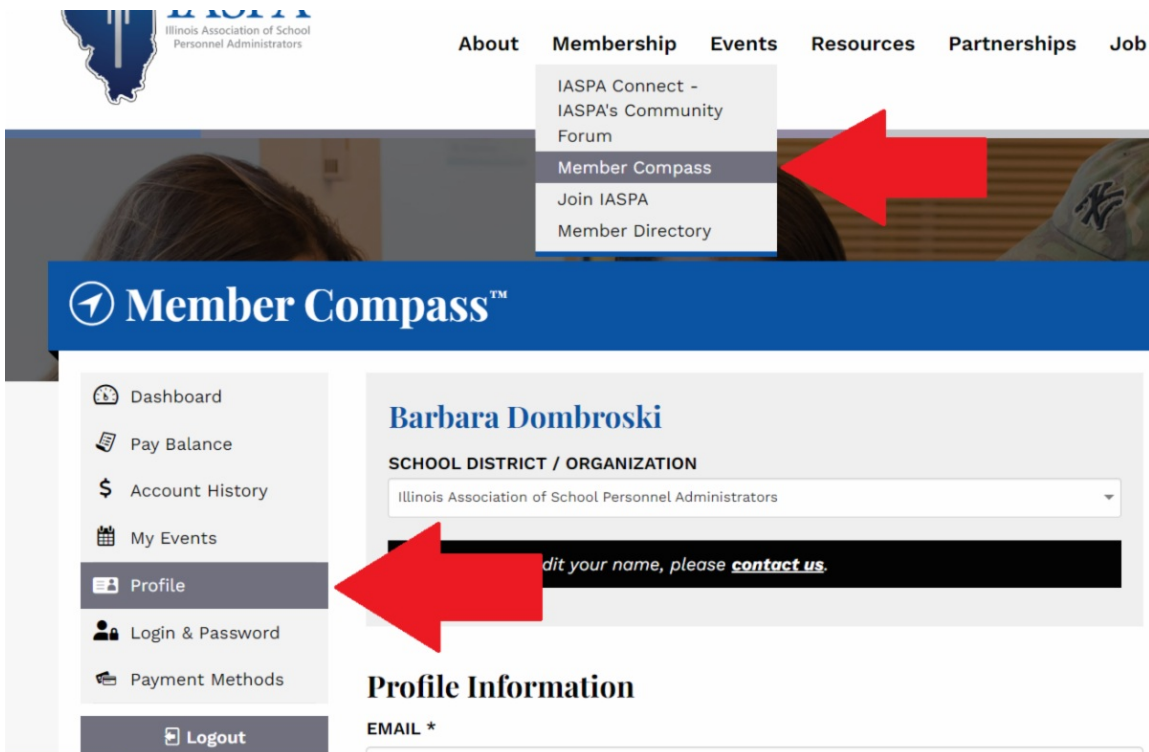


Join a conversation today!

How do I update my information on my IASPA profile???

Great Question!

Log into your IASPA profile and hover over the Membership Tab. Click on Member Compass and then click on Profile on the left hand side of the screen.



What can I update on my Profile?

- Job Title
- Credentials/Designations(i.e. pHCLE, PHR/SPHR, CSBO, etc.)
- Social Media Links
- Upload a Headshot

- Professional Bio
- Education, Degrees
- District Information
- Awards
- Volunteer Work

**JOB TITLE \***

**CREDENTIALS/DESIGNATIONS**

*Separate with semi-colon or tab*

**FACEBOOK URL**

**LINKEDIN URL**

**INSTAGRAM HANDLE**

**TWITTER HANDLE**

**HEADSHOT/PHOTO**

*300x300*



[Replace File](#) [Remove](#) [Edit Crop](#)





# NOMINATE YOUR COLLEAGUES

[aaspa.org/awards-and-recognitions-](https://aaspa.org/awards-and-recognitions-)

Nominations for AASPA's 2023-2024 Awards are now open!  
Nominate your colleagues today!

[Nominate Someone Today!](#)



Browse the IASPA Merch Store for all the IASPA swag you NEED in your life! Members can order items and have them shipped to where it's most convenient. Check it out today!

[Browse Today!](#)

Are you interested in becoming more involved with IASPA? Consider joining a committee! Check out the list of current IASPA Committees and a brief description of their primary focuses.



[Join a Committee!](#)

## Employment Opportunities



Check out the current postings:

- Benefits Admin Asst
- Asst Supt for Instruction
- Dir. of Multilingual Services  
CSBO
- Principal - Multiple Positions
- Director of Finance and Operations
- Business Manager
- HR Specialist
- Asst Principal for Teaching & Learning

Post your vacancy today!

[JOB BOARD](#)



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