

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

IASPA This Week

FEBRUARY 19, 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'S 2024 VIRTUAL **JOB FAIRS**



REGISTRATION IS NOW OPEN!



 For Educators	 For Educators
 DATE March 6, 2024	 DATE June 6, 2024
 TIME 3:00PM - 7:00PM CST	 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



IASPA ADMIN ACADEMIES

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 #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 #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](#)

IASPA Award Winners

Congratulations to the winner of IASPA's Personnel Administrator of the Year Award for 2023-24:

Josh Chambers
Asst Supt for HR
Glenbard Twp HSD 87

This Award is given to an active member of IASPA who has

distinguished themselves in HR administration at the local, state/province, national and/or international level; is involved and a contributing participant in local, state/province, national and/or international HR functions and/or programs; whose contributions have had significant impact on public education at the local, state/province, national and/or international level; is a skilled manager of change and is creative in their approach to HR administration; approaches HR administrative work with a sense of humor and a sense of respect for his/her fellow colleague and is currently serving in a HR administrative position.



IASPA WEBINAR Wednesdays

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

Am I a Fraud? The Impostor Phenomenon (IP) and Its Impact

Who?

Angelica Romano
Executive Director of HR @ Glenbrook HSD 225

What?

Have you ever questioned your success and credited it to luck? IP is described as self-doubt of intellect and accomplishments among high-achieving individuals, and many have experienced it at some point in their lives. In this session, you will gain a deeper understanding of the impostor phenomenon, the psychological costs associated with it, and its impact on the workplace.

When?

Wednesday, March 20, 2024
12:00PM - 1:00PM (CST)

WW 03.20.24



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.



What are members chatting about?

- FMLA & Worker's Comp
- Allocation of TRS/IMRF for Permanent Building Subs
- Wellness Champions
- Permanent Sub/Floater Sub
- Work Reports for Certified Staff Outside Contract Hours
- Educational Interpreter Salary
- BCBA
- Military Leave Credit
- Faith's Law EHR

Check out the BUZZ words from this week!

imrf fmlla **st**
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Join a conversation today!



AASPA

American Association of School Personnel Administrators | Est. 1938



NOMINATE YOUR COLLEAGUES

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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