

IASPA This Week

October 9, 2023



IASPA

Illinois Association of School
Personnel Administrators

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

Join Today!



Congratulations to IASPA at the 2023 AASPA Annual Conference!!!

IASPA was the lucky winner of 3 AASPA Awards:

- [Arch S Brown Affiliate Excellence Award](#) - This award is given on the basis of affiliate activities in these areas: communication with

members, legislative leadership/policy influence, member participation and professional development activities (affiliate conferences, special projects, cooperative activities) and other contributions. IASPA was the proud recipient of this award!

- [Personnel Administrator of the Year Award](#) - IASPA Winner Pete Theis
- [HR Specialist/Support Staff Award](#) - IASPA Winner Debby Marquardt

IASPA at AASPA

What an AMAZING group of people at the Annual Conference!



The State of Our Educator Pipeline 2023

Thursday, Oct 12, 2023

Doors Open at 11:30 am / Event Begins at 12:00 pm



Join Advance Illinois for the launch of our new report *The State of Our Educator Pipeline 2023: Strengths, Opportunities, and the Early Impact of the COVID-19 Pandemic*, hosted by City Club of Chicago.

During the event, we will present the report's findings on the early impacts from the first two years of the COVID-19 pandemic on our teacher, principal, and paraprofessional pipelines and look at where the state has made progress and where some of the largest barriers exist in increasing diversity among our schools' teachers and leaders.

A panel discussion will follow featuring Representative Carol Ammons, 103rd District, Illinois General Assembly, and Dr. Kimako Patterson, Chief of Staff, Illinois State Board of Education. Moderated by Advance Illinois President Robin Steans, the esteemed panelists will discuss what the state has done to strengthen our educator pipeline, what challenges remain, and what lies ahead. We hope you can join us!

[Click Here for More Info & Registration!](#)

pHCLE Blended Cohort - November 2023



- 📅 **Tuesday, November 7, 2023 at 8:00 AM (CST)** to Wednesday, November 8, 2023 at 3:00 PM (CST)
- 📍 Stevenson High School District Office
Two Stevenson Drive
Lincolnshire, IL 60069-2824
United States

IASPA and AASPA Members . . . don't miss out on the discounted rates for the pHCLE Blended Cohort! The cohort is filling up, but seats are still available. Sign up for this awesome 2 day event!

[Click here for more info and to REGISTER!](#)

IASPA'S SIGNATURE EVENT
HR ESSENTIALS
2023

Nov. 9, 2023 | 8:30am

One of IASPA's flagship events, HR Essentials will take place on **Thursday, November 9, 2023** at Forest View Educational Center. This conference provides learning opportunities for individuals with support roles in human resources and/or for individuals considering a position as a school human resources administrator. The workshop is limited to 150 attendees.

Below is a schedule of events, a detailed description of Breakout Session Options will be available [this week!](#)

Schedule of Events

Networking, Registration & Continental Breakfast	8:30AM - 9:00AM
Welcome & Opening Remarks	9:00AM - 9:15AM
Networking Break	9:15AM - 9:30AM
Breakout Session #1	9:30AM - 10:30AM
Networking Break	10:30AM - 10:45AM
Breakout Session #2	10:45AM - 11:45AM
Lunch (included) & Networking	11:45AM - 12:30PM
Breakout Session #3	12:30PM - 1:30PM
Networking Break	1:30PM - 1:45PM
Legal Updates	1:45PM - 2:15PM
Ask Anything Panel!	2:15PM - 3:00PM
Closing Remarks	3:00PM - 3:15PM

Register Today!



SECURE 2.0

AMERICAN FIDELITY
a different opinion



SECURE 2.0: What Employers Should Consider

The SECURE 2.0 Act was signed into law on December 29, 2022. This law is designed to enhance retirement savings options and make it easier for employees to save and access their funds.

This session will be instrumental in helping you understand and prepare for SECURE 2.0 changes. From mandatory updates to optional provisions, American Fidelity will give you the information you need to move forward with confidence.

Join American Fidelity for guidance on determining the best next steps for your organization. By attending, you can expect to leave with the following:

- A clear understanding of which changes are optional and required
- A deeper comprehension of the opportunities that SECURE 2.0 can offer
- Specific action items to help you create a personalized plan for you and your employees

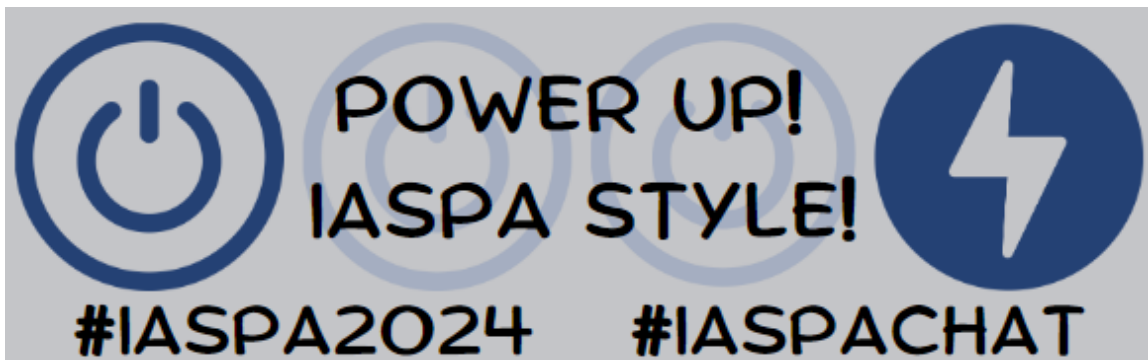


Calling all IASPA members!

Consider sharing your skills and expertise with your colleagues at the IASPA Annual Conference scheduled on **January 25 & 26, 2024**, at the Hilton Lisle/Naperville. Presentations are scheduled for one hour which includes time for Q & A. If you have an amazing topic to share, we welcome any and all proposals. The conference planning committee is also looking for presentations on the following topics:

- Human Capital: Establishing Systems to Recruit, Reward, and Retain
- Generational Differences in the Workplace
- Being the Leader Our New Teachers Need!
- Engaging with your Guest Teachers (Substitute)
- Visiting International Teachers
- How to Handle Staff Deaths and Other Emergency Situations
- Investigative Best Practices
- Is This Grooming? Evaluating Educator Misconduct
- The ADA Interactive Process
- Effectively Staffing Using Position Control (HR and CSBO joint presentation)
- MicroCredentialing
- What's current in Contract Negotiations
- Hybrid and Remote Work Considerations
- Everything you need to know about pHCLE certification
- Using Canva and other tech tools for digital engagement
- Marketing and Branding Tools

Conference proposals should be submitted via this [Google Form](#).



IASPA's 17th Annual Conference
Registration is Open! Agenda Coming Soon!

[Register Here](#)



IASPA ADMIN
ACADEMIES

AA this month in Bloomington, IL!!!
AA #3859 Essentials of the School HR Office


This course provides HR Administrators with information about the key responsibilities of the HR 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.


Participants will:


- learn how to write a legally-compliant letter of reprimand
- create a Human Resources Tasklist and Calendar to be utilized in their HR Office
- need access to their district's board policy, procedures, and collective bargaining agreement/s for the pre-work (these materials should be brought to the session - digital access or print)

Presented by Dr. Kimberly Chambers
Director of HR at Adlai Stevenson HSD 125



 **Tuesday, October 24, 2023**

 **8:30 AM - 12:30 PM (CDT)**

 **SD 87 District Office**
300 East Monroe Street
Bloomington, IL 61701
United States

[Register Here!](#)

Additional Admin Academies:

[AA #3993 01.24.24](#)

[AA #3859 02.27.24](#)

[AA #3993 03.22.24](#)



Webinar Wednesdays

Putting the Human in Human Resources

Who?

Dr. Phil Georgia
Director of HR
Lake Forest Schools
&
Dr. Jeff McHugh
Deputy Superintendent K-12
Lake Forest Schools

What?

Join our hosts as they share about teacher shortages and unsupportive climates clouding the joy of shaping future lives and generations. This session will focus on how educational leaders can create a culture of retention by valuing each employee's humanity in every interaction with HR, from hiring to discipline to benefits.

When?

Wednesday, October 18, 2023
12:00PM - 1:00PM (CST)

WW 10.18.23

Human Resources & Business Office: A Perfect Pair

Who?

Angelica Romano
Executive Director of HR
Glenbrook HSD 225
&
Nina Youabb
Senior HR Specialist
Glenbrook HSD 225

What?

Join our hosts as they facilitate an interactive discussion with the audience to share common challenges between HR and the business office that can create dysfunctional processes and animosity. They will share strategies Glenbrook HSD 225 has implemented to facilitate effective communication, high productivity, and a culture of trust between the two departments. You will leave this webinar with ideas that can boost the opportunity for a great relationship.

When?

Wednesday, November 1, 2023
12:00PM - 1:00PM (CST)

WW 11.01.23



What are members chatting about?

- Board Contributions to Health Insurance Premiums
- Internal Audit
- Mandatory Training
- SLP-A Job Description
- Hourly Rates outside of work day
- Job Description Request: Advanced Learning Specialist, Enrichment Specialist, Extended Resource Teacher

Join a conversation today!

Member Tid Bits

Upcoming Regional HR Network Meetings:

10.13.23

PACT (DuPage County)

10.27.23

Sterling/Rock Island/Moline/DeKalb/Silvis

Check it out!

2023 REGIONAL CONFERENCES

PROFESSIONAL DEVELOPMENT COMING
TO CENTRAL AND SOUTHERN ILLINOIS
THIS OCTOBER!

Superintendents, business managers, human resource directors and office support staff can learn about a variety of school business, human resource and community engagement topics.

EAST PEORIA

October 25, 2023

EFFINGHAM

October 26, 2023

The Illinois Association of School Business Officials (Illinois ASBO) and the Illinois Association of School Personnel Administrators (IASPA) are excited to partner together to bring you two full-day professional development opportunities this fall!



ILLINOIS
Association of School Business Officials



IASPA
Illinois Association of School
Personnel Administrators

[Click Here for Registration Info!](#)



IASPA Committee Involvement

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:

HR Systems Specialist
Asst. Supt. for Business Services/CSBO
CSBO/CPA
Director of HR

[Post your vacancy today!](#)

[JOB BOARD](#)



Illinois Association of School Personnel Administrators | 1770 South Randall Road A104,
Geneva, IL 60134

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