

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

IASPA This Week

NOVEMBER 13, 2023

IASPA.ORG



IASPA
Illinois Association of School
Personnel Administrators

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

Join Today!



What an absolutely amazing turnout we had at HR Essentials 2023! With 172 HR Professionals registered, this was our largest HR Essentials to date.

Thank you so much to all of the hard working people that did so much behind the scenes to make this event possible, and thank you to the wonderful presenters. Everyone's efforts made this HR Essentials extremely successful!





Faith's Law District Survey

A survey has been created to gather information about the impact of PA 102-702 (Faith's Law Trailer Bill) on school districts. Please honestly share your district's experience. This will allow information to be gathered related to the workload created, the impact that sharing information has on our hiring processes, and the possible need for additional legislative updates.

The survey is anonymous.

[Complete the Faith's Law District Survey Here!](#)



Webinar Wednesdays

[Web Wed This Week!](#)

Collective Bargaining Panel

Who?

Panel of Awesome HR Leaders

What?

Join our panel as we conduct a panel discussion on hot topics in Collective Bargaining.

When?

From Hiring to Retention

Who?

Administrators from Indian Prairie SD 204

What?

Join our hosts as they discuss techniques, tips, and strategies to recruit and retain a diverse staff.

Wednesday, Nov. 15, 2023
12:00PM - 1:00PM (CST)

WW 11.15.23

When?

Wednesday, Dec.13, 2023
12:00PM - 1:00PM (CST)

WW 12.13.23



Calling all Professional Associate Members!
PAN Q4 Meeting on 12.07.23
2:00pm-3:30pm

Please join us for an engaging meeting with our Professional Associate Members. There are plenty of opportunities to learn and grow in this network, and an open forum in which to ask any questions!

1. Facilitated Discussion on Topic: Onboarding and New Hire Orientation, stay interviews and more...
2. Roundtable Discussion: This is an opportunity for attendees to discuss open issues, ask questions, and share.
3. Some Good News: HR work can be challenging. At every network meeting, we will take a few minutes to share something positive/uplifting with the group.

Register Today!



It's officially IASPA Nominations Season!

It's time to nominate all of the hard working superstars in your District! IASPA Awards are presented annually at the IASPA Annual Conference in January. The Award categories include:

- Digital Branding Development Award
- Distinguished Service Award
- HR Specialist/Support Staff Awards
- Mentor Awards
- New Member Award
- Personnel Administrator of the Year Award
- Shelli Anderson Legacy Award for Excellence in School Law

Check out the IASPA Awards & Recognitions page to get more information about each award, see the the Nomination Rubric, and hit the Nominate Someone button today!

[Awards & Recognitions](#)



This is a friendly reminder from Illinois Association of Regional Superintendents of Schools (IARSS) for your school district to please complete the Illinois Educator Shortage Survey.

Since 2015, IARSS has conducted this survey to inform state policies aimed at addressing or alleviating educator shortages and growing and diversifying the educator workforce. For the past six years, we have heard from more than 80% of districts throughout the state. This year, IARSS is collaborating with the Illinois State Board of Education (ISBE), the Illinois Workforce and Education Research Collaborative (IWERC) at University of Illinois, and Goshen

Consulting to reduce reporting redundancies and to ensure a more complete understanding of Illinois' educator workforce in relation to districts' staffing needs.

Reports from past years' surveys as well as legislative action related to educator shortages can be found at iarss.org. While efforts have led to policy changes that have reduced the burden of shortages on districts and schools, we know that shortages persist across the state and we need to continue the conversation. Your feedback is critical. We want to continue to tell your stories about your experiences with recruiting and retaining educators and staff.

[Click Here to Complete the Survey](#)



IASPA ADMIN ACADEMIES

AA #3993 Discipline in the K-12 Setting

**Wednesday, January 24, 2024
8:30AM - 2:30PM
at the Double Tree Lisle**

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.

Participants will come prepared with a reflective review of current contract language specific to discipline, employee rights, investigations, and possible grievance procedures within their current HR paradigm and will engage in the creation of discipline procedural templates, interview question constructs, and sample letters of reprimand. Participants will become fluent in the nuances of investigation procedures, just cause provisions, due process, and progressive discipline standards supported through case law.

[Register Here!](#)

Presented by:
Dr. Dale Fisher - Asst. Supt. at Deerfield SD 109
& Dr. Danielle Carter - Asst. Supt. at Grayslake CHSD 127



Additional Admin Academies:

AA #3859
02.27.24

AA #3993
03.22.24

AA #3859
06.05.24



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

[Register Here](#)



Illinois State Board of Education

ISBE Study

Senate Resolution No. 774 (Illinois General Assembly, 2022) calls for a comprehensive review of the implementation of the Performance Evaluation Reform Act (PERA). During fall 2022, ISBE, commissioned the American Institutes for Research[®] (AIR[®]) to lead the study. Findings from the study will help the Performance Evaluation Advisory Council (PEAC) - which is composed of teachers, principals, superintendents, and other stakeholders - to provide guidance to ISBE on weighing the strengths and challenges of the current evaluation system.

If your district has been identified to participate in the study, the district will receive the survey on November 6th. Please complete it in a timely manner - your feedback will provide information necessary to inform PERA's conversations and decisions moving forward.




What are members chatting about?


- AI in HR
- Fitness for Duty Form
- E Learning
- Fall Career Fairs
- Request for Org. Chart

Join a conversation today!



2024 National Educator Shortage Summit

 **Thursday, February 29, 2024** to Friday, March 1, 2024

 Sheraton Phoenix Downtown
[340 North 3rd Street](#)
[Phoenix, AZ 85004-2128](#)
[United States](#)

AASPA's National Educator Shortage Summit is an interactive event that convenes focused groups of P-20 stakeholders to address the challenges of the national shortage of educators and the educator pipeline and share ways to replicate practices via a national strategy. Central to this conversation will be the use of data and collaboration in sharing promising practices. Above all we hope this Summit will start comprehensive conversations among the P-20 education community and serve as a place where different groups can pool different perspectives.

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

Member Tid Bits

Make sure to update your IASPA profile with your current title, any educational achievements, and your IEIN number. This way all of your information can be properly displayed at our events!



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:

Payroll & Insurance Supervisor
Asst Supt for Business Services (CSBO)
Benefits Administrator/Admin Asst to B&G
Elementary School Principal
Dir. of Early Childhood Education

Post your vacancy today!

JOB BOARD



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