

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

# ***IASPA This Week***

DECEMBER 11, 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!

Breakout Session Topics are listed below!



# **IASPA's 17th Annual Conference**

## **Thursday, January 25, 2024**

7:45-8:15

**Registration, Networking, & Full Breakfast**

8:15-8:30

**Welcome & Opening Remarks**

8:30-9:45

**The Real Ted Lasso, Presenter John Bacon**

Meet a high school hockey coach who took the country's worst team all the way to 1st place.

**Sponsored by HumanEx**

9:45-10:00

**Break:** Visit Business Partners & Power Up your battery card!

10:00-11:00

**Breakout Session #1**

11:00-11:15

**Break:** Visit Business Partners & Power Up your battery card!

11:15-12:15

**Breakout Session #2**

12:15-1:15

**Lunch, Business Meeting & Awards**  
**Sponsored by EduStaff**

1:15-1:45

**Puppy Break:** Visit Business Partners & Power Up your battery card!

1:45-3:00

**Steve Isoye - Chair, Illinois State Board of Education**

3:00-4:00

**President's Reception & Raffle**

Join us for complimentary drinks, hors d'oeuvres & our annual raffle.

**Sponsored by Hodges Loizzi**



*\*This seal confirms that this activity has met AASPA's criteria for recertification credit pre-approval*



**IASPA**  
Illinois Association of School  
Personnel Administrators



# **IASPA's 17th Annual Conference**

## **Friday, January 26, 2024**

8:00-8:30

**Continental Breakfast**

8:30-9:30

**Breakout Session #3**

9:30-9:45

**Break:** Visit Business Partners & Power Up your battery card!

9:45-10:45

**Breakout Session #4**

10:45-11:00

**Break:** Visit Business Partners & Power Up your battery card!

11:00-12:00

**Closing Session "Legal Jeopardy"**  
**featuring Franczek P.C.:**

**Nicki Bazer, James Petrungaro & Adam Dauksas**

12:00-12:05

**Power Up! Raffle, Thank You & Closing**

### **Breakout Session Topics Include:**

- Faith's Law - Where are we now?
- Mentoring Millennials and now Gen Z!
- Hiring & Retaining Diverse Staff for Our Community
- Retention is the New Recruitment
- Digital Footprint & Social Media Checks
- Putting the Human in Human Resources
- Upcoming Trends in Employment Law
- Being the Leader Staff Members Need
- Educator Pipeline Report
- FMLA Essentials for the Public Sector Practitioner
- Investigation Best Practices
- Student Teachers from A to Z
- Hybrid & Remote Work Considerations
- Unconscious Bias in Hiring Practices
- 5 Steps for Crisis Management for the HR Leader
- Creating Pathways to Power Up Your Teacher Pipeline
- The 3 R's in 2024: Recruitment, Retention & Rewards
- FMLA/ADA "How Can I Help You?"
- Everything Employee Wellness
- Leading from HR to Superintendency
- Making Sure your District's Equity Initiatives are Legally Compliant in the Face of Increased Challenges
- Leading with Heart: A Variety of Stories of Leading Through Loss

**IASPA Annual Conference Registration!**

IASPA'S 2024 VIRTUAL

# JOB FAIRS




REGISTRATION IS NOW OPEN!





 **For Licensed Administrators**

 **DATE**  
January 25, 2024

 **TIME**  
5:00PM - 7:00PM CST


 **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](#)



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**AASPA Awards First Executive Human Capital Leaders in Education Certification to 14 Individuals**

Congratulations to two of IASPA's AMAZING members for being one of the first recipients of the Executive Human Capital Leader in Education (eHCLE) Certification Program!



The eHCLE Certification Program is a new professional development opportunity for accomplished human capital leaders serving education organizations. Through a ten-month cohort model, participants receive intensive support from peers and subject-matter experts in areas of human capital management and complete an independent project to drive improvement in their organization.

Full press release and list of recipients available [here](#).

**Congratulations [Dr. Dale Fisher](#) & [Dr. Julia Wheaton](#) on this outstanding professional accomplishment!!  
IASPA is so proud of you!**



## Webinar Wednesdays

### 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.

**When?**

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

WW 12.13.23

**New WW added in December!**

**Tell Potential Candidates Your Story w/ Virtual Job Fair**

**Who?**

Chris Hoehn

**What?**

To attract great candidates, you've got to meet them where they are and when they are ready to listen. Join our host to explore how IASPA's Virtual Job Fairs drive better hiring results at a lower cost.

**When?**

Wednesday, Dec. 20, 2023  
12:00PM - 1:00PM (CST)

**This WW is FREE to all members & non-members!**

WW 12.20.23



The IASPA Mentorship Committee is looking to obtain information from the membership in order to drive future program enhancements. We would appreciate you taking a few minutes to complete the survey as we look to expand and refine the mentorship program.

Additionally, the IASPA Mentorship Committee is looking to train members to be mentors this Spring for a 2024/2025 roll out of the new mentorship program.

[Please complete the survey by December 15, 2023.](#)

Complete the Survey Here!



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



### What are members chatting about?

- Electronic Personnel Records
- ROE Visit
- Intermittent FMLA
- Job Description Request: Dir of Curriculum & Instruction/Dir of Teaching & Learning
- Therapy Dog Employee Contract
- Parapro Compensation
- ISBE Mandated Training Disciplinary Actions
- Paraprofessional Training

Join a conversation today!





# AASPA

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Check out the 3 latest Blog Posts from November 2023!



[AASPA Blog](#)



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:

Director of Business Services  
HR Manager  
Payroll & Insurance Supervisor  
Asst Supt for Business Services (CSBO)  
Benefits Administrator/Admin Asst to B&G

Post your vacancy today!

JOB BOARD



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