

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

# ***IASPA This Week***

DECEMBER 18, 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



#IASPA2024 @\_IASPA\_

# **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 ADMIN ACADEMIES

## **Brand New Admin Academy Available in Crete-Monee!**

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

**Wednesday, June 5, 2024**

**8:30AM - 2:30PM**

**at Crete-Monee SD 201-U**

This academy 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.

Participants will complete pre-session assignments of reading an article regarding Staff Engagement Theory and reviewing ONE district, school, or departmental strategic plan that can be supported through the use of Employee Engagement tools. A rationale for school leaders to focus on employee engagement will be presented, a deep dive into specific engagement tools with an emphasis on employee stay interviews, and explanation of examples of data collection and analysis methods useful in collecting both quantitative and qualitative employee engagement information will be provided.

AA #4046 - 06.05.24

### **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:**



# IASPA'S 2024 VIRTUAL JOB FAIRS



**REGISTRATION IS NOW OPEN!**



 **For Licensed Administrators**

 **DATE**  
January 18, 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](#)



## Webinar Wednesdays

### 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

### Tales From the Pipeline

**Who?**

Chris Wolk  
Director of HR @ Grayslake CCSD 46

**What?**

Join our host as he shares strategies, tips and tricks for increasing partnerships with universities to feed the teacher pipeline.

**When?**

Wednesday, Jan. 17, 2024  
12:00PM - 1:00PM (CST)



### What are members chatting about?

- PTO Scenario Question
- ROE Visit
- Recruitment Supplies
- Electronic Personnel Records
- 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!



Check out the 3 latest Blog Posts from November 2023!



## 5 Best Practices for Managing the Entire Employee Experience

Posted In: AASPA Blog

Nov  
27

## 4 Steps to Create a Healthy and Supportive Financial Culture in Your District

Posted In: AASPA Blog

Nov  
16

## What's working (or not) in clinical practice? Take this survey for a chance to win a gift card!

Posted In: AASPA Blog

Nov  
15

AASPA Blog

In case you missed the last Web Wed, it is now posted on the IASPA website. Check it out!

From Hiring to Retention  
on 12.13.23



Recorded WWs!



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:

Principal  
Assistant Principal  
Accounts Payable  
HR Generalist  
HR Specialist  
Director of Business Services  
HR Manager

Post your vacancy today!

JOB BOARD



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