

IASPA This Week

May 9, 2022

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CLICK HERE!**

Webinar Wednesday - May 11th at Noon "Top 10 HR Branding Tips"

Dr. Vicki Larson, IASPA's Winner of the Digital Branding Award, will share her top ten tips for promoting her district to prospective employees.

**Register: Webinar "Top 10 HR Branding Tips"
5/11/22**

Spotlight on IASPA Retiree Dr. Theresa Fournier



Title

Assistant Superintendent for Human Resources

School District

Northbrook District 27

How many years have you worked in school human resources?

24 years

When is your last day of work?

June 30, 2022

Tell us about your professional career.

I started my career as a parochial high school English teacher; I was barely older than the students! Ironically, my first principalship was at a PreK-grade 8 school. I fell in love with primary and intermediate age kids which shifted my focus to the elementary grades for the rest of my career. My first public school work experience was in Glenview School District 34 working under Bill Attea as a doctoral intern. Bill remains a dear mentor and friend to this day. In 1994 I was hired as the principal for Grove School in Northbrook District 27. Grove was a K-3 school, and I cherished every minute of it! School life in the early 90s was much simpler! Let's just say that I remember more school plays than standardized assessments! What a heart tug it was in 2010 when the aging Grove School was razed to reconfigure the district into

grade level centers. District 27 has a lot of longevity, and I have developed long term friendships over these 28 years.

Please share a highlight of your career.

As an outgrowth of my dissertation study, I created a professional development program for the district that has endured and evolved. Years ago, I was involved in an organization called National Staff Development Council (which is now known as Learning Forward). I attended their conferences on an annual basis. One year at the pre-conference, I met Charlotte Danielson. This was shortly after she published her Framework for Teaching. I asked her if her Framework could be used for teacher evaluation. To my surprise she reached in her bookbag and handed me a manuscript. She said that she was working on a new book with her friend Tom McGreal from the University of Illinois. She literally gave me her unpublished work and told me to use it if I thought it would be helpful! The book was published about a year later. Her dedication to the profession of teaching was so apparent! Her generosity was so genuine! What an example!

What advice would you share with colleagues working in school human resources?

The same advice I give to new teachers every year. Kids are not going to remember everything you will try to teach, but they will remember how they made you feel. You can be the smartest HR person and have the best processes but it is all about the relationships with your staff. People need to know that you care about them. Day by day you need to get out and meet people and care about their lives. Celebrate with them and care about their burdens. As the HR leader, you need to be calm, steady, and resilient.

What are your plans for retirement?

I have enrolled in an intensive doctorate of ministry program at the University of St. Marys of the Lake in Mundelein. This will be an intensive program of study and a bridge to what is next for me in life. We tend to define ourselves by the work that we do; this period of study will provide me with time for reflection and decompression so that I can rediscover who I am.

Who has your district hired to lead human resources upon your retirement?

Dr. Rob McElligott

What has been the greatest benefit of your involvement in IASPA?

The collegial relationships and support of non-competitive colleagues! I call someone from IASPA at least once per week! We are so supportive of each other!

Do you have any other comments to share?

Recently, I ran a seniority list for District 27 and discovered that I have hired 88% of the entire workforce of the district. I am so proud of my colleagues and how they navigated COVID. We found a way to support each other.

I feel so grateful. When I became a principal, I didn't pursue a Central Office position. I was so happy in my principalship. I had no idea what a humble and joyful journey this would be. Being in HR is one of the best jobs in public education.

IASPA's Job Fair Is Confirmed for June 8th

We know this continues to be a challenging time for districts to recruit and hire the best candidates for their students, so we have added another Statewide Educator Virtual Job Fair for Illinois schools on June 8, 2022, from 3:00 to 7:00 pm CT.

If your district participated in the March 8, 2022, IASPA Virtual Educator Job Fair, and you register for the June 8 event, ***your booth content and representatives will be automatically copied from the March 8th event to the June 8th event.*** You can always make any edits that you wish.

Register: IASPA June 8th Job Fair

The deadline for registration is June 1, 2022, at 5:00 p.m.

Details About June Virtual Job Fair

This link will take you to a web page with more information about the job fair including pricing structures.

Administrator Academy #3876 "Creating Efficiencies in the School HR Office"-Deadline 5/13

Join us for Administrator Academy #3876 "Creating Efficiencies in the School HR Office" presented by Dr. Dale Fisher on May 25, 2022, at Marquardt School District 15. **The deadline for registration is Friday, May 13, 2022.**

Course Description: This course provides K-12 HR Administrators with strategies to examine current HR processes to identify opportunities for creating and implementing efficient operations of departmental tasks. The presenter will share successful strategies and instruct participants on how to create and implement similar strategies in their respective district to maximize efficiency and productivity. Participants will come prepared with a reflective review of specific tasks within their current HR paradigm and will implement technology strategies to assist in their own work upon return to the office. Participants will become fluent in the nuances of spreadsheet (Excel, Google Sheets, or Numbers) usage as well as Google Apps for Education and screencasting as they relate their respective HR work.

Register: Administrator Academy May 25, 2022

Registration deadline Friday, May 13, 2022

Dissertation Research Assistance

Patrick Baker, Fine and Performing Arts Coordinator at Elmhurst District 205 and student at the University of Illinois, is seeking school HR professionals to assist with his dissertation research. The focus is on examining ways in which information-rich exchanges and structured interviews (such as HumanEx Ventures for Excellence) influence decision-making and mitigate bias. If you are interested in assisting, please access the survey [HERE](#). This anonymous survey should take about 15 minutes. The survey will be open until Sunday, May 29. From the pool of respondents, Patrick will then select individuals for a follow-up interview. Information regarding the follow up interview will be provided at the conclusion of the survey, and respondents can indicate whether they wish to participate.

Upcoming IASPA Events:

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### Webinar Wednesday - Top 10 HR Branding Tips

When

Wednesday, May 11th, 12-1pm

Where

Via Zoom

# Administrator Academy #3876

## Creating Efficiencies in the School HR Office

When

Wednesday, May 25th, 9am-3:30pm

Where

1860 Glen Ellyn Road  
Glendale Heights, IL

## IASPA's Virtual Job Fair

When

Wednesday, June 8th, 3-7pm

Where

This is an online event.




## Illinois Association of School Personnel Administrators

 @\_iaspa\_

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