

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

# ***IASPA This Week***

MARCH 11, 2024

IASPA.ORG



## **IASPA**

Illinois Association of School  
Personnel Administrators

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

Join Today!

## IASPA

# CONNECT

### What are members chatting about?

- Job Fair Interview Questions
- Fingerprinting Background Check Consent
- Student Teaching
- Needs Improvement Rating
- Custodial Postings
- Updating Onboarding Medical Forms
- FMLA
- Take Child to Work Day
- Tax Deferred Annuity Salary Reduction Forms

Join a conversation today!



# IASPA ADMIN ACADEMIES

## AA #3993 Employee Discipline in the K-12 Setting

Friday, March 22, 2024  
8:30AM - 12:30PM  
D41 Glen Ellyn District Office

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...

[Click Here for More Info: AA #3993 - 03.22.24](#)

## AA #4065 Managing Bias in Hiring - Inclusive Hiring Practices

Friday, April 26, 2024  
8:30AM - 12:30PM  
ONLINE

In this interactive session, we will examine how unconscious bias works, and its impact on decision making processes related to hiring. Participants will: compare/contrast the different forms of bias that affect hiring decisions, utilize a “Musts/Wants” model to support the hiring of diverse talent, examine the relationship between organizational culture and inclusion for diverse talent, learn strategies to manage their biases & cultivate organizations that are conducive for the hiring/retention of diverse candidates, learn strategies to support hired underrepresented talent...

[Click Here for More Info: AA #4065 - 04.26.24](#)

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

Wednesday, June 5, 2024  
8:30AM - 12:30PM  
Crete-Monee SD 201U District Office

This course 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...

[Click Here for More Info: AA #4046 - 06.05.24](#)



### Am I a Fraud? The Impostor Phenomenon (IP) and Its Impact

#### **Who?**

Angelica Romano  
Executive Director of HR @ Glenbrook HSD 225

#### **What?**

Have you ever questioned your success and credited it to luck? IP is described as self-doubt of intellect and accomplishments among high-achieving individuals, and many have experienced it at some point in their lives. In this session, you will gain a deeper understanding of the impostor phenomenon, the psychological costs associated with it, and its impact on the workplace.

#### **When?**

Wednesday, March 20, 2024  
12:00PM - 1:00PM (CST)

WW 03.20.24



**Professional  
Associate  
Network**

Plug the next PAN Meeting into your calendar today!

PAN Q2 2024 - 06.06.24

**JOIN  
AASPA**

*And be part of  
the only  
organization that  
specifically  
targets and  
represents school  
personnel  
professionals.*



[Click Here for Membership Info!](#)



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:

Chief HR Officer  
HR Manager (Leave Coverage)  
Principal  
Benefits Admin Asst  
Asst Principal - Multiple Positions  
Dir. of Multilingual Services

[Post your vacancy today!](#)

[JOB BOARD](#)

## New Members Spotlight

The following members have joined the IASPA organization in the month of February 2024. Welcome New Members!

**Sandy Allen** - Lake Villa CCSD 41

**Robert Natale** - Hawthorn CCSD 73

**Cicely Calhoun** - West Harvey-Dixmoor SD 147

**Ashfaq Attar** - College Prep School of America

**Jayne Tighe** - West 40 ISC #2

**LaTonya Wilks** - Butler SD 53

**Serdar Kartal** - Concept Schools - Illinois & Iowa Region

**Rita Petratos** - New Trier Twp HSD 203

**Bina Rexhepi** - New Trier Twp HSD 203



[Unsubscribe kchambers@iaspa.org](#)

[Update Profile](#) | [Constant Contact Data Notice](#)

Sent by kchambers-iaspa.org@iaspa.ccsend.com powered by



Try email marketing for free today!