

ILLINOIS ASSOCIATION OF SCHOOL PERSONNEL ADMINISTRATORS

IASPA This Week

MARCH 18, 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?

- Permanent Sub/Floater Sub
- Personnel Files - who's the authority on what's to be included?
- Software use for efficiency
- Tenured Evaluation Cycles
- FMLA & Worker's Comp
- Interview Questions for Director/Asst Supt of Special Ed
- Faith's Law EHR
- Accident/Incident Reports & Process
- Tax Deferred Annuity Salary Reduction Forms
- To RIF or not to RIF (retired part time staff)
- Custodial Postings

Check out the BUZZ words from this week!

tenure record time part retired hr rif plan

Join a conversation today!



Angelica Romano, Executive Director of Human Resources at Glenbrook High School D225 and doctoral student at Olivet Nazarene University, is seeking school administrators of color to contribute to her dissertation research. Her research focuses on examining the prevalence of the impostor phenomenon among school administrators of color and its potential impact on the workplace, which could be a contributing factor to the ongoing administrator shortage.

If you are interested in participating in this study, kindly complete the Demographics Survey, accessible [HERE](#). The survey comprises 13 questions and should take no more than 3 minutes to finish. Subsequently, Angelica will select individuals from the respondent pool to partake in a survey gauging their level of impostor phenomenon. If chosen, Angelica will reach out to you to schedule an interview, either via Zoom or in person, depending on your preference. It is important to note that you have the option to use a pseudonym to maintain confidentiality, and only Angelica will have access to your information. For additional details on this study, please refer to the attached [flyer](#).

Should you have any questions, contact Angelica Romano directly at aromano@olivet.edu.



IASPA ADMIN ACADEMIES

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 HRGlenbrook 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

Investing in Your 85%

Who?

Brent Raby Asst. Supt. of Teaching & Learning, Administration
West Aurora SD 129

What?

The vast majority of a school district budget is invested in salaries and compensation. Come hear how one district is addressing both the recruitment and retention of new staff, as well as building the capacity of veteran staff by rethinking and aligning systems of support, hiring, and compensation.

When?

Wednesday, April 17, 2024

**Annual Conference 2024
Presentations are now
posted on the IASPA
website.**

[Check them out here!](#)



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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 Finance & Ops (CSBO)
- Data Management Specialist
- Junior Technician
- Chief HR Officer
- HR Manager (Leave Coverage)
- Elementary Principal

Post your vacancy today!

[JOB BOARD](#)





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