

Session Titles and Descriptions
AASPA Human Capital Leadership Summit
December 6-7, 2018 – Marriott Clearwater Beach Sand Key, Clearwater Beach, FL



Are You Ensuring That the Right People are in the Right Place and at the Right Times to do the Right Things?

Presented by Dr. Andrea Anthony, Assistant Superintendent of Human Resources & Support Services, Rutherford County Schools, Murfreesboro, TN

Understand how to boost career ladder and succession planning to develop strong talent pools. Utilize a nine-box grid to stratify your talent pool by assessing performance and potential. Obtain strategies on millennials and what you need to know about the great divide. Review a guide to understanding, measuring, and increasing engagement in your organization while reviewing statistics. Leave with techniques to conquer D.O.W.N.T.I.M.E. waste that add value, output, and quality to any organization.



Are you Handling too Many Special Projects? What Makes Them So Special?

Presented by Javier Melendez, Director, Human Resources Special Projects, Orange County Public Schools, Orlando, FL



Drawing inspiration from problem – solving techniques and project management, we will walk through examples to illustrate how the 9th largest school district in the nation, Orange County Public Schools, comes up with creative solutions linked to its vision and mission. We will discuss how to figure out what projects to implement and how to gain organization-wide support even if you are a team of two. You will leave this session with ways to lead your project environment.



Communicating the Value of Your Total Rewards Package

Presented by Emily Douglas-McNab, Senior Director and Tony Bagshaw, Chief Improvement Officer, Battelle for Kids, Hilliard, OH

Do your employees really understand the value of their total rewards package? Learn how to better communicate your total rewards package to better attract and retain top talent.



Designing Your Organization's Human Capital Management System

Presented by Emily Douglas-McNab, Senior Director and Tony Bagshaw, Chief Improvement Officer, Battelle for Kids, Hilliard, OH

Education organizations are increasingly recognizing the need for a formal people strategy. Establishing a coherent HCMS strategy before you actually need one will ensure that your organization continues to run efficiently as well as meets the needs of staff and students. However, moving from a transactional to a transformational human capital management system (HCMS) is extremely difficult. In this session, we will discuss the process involved in designing your HCMS system and next steps to success.



Implementing a Training Program for Support Staff Supervisors

Presented by Dr. Linda Kaiser, Director Human Resource Services, Park Hill School District, Kansas City, MO

Support staff supervisors are often promoted because they are good at their jobs. Supervising, however, requires a different set of knowledge and skills. This session will focus on the efforts of one district to implement a program that provides supervisors of support staff with knowledge in employment law and management of work issues.



Leadership & Lattes: Using People-Driven Philosophies to Engage Employees

Presented by Dr. Sara Skretta, Certification Officer, University of Nebraska-Lincoln College of Education & Human Sciences, Lincoln, NE

Engaging employees is about the experience a leader creates, the commitment to embedding engagement as a way of doing business and the benefits that everyone gains. This session will focus on how one true leader can have great influence, the hardwiring of a culture and engaging employees as partners. Based on The Starbucks Experience, and Quint Studer's, Hardwiring Excellence, you'll leave with strategies and information on fully engaging your employees.



A Multiple Case Study of the Performance Improvement Plans for Teachers

Presented by Scott Ziegler, Executive Director of HR, Portsmouth City Public Schools, Portsmouth, VA

This presentation will highlight a case study analysis of Performance Improvement Plans for classroom teachers. What works, what does not work, and what HR can do to assist in performance improvement. 2018 Raymond E. Curry Award Winner Presentation



Privacy Rights in the Public Workplace

Presented by Sacha Dyson, Attorney, Thompson, Sizemore, Gonzalez & Hearing, P.A., Tampa, FL

Unreasonable search or sound management decision? Exploring the limits of privacy rights in the public workplace. In today's digital age, privacy can be an elusive and, at times, an illusory concept. People frequently post information to social media sites, such as Facebook or Twitter, with the expectation, albeit frequently an unreasonable one, that the information will remain private. Despite the vast changes in the landscape of how we communicate and, in turn, perform our jobs, the law is only beginning to address these issues. In this session, we will discuss the privacy interests of public employees in a variety of contexts, including privacy of the person in drug testing and grooming standards, relationships, communications, and physical space.

BR Transitioning School District Branding to Human Capital

Presented by Jason Liewehr, Director of Personnel and Jason Wheeler, Marketing Coordinator, Carrollton-Farmers Branch ISD, Carrollton, TX
Join a district marketing coordinator and the director of personnel as they share a broad overview of branding and how it impacts districts, schools, and human capital initiatives. Jason and Jason will cover the importance of developing key messages, ensuring consistency across multiple targeted communication channels and helping to build employees capacity to serve as brand ambassadors.

RM Sexual Harassment in Schools

Presented by Nate Paulich, Attorney - Partner, Thompson, Sizemore, Gonzalez & Hearing, P.A., Tampa, FL
This presentation will cover sexual and other forms of harassment in the “me too” era, with emphasis on legal updates, compliance, and best practices for schools.

SA A Strategic View of Great Cultures Driving Great Outcomes

Presented by Brad Black, President & CEO, HUMANeX, Lincoln, NE
Addressing the reality of teacher shortages, like many other organizational challenges, requires an in-depth study and understanding of what the best do ‘by design.’ When studying any field or profession, there is always rich insight into how certain organizations consistently win against the same challenges facing their industry peers. Starting with a framework and mindset to see the challenges in a different way, winning strategies, processes, and practices can provide insight into solutions for sustained success. Combining the realities of ‘best right fit talent’ and ‘one more like your best’ in the selection and promotion processes, the cycle of excellence is started. At the same time, elite culture building practices set any organization apart and build a ‘magnet’ to attract and retain top talent. This session offers a rich opportunity to examine ‘next level’ models, strategies, processes, and practices proven by the best in the education field and lead by a proven practitioner and consultant with decades of experience and expertise.

CI Support Staff Leadership Development – What Does That Look Like?!?

Presented by Dr. Linda Kaiser, Director Human Resource Services, Park Hill School District, Kansas City, MO
Strong leaders are needed at every level of the organization, and research shows employees are more engaged when employers invest in career development. Hear how one district addressed the need for developing leadership capacity for “the other half” – support staff. Components of the program will be shared, as well as lessons learned.

SR We Want You! Partnering with Educator Preparation Programs to Build Your Pipeline – Sourcing & Recruiting

Presented by Dr. Sara Skretta, Certification Officer, University of Nebraska-Lincoln College of Education & Human Sciences, Lincoln, NE
Partnerships with educator preparation programs can build your pipeline for the future and start addressing the teacher vacancy issue in your districts. Topics will include recruiting pre-service teachers, timelines to maximize recruitment and other incentives to assist in attracting pre-service teachers to your districts. Discussion will also include how to be active partners with teacher preparation programs, sharing strategies of success and how teacher preparation programs and school districts can partner for the future.



Human Capital Leaders in Education Professional Standards

Strategic Alignment

Learn how to align the human capital management system into your district's organizational strategy. Sessions will focus on performing strategic analysis, department strategic plans and embedding ethical principles in PK-12 HR.

Communications

Using different communication strategies to ensure effective implementation of human capital management systems is vital to the success of PK-12 HR. Sessions in this strand will focus on developing a communication plan, crafting messages and enlisting a variety of resources and stakeholders to successfully communicate and implement a message.

Sustainability & Risk Management

As the laws surrounding employee needs shift, how can your district ensure it is following all of the regulatory requirements while still meeting goals and objectives? Sessions in this strand will help you apply knowledge of current law and regulations to manage risk as well as develop sustainable human capital systems and services.

Continuous Improvement

Sessions in this strand will address how you are serving the internal customers in your department as well as yourself when it comes to developing a successful human capital management system. Learn how to evaluate and facilitate change for the betterment of your organization.

Workforce Planning

Learn how to analyze staffing requirements to meet strategic goals and create job descriptions that reflect position requirements. We will address how to develop a workforce plan that addresses gaps through hiring, promotion, professional development or reassignment.

Human Resource Branding

Do you have an organizational brand for your department? Presenters from this strand will share how they have developed their own brand and message to showcase the culture and diversity of their organization. Learn how to build employee buy in and ensure consistent messaging across targeted communication channels.

Sourcing & Recruiting

Recruitment and acquiring highly effective talent is a school district's highest priority and HR's biggest challenge. Sessions in this strand will share how districts are building programs and leveraging partnerships to identify sources of highly-qualified candidates and building a pipeline of potential educators. Learn strategies for job fairs and grown-your-own programs.

Selection & Placement

Developing a selection and placement process for your human capital management system can be a difficult task. Sessions in this strand will explore how to manage your organization's selection process and utilize tools in a cost effective manner. We will explore how to establish policies for employee placement and how to align your employee placement decisions for the workforce needs.

Onboarding

Do you have a new employee mentoring program? Come and learn the best practices in onboarding your new employees. Learn how some districts are coordinating a comprehensive orientation that introduces employees to not only the job, but the culture and climate of the organization. Sessions on new employee mentoring and mentor selection process will be shared.

Training & Development

Sessions in this strand will focus on the topics that contribute to the development and growth of a productive school workforce. Learn how to apply best practices in adult learning and develop unique professional development programs for teachers, substitutes and central administration.

Performance Management

Performance management is a key component of employee development and growth. Sessions in this strand will help you learn how to use multiple measures to implement a comprehensive evaluation system. Additionally, sessions will cover addressing employee discipline, providing feedback, improvement plans and managing voluntary and involuntary employee changes and departures.

Career Ladders & Succession Planning

How do you identify and develop your key employees? Learn how to support your high-potential employees and empower them to increase their engagement in your organization. Sessions in this strand will address succession planning programs that assess readiness and prepare employees to assume leadership positions through coaching, mentoring and professional development.

Employee Engagement

How are you measuring your employee engagement? Come and learn how others are creating opportunities to strengthen employee engagement and increase organizational performance through measurement and facilitation.

Rewards & Recognitions

What drives and motivates your staff? Sessions in this strand will address different ways to establish and maintain a process for rewarding and recognizing excellence within your organization.

Compensation & Benefits

Having a compensation system that is aligned with your organization's goals and vision of instructional improvement is vital to recruitment and retention of the best candidates and teachers. Sessions in this strand will show best practices for determining the elements and structure of a benefits system and how to administer these programs.

Organizational Culture

Are you fostering a culture that supports learning through diversity and inclusion? Come and learn how districts are assessing and addressing gaps between current and desired organizational culture. Learn how you can identify factors that impede diversity and inclusion and design systems and processes that promotes instead.