

**Session Titles and Descriptions**  
**AASPA Human Capital Leadership Summit**  
**December 5-6, 2019 – JW Marriott Las Vegas, Las Vegas, NV**

**Connected People Make Better Employees! – Compensation & Benefits**

*Presented by Tony Bagshaw, Chief Improvement Officer, Battelle for Kids, Hilliard, OH*

What really matters to people? Why do they stay? Why do they continue to produce great work? Why do some teams have esprit de corps and some do not? This session will explore the growing body of research on what seems to really matter most to employees. We will look at a wide array of leadership and employee engagement topics and will discuss the things you can do to make sure you are designing your human capital systems around the latest research.

**Educational Justice through Knowledge of Diversity and Cultural Responsiveness – Organizational Culture; Sustainability & Risk Management**

*Presented by Shelly H. Bazemore, Ed. D., Assistant Professor, Coordinator of Field & Clinical Placements, Virginia State University & Educational Consultant and Jeannine N. Williams, Director of Recruitment & Retention, Adjunct Professor/Peoria, Illinois, & Educational Consultant*

Are you seeking more effective ways of developing and implementing diversity strategies in your recruiting, hiring, and retaining of your teachers, staff, and students from diverse backgrounds? How are you developing your teaching faculty and/or staff and cultivating a school culture that is responsive to the needs of your students? To learn more, we ask that you attend, our diversity and culturally responsive training. We will help you begin transforming your school into a culturally responsive community that meets the needs of your students, faculty, and staff. This presentation will allow you to examine what diversity means to you and help you learn how to encourage your existing students and employees to embrace it? Further, you will have the opportunity to explore what cultural responsiveness is and how you can motivate your school community to hold it as a value. We will discuss ways to inspire public leaders, faculty, staff, and students to respect your division's growing diversity, encourage their influence, and inspire their willingness to be responsive among your diverse employees and students. We bring methods to help your school community become culturally responsive and increase diversity in your schools.

**FORCE: A University/School Partnership to Recruit Teachers of Color – Selection & Placement, Sourcing & Recruiting**

*Presented by Dr. Amy Dillon, Director of Human Resources - Certified, Blue Valley Schools, Overland Park, KS*

Recruiting and retaining teachers of color is a priority for many districts. The FORCE program started by MidAmerica Nazarene University is designed to introduce talented men of color to prospective school districts. Participants will hear from a representative of the Blue Valley School District regarding their experience with the FORCE program as well as lessons they have learned regarding recruitment of minority candidates.

**Future of the PK-12 Workforce – Continuous Improvement**

*Presented by Emily Douglas-McNab, Senior Director, Battelle for Kids, Hilliard, OH*

It is the nature of humans to be both excited and scared of the future at the same time. We even see this in schools, in fact, in a Gallup survey, 86% of K-12 superintendents are excited about the future of their district. While districts wrestle with changes for students in order to prepare them for jobs that don't yet exist, there are also changes coming to HR departments. In this session we will look at trends and research and discuss how to best prepare HR for the future of education and work.

**Job Satisfaction & Employment: What Do Your Employees Want? – Continuous Improvement**

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

Top ten engagement opinions and actions which demonstrate an employee's high level of engagement. Why do they stay, what do they stay, and what do they strive toward? The link between employer practices and employee engagement will be revealed.

**National Update on the Teacher Shortage and Vision Planning for the Future – Strategic Alignment**

*Presented by Kelly Coash-Johnson, Executive Director, American Association of School Personnel Administrators, Overland Park, KS*

Join Kelly Coash-Johnson as she shares what AASPA has been tracking with regards to the national teacher shortage. Learn what is going on in some key states good and bad. Kelly will share some key strategies districts and K12 HR teams can use to improve their recruitment and retention. Learn how to develop your own HR vision statement and utilize it best to reach a more diverse audience.

## **Transitioning from Human Resources to Strategic Human Capital Management – Compensation & Benefits, Continuous Improvement, Strategic Alignment**

*Presented by Emily Douglas-McNab, Senior Director, Battelle for Kids, Hilliard, OH*

Toledo Public Schools (TPS) began their journey toward strategic HCM in 2013. TPS is an urban district in northwest Ohio. TPS has become much more strategic in designing their people processes, customer service, and organization culture. The result has been great returns on this investment. For leaders considering a transition, you will find lessons from this journey helpful!

## **Unraveling the Legal Issues Created by Employees Who Stay – Sustainability & Risk Management**

*Presented by Jill Garcia, Attorney and Amy Howard, Attorney, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Las Vegas, NV*

When an employee complains about discrimination or retaliation and remains employed, a host of legal, ethical and practical issues arise. This presentation will discuss the manner in which employees should complain, best practices for addressing complaints, properly documenting alleged retaliation and/or job performance issues, ethics issues that arise for counsel, and a discussion about the potential difficulties of settling cases with employees who stay.

## **What I Wish I Knew Before I Was Deposed – Sustainability & Risk Management**

*Presented by Jill Garcia, Attorney and Amy Howard, Attorney, Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Las Vegas, NV*

Whether it is your first or tenth time being deposed, depositions can be intimidating and frightening. In this session, you will learn how to alleviate the anxiety through preparation and walk into your deposition feeling confident and in control.