

### **“What Happened to My Paper & Pen?” Transforming HR with Technology**

Cris Board, Chief Human Resource Officer

Gary Brantley, Chief Information Systems Officer

Lorain City Schools, Lorain, OH

#### **Strand: Technology in HR - Integrated Systems**

How do you track and provide HR data when the Excel spreadsheet can no longer provide the information? It's time to automate HR. This session will discuss how LCS went from a manual HR system to using fully integrated technology. The automation has allowed for greater human interaction and less paper chasing.

**Wednesday 9:35-10:35**

**Room 101**

### **FMLA from A-Z: Assuring Compliance with Procedural Steps to Zeroing in on Connections with Other Laws**

Andrea Eaton White, Esq., Attorney

M. Jane Turner, Esq., Attorney

Duff, White & Turner, LLC, Columbia, SC

#### **Strand: Legal and Legislative Issues**

This session will address the Family Medical Leave Act from pitfalls and helpful hints to the overlap with other federal laws such as the Americans with Disabilities Act.

**Wednesday 9:35-10:35**

**Room 106**

### **The Changing 403(b) Landscape - A Better Way Forward**

Douglas Morris, AIF, VP - Retirement Services

Lockton Investment Advisors

#### **Strand: The Total Package: What about Compensation and Benefits**

Plan document requirements, information sharing and universal availability requirements conspire to make managing a multiple vendor 403(b) program complicated and expensive. We'll explore a solution that solves these issues and is better for the participants.

**Wednesday 9:35-10:35**

**Room 107**

### **Gold Award Winning Wellness Program**

Vickie Adkins, Director of Human Resources

DeForest Area School District, DeForest, WI

#### **Strand: Employee Health and Wellness**

A DHPE 2009 GOLD School Employee Wellness Program winner tells how to organize a low-cost wellness program, engage employees, find free resources and impact your district's bottom line.

**Wednesday 9:35-10:35**

**Room 202**

### **75 Ways to Cut Personnel Costs**

Howard Ebmeier, Professor  
University of Kansas, Lawrence, KS

#### **Strand: Strategic Future**

In these tight economic times, here are 75 concrete suggestions that could reduce the cost of personnel in your district. Some are long range ideas while others you could implement tomorrow. Come hear our suggestions and add your own ideas to the list.

**Wednesday 9:35-10:35**

**Room 204**

### **Breaking New Ground in Education Talent Management**

Linda M. Shamlin, M.S., Information Systems Specialist - HR  
Douglas County School District, Castle Rock, CO

#### **Strand: Human Performance - The Employee**

Recently Arne Duncan, U.S. Education Secretary said of the Douglas County School District (DCSD) that they "have a chance to create a model for the entire country. This is a big, big deal. You have a chance to break new ground here." The DCSD has taken the lead in teacher evaluations and best practice talent management. Linda Shamlin, M.S. HRIS Specialist with DCSD will discuss the cutting-edge approach they have taken and how other organizations can do the same. Attendees will learn about goal setting, streamlining evaluation processes, using technology to drive processes, ensuring accountability and regular feedback and finally about making effective development opportunities available to staff. "

**Wednesday 9:35-10:35**

**Room 206**

### **From Recruitment to Retention: A Continuum That Works**

Dr. Gayle B. Sawyer, Executive Director  
Marcella Wine-Snyder, Program Director  
Center for Educator Recruitment, Retention & Advancement - South Carolina (CERRA), Rock Hill, SC

#### **Strand: Recruiting Retaining Retraining**

Benefitting from the experience of the Center for Educator Recruitment, Retention & Advancement - SC, participants will investigate research-based strategies to recruit, retain and retain effective educators for 21st Century classrooms.

**Wednesday 9:35-10:35**

**Room 207**

### **Decisions, Decisions, Decisions: The Essence of Human Resources**

Claudette J. Beamon, Director of Human Resources  
Kevin E. Walton, Sr., Human Resources Specialist  
Area Cooperative Educational Services, North Haven, CT

#### **Strand: Employee Communications - Best Practices**

Decision Making is essential in human Resources. Learn how to effectively develop and foster positive working relationships by engaging employees, administrators and unions to ensure adherence to workplace practices, procedures and policies.

**Wednesday 9:35-10:35**

**Room 208**

**The Next Generation of Principals: Recruiting, Hiring, and Retaining Principals in their 30's**

Paul Hertel, Associate Superintendent

Dr. Keith Westman, Vice President

Community Consolidated School District 62, Des Plaines, IL

**Strand: Recruiting Retaining Retraining**

In coming years, school personal administrators will be challenged with filling principal vacancies that open due to the retiring Baby Boom Generation. This session will present the processes and strategies that Des Plaines School District 62 (IL) uses to recruit, hire, and retrain excellent "young" administrators.

**Wednesday 9:35-10:35**

**Room BR A**

**The Mental Diets of Champions**

Tom Morgan, President

Morgan & Associates, Bridgeton, MO

**Strand: Employee Health and Wellness**

Ever wonder how some people achieve amazing results? Want to experience more success in your daily life? Your Meta cognition is key to unlocking your potential. This session will explore seven mental strategies that you can learn today and improve your life tomorrow.

**Wednesday 9:35-10:35**

**Room BR B**

**Maximizing the Use of a Broker for Employee Benefits**

Paul A. Davidson, CLU, Partner

Lisa Smith, Assistant Superintendent for HR

Downers Grove CUSD #99, Downers Grove, IL

Douglas Morris, Financial Advisor

Lockton Companies, Chicago, IL

**Strand: The Total Package: What about Compensation and Benefits**

You will learn the importance of utilizing a broker effectively to gain insight into benefit plan costs and to align the interests of the school board, administrations and bargained employees.

**Wednesday 10:40-11:40**

**Room 106**

**What is a Cultural Audit?**

Rory Griffith, Manager of Human Resources

Prairie South School Division, Moose Jaw, Saskatchewan, Canada

**Strand: Organizational Behavior and Development**

Organizations of any size struggle with finding what makes for a positive culture. Conducting an audit of the culture helps to identify root causes as well as solutions to improve culture.

**Wednesday 10:40-11:40**

**Room 101**

**A Systematic Approach to Increasing Diversity**

Dr. Robert McGrattan, Assistant Superintendent for HR/Support Services

Stephanie Cyrus, Director of Recruitment and Retention

Asheville City Schools, Asheville, NC

**Strand: Diversity**

Using a systematic approach to recruitment and selection and reinforcing those with Board policies can improve hiring practices aimed at creating a diverse workforce.

**Wednesday 10:40-11:40**

**Room 107**

**Using Technology to Improve Benefits for Attracting and Retaining Mature Workers**

Julie Meek, Clinical Associate Professor

Indiana University School of Nursing, Indianapolis, IN

Jim Kerr, Vice-President

My Health Care Manager, Indianapolis, IN

**Strand: Technology in HR - Integrated Systems**

Increased health care costs among caregivers will put unprecedented demands on maturing workers struggling to work productively and take care of an aging loved one. Employers need to attract and keep mature workers by offering eldercare benefits. Eldercare benefits require a mixture of good old fashioned nursing and support coupled with technology that allows geriatric care for a loved one to be supported anytime, anywhere. This presentation will discuss the growing need for eldercare and how technology plays a role in delivering those benefits and keeping workers productive and happy. A case study showing how Indiana University improved eldercare benefits with technology will be presented.

**Wednesday 10:40-11:40**

**Room 202**

**What's all the Twitter? Employee Misconduct through Technology.**

Kathryn Long Mahoney, Attorney

Childs & Halligan, PA, Columbia, SC

**Strand: Legal and Legislative Issues**

This conference session will focus on how to address employee misconduct through use of technology either through school district issued equipment or through personal technology sources outside of the workday, including social networking.

**Wednesday 10:40-11:40**

**Room 204**

### **Performance-Based Pay**

Jeff Rahmberg, Partner

Rahmberg, Stover & Associates, Birmingham, MI

#### **Strand: The Total Package: What about Compensation and Benefits**

Administrators are constantly being pressured to "manage the district like a business." The presentation will cover a review of merit pay programs, knowledge and skill-based pay systems, bonus/lump sum award programs and individual versus team compensation plans.

**Wednesday 10:40-11:40**

**Room 207**

### **The Benefits of "HAPPY"**

Dr. Carl Bonuso, Retired Superintendent of Schools

Wantagh Public Schools, Wantagh, NY

Cara Bonuso, MEd, MA, Doctoral Student

Pace University, New York, NY

#### **Strand: Employee Health and Wellness**

This session will focus upon the benefits of happiness in the workplace, connecting "joy" to job productivity. Strategies for personnel administrators to facilitate this positive, proactive environment will be discussed.

**Wednesday 10:40-11:40**

**Room 206**

### **Choosing to Believe: Creating a Framework for School Success**

Stephen Peters, Professional Speaker

The Peters Group, Orangeburg, SC

#### **Strand: Strategic Future**

Stephen Peters offers the participant a refreshing look into the positive side of public education. Based on his international award winning book, "Choosing To Believe: Creating a Framework for School Success," Peters states, "We hear much about low test scores, high drop-out rates, expulsions, low teacher and student moral, and public distrust of the quality of education being delivered to children, but there is another story to be told." The framework used to create successful schools will be provided throughout this workshop. The participant will be left inspired and motivated to do something immediately to ensure success for every student every day. There are schools and school systems that are experiencing success in spite of budget restrictions, staff lay-offs, poor demographics or change. They are doing so because they created a vision and a team, that was not dependent on circumstances, but on commitment. Peters will provide a framework for reshaping school culture, affording teachers and students an opportunity to become part of the solution collaboratively, instead of remaining part of the problem separately.

**Wednesday 10:40-11:40**

**Room 208**

**What's Up Doc?**

Thomas P. Johnson, Personnel Consultant  
The HR Bullpen, Harwich Port, MA

**Strand: Life Cycle or Shelf Life - Developing the Employee**

This session will be an interactive discussion with Dr. J. (Dr. Tom Johnson) the AASPA "examiner" for the pilot roll out of the national credential program.

**Wednesday 10:40-11:40**

**Room BR B**

**Streamlining HR Processes with Technology: Making Paperless a Reality**

Michele Fort-Merrill, Executive Director, HR  
Steve Clemons, Assistant Superintendent/Chief Technology Officer  
San Diego County Office of Education, San Diego, CA

**Strand: Technology in HR - Integrated Systems**

The San Diego County Office of Education Human Resource office has moved from paper-driven to paperless. The presenters will demonstrate paperless: application, new hire, employee files, processes, as well as employee self-service features that have been developed and designed in-house.

**Wednesday 10:40-11:40**

**Room BR A**

**Employee Performance Systems: How to Move from "Wiping Out" to "Treading Water" to "Catching the Wave"**

Lisa McClain, Performance Evaluation Services Coordinator  
Mack Ouzts, Director of Classified Employment Services  
Richland County School District One, Columbia, SC

**Strand: Human Performance - The Employee**

Lessons learned from incorporating a new evaluation system for 4500 employees with a focus on improving performance and encouraging communication between supervisors and employees.

**Wednesday 2:30-3:30**

**Room 101**

**Recruit and Retain the Best**

Melodee M. Parker, Director of Human Resources  
Jennifer Flinn, Associate Director of Human Resources, Certified Personnel  
Fayette County Public Schools, Lexington, KY

**Strand: Recruiting Retaining Retraining**

Looking for ideas of how to set your organization apart and attract the best. How are you screening to see if you are getting the best? Ideas of ways to screen and assist your administrators in the hiring process presented for immediate implementation. Once you hire the quality candidate...how do you keep them? Ideas on aspiring leadership programs to ""grow your own""...new administrator mentorship program to keep the leadership and provide the support needed.

**Wednesday 2:30-3:30**

## **Room 206**

### **School Community Relations: Internal/External Communications**

Dr. Linda Anast-May, Assistant Professor of Educational Leadership  
Coastal Carolina University, Conway, SC

#### **Strand: Employee Communications - Best Practices**

The presenters will discuss the importance of employee communications/best practices with internal and external stakeholders in a school environment. Our master's degree in educational leadership was just implemented in fall 2009.

**Wednesday 2:30-3:30**

## **Room 106**

### **Teacher Leaders' and Administrators' Perceptions about a Leadership Capacity Building Program**

Dr. Addie C. Swinney, Executive Director of Human Resources  
Auburn City Schools, Auburn, AL

Dr. Mike Daria, Executive Director of Personnel  
Tuscaloosa City Schools, Tuscaloosa, AL

#### **Strand: Life Cycle or Shelf Life - Developing the Employee**

The need for developing teacher leaders and enhancing the skills of practicing school administrators has gained the attention of policymakers, school administrators, and education professors. Reform initiatives suggest that there is a need for teachers to share in the leadership of schools. Teachers and principals both need to develop their own professional skills and the organizational capacity to be engaged in collaborative leadership roles. Further, for teachers to engage in these leadership efforts, they need to feel empowered to do so.

**Wednesday 2:30-3:30**

## **Room 107**

### **Leadership Institute on a Shoestring Budget**

Rick Till, SPHR, Director of Personnel  
Winchester Public Schools, Winchester, VA

#### **Strand: Organizational Behavior and Development**

Winchester Public Schools has internally developed a Leadership Institute which provides a foundation for building the division's organization. The ten-session Institute provides a shared understanding of organizational leadership expectations in three primary areas: Leadership/Management, Communications and Utilizing Resources

**Wednesday 2:30-3:30**

## **Room 202**

### **Beware the Tsunami!**

Sherrie Evans, Retired, Assistant Superintendent  
South Kitsap Schools, Black Diamond, WA

#### **Strand: Technology in HR - Integrated Systems**

The primary focus of this presentation is raising awareness of technology issues and dangers for HR administrators and staff. Too often districts jump into a technology solution where 1) HR is not involved and/or 2) if they are involved, the HR staff does not have adequate knowledge about basic system requirements. The session will prepare HR staff to utilize a planning tool to plan and analyze their specific needs to ensure that any technology they implement is specific to the needs they have identified, including staffing and training functions.

**Wednesday 2:30-3:30**

**Room 204**

### **Impact of Employment Procedures on District Liability for Employee Misconduct**

Dr. Ann Hassenpflug, Professor

University of Akron, Cuyahoga Falls, OH

#### **Strand: Legal and Legislative Issues**

Problematic employment procedures may impact district liability if parents claim that a district should have discovered prior misconduct by a new employee or warned potential employers of an employee's misconduct.

**Wednesday 2:30-3:30**

**Room 207**

### **Child Abuse, Neglect and Inappropriate Behavior Involving Employees and Students**

Frances Allen, Manager, Personnel Services

Baltimore County Public Schools, Timonium, MD

#### **Strand: Legal and Legislative Issues**

Current trends and issues will be discussed along with steps and strategies taken by a school-system to address the issues.

**Wednesday 2:30-3:30**

**Room 208**

### **Improving Human Performance: Utilizing Professional Development Schools for Teacher and Administrator Professional Development**

Ann Gaudino, Ed.D, Chair, Department of Professional Education

West Liberty University, West Liberty, WV

#### **Strand: Human Performance - The Employee**

This session will focus on defining, establishing and utilizing a Professional Development School (PDS) alliance to provide effective, economical, ongoing professional development for teachers and principals.

**Wednesday 2:30-3:30**

**Room BR A**

### **Going Green: Recruiting for Retention in the 21st Century**

Shannon Dotsikas, Coordinator, Teacher Recruitment, Placement & Retention

Bibb County Schools, Macon, GA

#### **Strand: Recruiting Retaining Retraining**

This session will provide districts with strategies to incorporate paperless recruiting tools. Some of these tools include thumb drives, virtual job fair, etc. Retention strategies using technology will be discussed.

**Wednesday 2:30-3:30**

**Room BR B**

**How to Surf the Wave of Getting an Employee Back to Work**

Marla R. Styles, Human Resources Specialist & ADA Coordinator

Sue Wright, Director of Risk Management

Kyla Jensby, Employee Benefits Specialist

Lincoln Public Schools, Lincoln, NE

**Strand: The Total Package: What about Compensation and Benefits**

This presentation will provide information on the successful program implemented by LPS to assist employees with long term health conditions, serious injuries that impact their ability to carry out the essential functions of their jobs.

**Thursday 10:50-11:50**

**Room 101**

**Introductory School Personnel: An Online Course Experience**

Gregory C. Geer, Ph.D., Assistant Professor of Educational Leadership

Coastal Carolina University, Conway, SC

**Strand: Strategic Future**

The presenter will cover his experiences offering CCU's new M.Ed. Course in School Personnel. The curriculum, instructional and assessment practices of the online course will be used to solicit suggestions to improve it in the future.

**Thursday 10:50-11:50**

**Room 106**

**Interest Based Negotiations (IBN) - A New Way - Part One**

Rory Griffith, Manager of Human Resources

Prairie South School Division, Moose Jaw, Saskatchewan, Canada

Dean Biesenthal, Superintendent of Human Resources

North East School Division, Moose Jaw, Saskatchewan, Canada

**Strand: A Solution Summit**

IBN focuses on developing mutually beneficial agreements based on the interests of both sides. Interests include the needs, desires, concerns and fears important to each side. They are the underlying reasons why people become involved in disputes. IBN helps build durable agreements and promotes trust between the parties.

**Thursday 10:50-11:50**

**Room 107**

**Best Practices: Building a Successful Multi-Year Mentoring and Induction Program in Your Workplace**

Low Goldstein, Assistant Superintendent for Human Resources, Public Information and Community Relations

Princeton Regional Schools, Princeton, NJ

**Strand: Recruiting Retaining Retraining**

Princeton Regional Schools has built a nationally recognized five-year mentoring and induction program for teaching staff which has improved student achievement, maximized retention, increased professional development and energized staff.

**Thursday 10:50-11:50**

**Room 202**

**Culture of Excellence Driven by Design**

Chris Baldwin, Executive Director of Human Resources

Dr. Mark Keen, Superintendent

Westfield Washington Schools, Westfield, IN

**Strand: Employee Communications - Best Practices**

District leaders will share the steps they have taken in continuous quality growth by focusing on assessing staff satisfaction and engagement levels, setting goals and action plans and developing coaching relationships.

**Thursday 10:50-11:50**

**Room 204**

**FMLA - Best Practices in Administration and Latest Developments**

Scott Macdonald, Attorney/Human Resource Management Consultant

The Human Resource Consortium, Middletown, CT

**Strand: Legal and Legislative Issues**

Attendees will learn useful, practical tips and tools to manage FMLA administration, best practices in FMLA administration and the latest compliance issues/legal updates in light of the revised regulations.

**Thursday 10:50-11:50**

**Room 206**

**Minority Teacher Recruitment and Retention Strategies by Janet Kearney-Gissendaner, Ph.D.**

Dr. Janet Kearney-Gissendaner, Associate Professor

Ashland University, Columbus, OH

**Strand: Technology in HR - Integrated Systems**

Minority Teacher Recruitment and Retention Strategies by Janet Kearney-Gissendaner, Ph.D. will provide ideas on implementing plans for minority teacher model development in your school district that produce results over time. These models will be cited by AASPA member districts. Other pipeline programs and information will also be features. The information provided is unique and researched.

**Thursday 10:50-11:50**

**Room 207**

**Update on Employment Law Affecting Schools**

Charles J. Boykin, Senior Partner  
Boykin & Davis, LLC, Columbia, SC

**Strand: Legal and Legislative Issues**

This interactive presentation will take a look at various legal and legislative issues affecting school district personnel. At the conclusion of the presentation, administrators will be able to identify the primary considerations necessary to handle various labor and employment issues including, but not limited to anti-discriminatory laws, the Family and Medical leave Act (FMLA), Americans with Disabilities Act (ADA) and the Fair Labor Standards Act (FLSA).

**Thursday 10:50-11:50**

**Room 208**

**12 Good Questions**

Mike Rutherford, Professional Speaker  
Rutherford Learning Group, Waxhaw, NC

**Strand: Strategic Future**

Efficacy can be defined as the sense of meaningful satisfaction one derives from completing a difficult task skillfully. Teacher efficacy is a key predictor of teacher job satisfaction and student achievement. This session explores the three elements of teacher efficacy- content knowledge, pedagogical skill, and compelling nature, and provides a user-friendly set of questions/scenarios designed to predict future efficacy in the three elements.

**Thursday 10:50-11:50**

**Room BR A**

**A New Collaborative Minority Teacher Recruitment**

Dr. Bettye Perkins, President & CEO  
Today's Students Tomorrow's Teachers, Elmsford, NY  
Dr. Hasna Muhammad, Assistant Superintendent  
Poughkeepsie City School District, Poughkeepsie, NY  
Keith Johnson, Associate Superintendent  
Prince William County Public Schools, Manassas, VA

**Strand: Recruiting Retaining Retraining**

TSTT has implemented an innovative 8-year teacher training program that helps minorities attend college with scholarships for teaching and encourages them to return to their communities as teachers and leaders.

**Thursday 10:50-11:50**

**Room BR B**

**Bullied Beyond Belief - Your Duty to Respond**

Mary Jo McGrath, Attorney at Law  
McGrath Training Systems, Santa Barbara, CA

**Strand: Legal and Legislative Issues**

Cyber bullying makes harassment inescapable, leading some to desperate acts. Damage awards against districts escalate. Your district must know how to process bullying complaints and respond to save lives and reputations.

**Thursday 1:30-2:30**

**Room 101**

**Legal and Sustainable Job Descriptions and Compensation Structures**

George Mathes, Former HR Director

Campbell County School District #1, Buffalo, WY

**Strand: The Total Package: What about Compensation and Benefits**

In these economic times it is important to maintain legal, strategic and sustainable job descriptions and compensation structures. We will discuss the strategic and legal issues surrounding building and implementing legally compliant job descriptions and sustainable compensation structures for school systems.

**Thursday 1:30-2:30**

**Room 106**

**One Page HR Management**

Dr. Joe Flora, Clinical Professor

College of Education, University of South Carolina, Columbia, SC

**Strand: Employee Communications - Best Practices**

The purpose of this presentation is to offer HR staff ideas regarding the simplification of HR policies and practices such as recruitment, induction, performance appraisal and staff engagement. The intent is to reduce complexity and add value.

**Thursday 1:30-2:30**

**Room 107**

**Human Performance - The Employee**

Connie E. Jordan, Workers' Compensation Specialist

Jim Nulsen, National Account Manager

Horry County Schools, Conway, SC

SafeSchools, Cincinnati, OH

**Strand: Human Performance - The Employee**

Learn how Horry County Schools effectively trains 5500 employees on Blood borne Pathogens, Sexual Harassment, FERPA, Fire Extinguisher Safety and General Safety, using an online training and compliance management system.

**Thursday 1:30-2:30**

**Room 202**

**Student Achievement & Teacher Appraisal: Lessons Learned from First Year of Implementation**

Beth Sagett-Flores, Director of Human Resources

Evanston/Skokie School District 65, Evanston, IL

**Strand: Human Performance - The Employee**

This presentation is about steps taken to develop and implement a unique professional appraisal system that links teacher ratings and merit pay to student achievement. This is the first system of its kind in the state of Illinois. Presentation topics include: 1) Steering the new appraisal system concept through the negotiation process; 2) Collaborative decision-making involving teachers, principals and other administrators to develop the new appraisal system; 3) Implementation procedures created to resolve anomalies, questions and concerns during the first year; 4) Applicability of the system across core content area, special education instruction, fine arts and specials; 5) Applicability of the system for principals and central office administrators; 6) Analysis of the impact of the appraisal system upon teacher and principal performance ratings and student achievement; 7) Links between teacher appraisal and merit pay; and 8) Strategic communications for stakeholders.

**Thursday 1:30-2:30**

**Room 204**

**Sifting the Sand - Finding Only the Qualified Applicants**

Sherrie Evans, Retired, Assistant Superintendent  
South Kitsap Schools, Black Diamond, WA

**Strand: Recruiting Retaining Retraining**

A key function for all HR operations is reviewing candidate information to determine their qualifications for specific vacant positions. This session will focus on tools that can be utilized to develop screening systems that easily allow the HR operation and/or others to assess the candidate's abilities (administrator, certified and classified), including their HQ requirements and specific job knowledge, skills and abilities. The tool is based on the foundational requirements of the Equal Employment Opportunity policies and regulations. The presenter has significant experience developing applicant management tools with school systems across the nation.

**Thursday 1:30-2:30**

**Room 206**

**Substitute Teacher Training on a Budget**

Geoffrey Smith, Director  
Substitute Teaching Division, STEDI.org, Logan, UT

**Strand: Organizational Behavior and Development**

Districts are concerned with maintaining high quality substitute teachers, but have little or no training budget. Learn how districts are screening and training individuals for substitute teaching.

**Thursday 1:30-2:30**

**Room 207**

**Cents and Sensibility; Are You Getting the Most from Your Technology?**

Brandy Kift, Marketing Manager  
CRS Advanced Technology, Montoursville, PA  
Dr. Keith Westman, VP of Sales & Marketing  
General ASP, Skokie, IL

**Strand: Technology in HR - Integrated Systems**

Technology improves processes and creates efficiencies, but it holds even more potential than many organizations realize. From identifying and analyzing trends, to integrating applications; we will discuss how you can get a greater return on your technology investments.

**Thursday 1:30-2:30**

**Room 208**

**Human Capital Management: A Strategic Future for HR**

Gary Kaufman, Ph.D., Owner  
Human Resources Consulting, Gallatin, TN

**Strand: Strategic Future**

Human Capital Management provides a conceptual framework for the creation and deployment of HR strategy. This session explains the key concepts of HCM and illustrates how HCM can transform a district HR department.

**Thursday 1:30-2:30**

**Room BR A**

**Hiring for Talent: A School District's HR Perspective**

Kelly Peaks Horner, Associate Partner  
Gallup, Omaha, NE  
Angela Bain, Chief Human Resources Officer  
School District Five of Lexington-Richland Counties, Irmo, SC

**Strand: Recruiting Retaining Retraining**

Having a great place for students to learn requires that you hire the very best talent to teach and to lead. In this session the presenters will describe their proven, streamlined recruiting and hiring process that produces high quality candidates.

**Thursday 1:30-2:30**

**Room BR B**

**Technology in HR: Integrating Applicant Tracking Systems with Electronic Forms to Create a Paperless Human Resources Office**

Cerissa Neal, Director, Teacher Recruitment  
Jackson Public School District, Jackson, MS  
Jeannie Curtis, Human Resources Director  
Hamilton County Schools, Chattanooga, TN  
Heather Martin, Executive Director  
Hernando County Schools, Brooksville, FL  
Gene Foster, 9-12 Human Resources Director  
Metro Nashville Public Schools, Nashville, TN

**Strand: Technology in HR - Integrated Systems**

Our districts have implemented ATS with eFORMS for totally paperless HR. Considering hard dollar Return On Investment, we realized tangible budget savings while maximizing business efficiency and improved decision making. This session will include a panel discussion.

**Friday 8:30-9:30**

**Room 101**

### **Internal Investigations**

Melodee M. Parker, Director of Human Resources

Jennifer Flinn, Associate Director of Human Resources, Certified Personnel

Fayette County Public Schools, Lexington, KY

### **Strand: Legal and Legislative Issues**

Need ideas on what HR can do to support and empower your administrators as they document and investigate employee behavior. This session will provide you with simple forms to provide to your hiring managers to use to document consistently. Do's and Don'ts to keep you out of trouble...what you can ask, how to document, how to conduct an investigation...

**Friday 8:30-9:30**

**Room 106**

### **Successfully Fighting Unemployment Claims**

Phill Carr, Integrations Manager

Dani O'Shaughnessey, Director of Sales

Frontline Placement Technologies, Exton, PA

### **Strand: Technology in HR - Integrated Systems**

This presentation will address how to successfully fight unemployment claims in your school district with the use of technology.

**Friday 8:30-9:30**

**Room 107**

### **Using Personality and Leadership Inventories to Develop Leadership Capacity**

Edward P. Cox, Associate Professor

University of South Carolina, Blythewood, SC

### **Strand: Life Cycle or Shelf Life - Developing the Employee**

Personality and leadership inventories can be effective tools for developing organizational leadership. This session will review some widely utilized inventories and share examples of their usage in schools.

**Friday 8:30-9:30**

**Room 202**

### **Ready to go Paperless? Do you have any idea what you just got yourself into?**

Paul T. Montgomery, Director of Marketing and Sales

WinOcular / Combined Computer Resources, Inc., Dallas, TX

Connie Moore, Director – Classified

Kristi Bushnell, Coordinator – Certified

Deer Valley USD, Phoenix, AZ

**Strand: Technology in HR - Integrated Systems**

You've talked the Superintendent into "Going Green". It's paperless for you and your department from here on...so what's next? How exactly do you pull this off and make it work? The workshop leaps past the "benefits" and "sales" info of document management to target the actual rubber-hits-the-road issues that you'll need to address. We'll review examples from other AASPA members who have already taken this leap. We'll review REAL DETAILS and discuss how to plan the project and how to keep it manageable. Learn how ""Going Green"" makes both great ecological sense and great financial sense.

**Friday 8:30-9:30**

**Room 204**

**What Can Social Media Do for You?**

Anna Quisenberry, Membership / Marketing Specialist and Executive Assistant  
AASPA, Overland Park, KS

**Strand: Technology in HR - Integrated Systems**

Social media is changing the way we learn, exchange information and express ourselves. This session will explore current trends in social media and what it can do for you.

**Friday 8:30-9:30**

**Room 206**

**Executing Employee Discipline the Right Way**

John E. Batchelor, Ed.D, Consultant  
Upslopes Solutions, LLC, Greensboro, NC

**Strand: Human Performance - The Employee**

This session delineates types of employee misconduct, identifies liabilities and impacts on student achievement and provides standard types of graduated disciplinary steps, creating a proactive, constructive model for improving employee performance.

**Friday 8:30-9:30**

**Room 208**

**Beyond Highly Qualified: Automate Your HR Office to Hire Highly Effective Teachers**

Dr. Kelly Pew, Assistant Superintendent of Human Resources  
Stephanie Lackey, Coordinator of Recruitment/Retention  
School District of Dickens County, Easley, SC  
Nick De Buyl, Director  
Netchemia, Prairie Village, KS

**Strand: Technology in HR - Integrated Systems**

Districts across the nation strive to hire highly effective teachers. Learn how Pickens County in South Carolina achieved this by leveraging technology to automate their HR office.

**Friday 9:45-10:45**

**Room 101**

### **Sexting, Texting and Sexual Harassment**

Mary Jo McGrath, Attorney at Law  
McGrath Training Systems, Santa Barbara, CA

#### **Strand: Legal and Legislative Issues**

Sexting or provocative text messages to students or educators are red flags for illegal harassment. Learn how your district should receive and respond to complaints to protect students and itself.

**Friday 9:45-10:45**

**Room 106**

### **Absence Management: A Look at Two Programs**

Frances Allen, Manager, Personnel Services  
Baltimore County Public Schools, Timonium, MD

#### **Strand: The Total Package: What about Compensation and Benefits**

Managing absences involving personal and family illness can be difficult with generous benefits. Learn about two programs developed by a school system to address the appropriate use of benefits for both long-term and short-term absences.

**Friday 9:45-10:45**

**Room 107**

### **Packing Your Bags for the Beach - A Look at Strategic Planning and HR**

Sherrie Evans, Retired, Assistant Superintendent  
South Kitsap Schools, Black Diamond, WA

#### **Strand: Strategic Future**

More than ever it is vital that the HR operations be focused, well-organized and efficient. This typically requires a focus on planning and directions, including an assessment of current functions. This session will examine specific processes utilized in the strategic planning process, including experiences with a recent project at Baltimore County Public Schools. How HR packs that bag and what they take to the beach can have a significant impact on the outcome of the beach activities. Learn how to make it fun, enjoyable, reliable and highly successful!

**Friday 9:45-10:45**

**Room 202**

### **Performance Appraisals That Are Easy and Meaningful**

Fred Corn, Director  
Educational Management Solutions, Salina, KS  
Larry Reznicek, HR Director  
Campbell County School District #1, Gillette, WY

#### **Strand: Human Performance - The Employee**

Performance management for Administrative, professional and Support Staff are very important but can be a tornado of confusion and paperwork. Building and implementing efficient, understandable and effective performance appraisals can be achieved. Come to this presentation and find out how.

**Friday 9:45-10:45**

## **Room 204**

### **Interest Based Negotiations (IBN) - A New Way - Part Two - Hands on Practice**

Rory Griffith, Manager of Human Resources

Prairie South School Division, Moose Jaw, Saskatchewan, Canada

Dean Biesenthal, Superintendent of Human Resources

North East School Division, Moose Jaw, Saskatchewan, Canada

#### **Strand: A Solution Summit**

This hands-on fast-paced role play seminar will allow the participants to experience and apply a selection of practical tools of a proven framework - IBN. It is strongly suggested that participants attend the Part One - Theory Overview first on Thursday morning.

**Friday 9:45-10:45**

**Room 206**

### **Table Talks**

**Friday 9:45-10:45**

**Room 208**