

GASPA 2019 Spring Conference

Reimagining Retention

May 29 – 31, 2019

King and Prince Beach & Golf Resort

Tuesday, May 28, 2019

6:00 – 8:00 GASPA Executive Board Meeting – Retreat Room

Wednesday, May 29, 2019

7:00 – 8:30 Continental Breakfast for those attending pre-conference sessions – Delegal Room

8:00 - 4:30 Conference Registration – Pre-Assembly Area

8:00 – 9:30 **Pre-Conference Session 1 – Lanier Ballroom**

Employee Assistance Programs – From Selection to Results

Panel – Tanya Shannon, Director of Talent, Drew Charter School, Geneva Braziel, Assistant Superintendent, Jones County Schools, Mendy Woods, Chief of Human Resources, Dalton Public Schools, Ed Aaron, Executive Director of Human Resources, Bibb County Schools, David Adams, Executive Director of Human Resources, City Schools of Decatur City Schools and Randy Cooper, Director of Human Resources, Lowndes County Schools.

An employee assistance program (EAP) is an employee benefit program that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well-being. EAPs generally offer free and confidential assessments, short-term counseling, referrals, and follow-up services. EAP counselors also work in a consultative role with supervisors to address employee and organizational challenges and needs. A panel will share their experiences from the selection of a provider process to the results.

9:30 – 10:30 **Pre-Conference Session 2 – Lanier Ballroom**

Records Management - 101

Randy Howard and Doug Rollo will give insight to the management of personnel records and open records requests.

Randy Howard, In-House Attorney, Bibb County Schools, Doug Rollo, Records Management, Georgia Archives

Wednesday, May 29, 2019 Continued

10:30 – 12:00 **Pre-Conference Session 3 – Lanier Ballroom**

Investigating In-Field

New to In-Field reporting? Didn't make data updates in March? GaDOE Specialist Chris Leonard will give a brief overview of In-Field Guidance, highlight the most frequent reporting errors and clear up common misconceptions brought up by In-Field reporting. GaDOE specialists will be on-hand to review LEA In-Field reports one on one to help identify next steps for LEAs prior to the June data collection informing the FY19 in-field report.

Chris Leonard, Joy Gentry, and Terri Still, Georgia Department of Education (GaDOE)

1:00 – 1:05 **Welcome/Announcements**

Ron Wade, GASPA President, Chief Talent Officer, Fulton County Schools

1:05 – 2:05 **Maximizing Millennial Tenure and Leveraging their Potential**

Jeff Butler is a speaker, *author* and *passionate millennial* who helps organizations improve their retention of millennial employees

Millennials are now over 100 million strong and make up one of the largest demographics in the workplace today. However, many employers find them the most difficult to retain and manage. Previous management and retention techniques are becoming obsolete so how can your organization not only maximize the time a Millennial works for your organization, but also help them tap into their potential?

Jeff Butler, one of the few Millennial Experts who is actually a Millennial, will expose the Millennial Mindset and show you how to turn a career hopping Millennial into a devoted employee. It all begins with tapping into their potential and creating a strong management structure.

- *Discover the Millennial Mindset and what makes a Millennial tick*
- *Learn how to turn a career hopping Millennial into a devoted employee*
- *Discover the recent changes in management styles and what it takes to effectively manage Millennials*

2:05 – 3:00 **Support from the Start: P20 Partnerships Collaborating to Support Induction Phase Educators and their Mentors**

Dr. Karen Wyler, Teacher Induction and IHEs Evaluation System Specialist and Dr. Dr. Kathy Reese, Leader Induction and Evaluation System Specialist, Georgia Department of Education (GaDOE)

Wednesday, May 29, 2019 Continued

The New Teacher Center notes, when districts organize to accelerate new leader and teacher development, they break the cycle of inequity and provide children who are most in need of a quality education with educators capable of helping them (Moir, E. 2009). A high-quality, comprehensive induction program is essential to develop and retain effective teachers and leaders.

Learning targets for this session are to develop a common understanding of a high-quality induction program, identify induction tools and resources from the GaDOE/TLSD that support the development and retention of educators, and understand the role and responsibilities of P20 partnerships to provide *support from the start*.

3:00 – 3:30 **Break – Delegal Promenade**

3:30 – 4:15 **You Can't Lead if You Do Not Stick Around: Developing Longevity as a Leader**

Mike Moody, The Amadeus Group

The presentation focuses on the three traits that keep leaders in long-term roles: Character, Competence, and Consistency. The session will look at these traits and how you can develop them in order to sustain your leadership journey.

4:15 – 5:00 **Induction/Retention**

Kevin Kiger, Executive Director of Employment, Cobb County Schools

5:00 – 6:15 **GASPA Business Partners, Family and Friends Welcome Reception
Delegal Room and Oceanfront Lawn**

6:15 - Until **Dinner on Your Own**

Thursday, May 30, 2019

7:00 – 8:15 **Breakfast Buffet – Visit Business Partners Exhibits – Delegal Room**

8:15 – 8:35 **Introduction of Business Partners – Lanier Ballroom**

Ramon Ray, GASPA Business Partner Liaison

8:35 – 9:30 **Managing Multi Generations in the Workplace**

Ron Wade, Chief Talent Officer, Fulton County Schools

9:15 – 10:00 Breakout Region Meetings with the Regional Directors

10:00 – 10:45 **Break – Visit Business Partner Exhibits – Delegal Colonnade**

10:45 – 11:30 **ADA: Overview, Accommodations and the Interactive Process**

Sid Camp, Executive Director of Performance and Community Engagement, Gwinnett County Public Schools and Kim McDermon, Chief Human Resources Officer, Rockdale County Schools

This session is designed to provide participants with an understanding of the Americans with Disabilities Act (ADA) and the use of the Interactive Process in working with employees with disabilities to develop reasonable accommodations.

11:30 – 12:00 **GASPA Business Meeting – Lanier Ballroom**

12:00 – 1:00 **Lunch – Visit Business Partner Exhibits – Delegal Room**

1:00 – 1:45 **Right-Sourcing: External Solutions for Internal Opportunities**

Melissa Shepard, Assistant Director of Human Resources, Richmond County Schools and Suzanne Lentz, Director of Budget and Finance, Richmond County Schools

Right-sourcing is a process by which an organization selects the best way to procure services either through an internal partnership or by selecting a third party service provider. A successful right-sourcing plan supports staffing, builds partnerships within communities and saves money. This session shares lessons learned and the financial impact of right-sourcing.

Thursday, May 30, 2019 Continued

1:45 – 2:15 **Georgia Professional Standards Commission (GaPSC) Update**

2:15 – 2:45 **Break – Visit Business Partner Exhibits – Delegal Colonnade**

2:45 – 3:45 **Georgia Professional Standards Commission (GaPSC) Certificate Update**

Kelli Young, Certification Division Director, GaPSC and Windy Fortenberry, Assistant Certification Division Director, GaPSC,

3:45 – 4:15 **Business Partner Door Prizes**

4:15 – 4:45 **Regional Director / Program Planning Committee Meeting – Lanier Ballroom**

4:45 – 5:15 **Statewide GaPSC Personnel Committee Meeting – Lanier Ballroom**

5:15 – 5:45 **Educator Recruiting and Retention Advisory Committee – Lanier Ballroom**

5:45 – Until **Dinner on Your Own**

Friday, May 31, 2019

7:15–8:15 **Breakfast Buffet - Delegal Room**

8:15–9:15 **T³ Teaching to the Third Power: Tools, Techniques, and Tips to Empower Beginning Teachers**

Carolyn Ford, Professional Learning Coach, Mike Moody, Professional Learning Coach, and Nancy Strawbridge, Director of TIIA, Walton County Schools

A successful induction program sets the tone for a teacher's personal and professional identity and addresses the important issues of transition from being a preservice teacher to being an independent, reflective educator and a competent, career teacher in your district. This session presents lessons learned from a successful three-year teacher induction program.

9:15–9:30 **Break/Check Out**

9:30–10:00 **Legislative Update**

Clark Maggart, Chief Human Resources Officer, Paulding County Schools, GASPA Legislative Liaison

10:00 – 10:30 **TRS Update**

Buster Evans, Executive Director, Teachers Retirement System of Georgia (TRS)

10:30–12:00 **Legal Update**

Phil Hartley, Harben, Hartley, and Hawkins, LLP

12:00 **Meritorious Attendance Award and Conference Closing – Ron Wade, GASPA President**

