

**2018 GASPA FALL Conference
Building for the Future**

November 12 – 14, 2018

King and Prince Golf & Beach Resort

Sunday, November 11, 2018

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

Monday, November 12, 2018

7:30 – 8:30 Continental Breakfast – Delegal Room

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

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

GASPA New Member Orientation

Kim Clayton, Director of Personnel and Public Relations, Coffee County Schools and Valerie Suessmith, Chief Human Resources Officer, Henry County Schools

This session will give you an overview of GASPA including GASPA's Mission and Vision, an introduction to GASPA officers, an overview of the website and handbook, and the Top 10 Things to Remember!

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

Certification 101

Rachelle Brevil, Program Director for Certification and Outreach, Georgia Professional Standards Commission (GaPSC)

This session is open to experienced Human Resources personnel as well as to those who are new to Human Resources. The presentation will include an Introduction to Certification, Certificate Types, the Renewal Process, Updates - What's New, ExpressLane, and will allow a time for questions.

Monday, November 12, 2018 Continued

10:30 – 11:30 **Pre-Conference Session 3 – Lanier Ballroom**

Work Comp A – Z

Mickey N. Key, Member Advocate, Georgia School Board Association (GSBA) Risk Management Services

This session will include Accident Reporting, Physician Panels, Forms and Procedures, Accident Investigations, Return to Work, Mediations, Drug Testing, and will allow a time for questions.

1:00 – 1:15 **Welcome/Announcements**
Ron Wade, GASPA President,

1:15 – 2:00 **Developing Personnel Leadership in Administrators**

Ron Busbee, Keynote Speaker

This session will discuss Human Resource's responsibility in ensuring that administrators understand and can carry out correct and legally defensible personnel decisions. It will also focus on how to manage and develop human capital.

2:00 – 2:45 **Understanding Cultural Diversity**

Phillip Tremble, Director of Human Resources and Alli Baxter, Assistant Director of Human Resources, Bulloch County

Bulloch County School System respects and values diversity. They will share with you the steps they took, as they involved students, employees, and community members to define and feel for Bulloch County Schools.

2:45 – 3:15 **Break – Delegal Promenade**

3:15 – 4:15 **Stepping Up: Moving from PQ in FY18 to PQ in FY19**

Carly Ambler, Program Manager, Title II Part A, Teacher and Leader Support and Development, Georgia Department of Education (GaDOE)

GaDOE staff review final FY18 PQ/In-Field Data and highlight updates to PQ/In-Field Implementation Guidance, PQ Monitoring, and In-Field Reporting in FY19

Monday, November 12, 2018 Continued

4:15 – 5:00 **Leading a Culture of Service Excellence through Rewards & Recognitions**

Kelly Coash – Johnson, Executive Director, American Association of School Personnel Administrators (AASPA)

As school personnel administrators we strive to lead our teams in a culture of service excellence. Do we know and understand what drives our employees and increases their service of excellence? We often think we know what our employees want when it comes to rewards and recognitions programs. Learn what really works when it comes to motivation and employee engagement. Discover what some school districts have done and see how we can align our own program to a culture of excellence.

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

6:00 - Until **Dinner on Your Own**

Tuesday, November 13, 2018

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

8:15 – 8:30 **Introduction of Business Partners – Lanier Ballroom**

Ramon Ray, GASPA Business Partner Liaison

8:30 – 9:15 **Teacher Retirement as a Policy and Compensation Component of the Educator Profession**

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

Since 1943, teacher retirement has been a significant component in educator compensation in Georgia. While perhaps most states have some form of educator retirement plan, many states have seen various plan changes over the past decade or so. While Georgia has not made major plan changes, and our Georgia TRS has been largely supported by state policy makers, this update will provide human resource professionals with the latest information on the plan's status.

9:15 – 9:45 **Break – Visit Business Partner Exhibits** – Delegal Colonnade

9:45 – 10:30 **Employee Accident Reduction**

Jon Miller, Assistant Superintendent for Human Resources & Operations, Camden County Schools and Mike Blackerby, Director of Operations, Camden County Schools

School systems continually look for ways to save money in the budget so they can be redirected to areas more directly impactful for students; such as instruction. One area of focus is Workers' Compensation premiums. By reducing employee accidents over time, school systems not only will see savings in premiums, but lost time on the job for employees will also reduce resulting in increased employee/student interaction. Camden County Schools' will show how they have seen dramatic decreases in accidents, related absences and consequently, costs.

10:30 – 11:30 **Highlights of a Successful FY18 Recruiting and Retention Practices in Georgia**

Carly Ambler, Program Manager, Title II Part A, Teacher and Leader Support and Development, Georgia Department of Education (GaDOE) and Cynthia Saxon, Associate Superintendent, Teacher and Leader Support and Development, Georgia Department of Education (GaDOE))

GaDOE Staff will highlight the FY18 recruitment, induction and leadership building best practices of Georgia LEAs

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

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

1:00 – 2:00 **Georgia Professional Standards Commission (GaPSC) Update**

Kelly Henson, Executive Director, GaPSC

2:00 – 2:30 **Break – Visit Business Partner Exhibits** – Delegal Colonnade

2:30 – 3:30 **Georgia Professional Standards Commission (GaPSC) Certificate Update**

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

- 3:30 – 4:00 **Business Partner Door Prizes**
- 4:00 – 4:30 **Statewide GaPSC Personnel Committee Meeting – Lanier Ballroom**
- 4:30 – 5:00 **Regional Director / Program Planning Committee Meeting – Lanier Ballroom**
- 5:00 – 5:30 **Recruiting and Retention Advisory Committee – Lanier Ballroom**
- 5:30 – Until **Dinner on Your Own**

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Wednesday, November 14, 2018

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

8:15–9:15 **Stress is Real! How Effective Leaders Manage it**

Mark Wilson, Education Leadership Group

Georgia's school and district leaders are leading the way in their understanding of instruction, supporting teachers, and helping students reach their potential. Many of our leaders, however, are not as adept in personal wellness, balancing responsibilities, and coping with the stress of leadership.

In this fun, interactive, and thought-provoking session, Dr. Mark Wilson will challenge you to consider a healthier, more-balanced approach to your leadership that will help you be more effective in your work and more joyful in your journey.

9:15–9:30 **Break/Check Out**

9:30–10:30 **A Second look at PQ/In-Field and the Financial Impact of HR Decisions**

Carly Ambler, Program Manager, Title II Part A, Teacher and Leader Support and Development, Georgia Department of Education (GaDOE) and Rhonda Metts, Georgia Department of Education (GaDOE) Financial Review

When highly qualified was replaced by PQ and In-Field, it opened the door for a lot of conversations about staffing, teacher prep and the financial implications of the decisions being made. Join GaDOE finance and program staff as they discuss the financial implications PQ/In-Field have for local education agencies.

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**

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