

# 2018 GASPA Spring Conference

## Lead, Learn, and Uplift: Our Collective Journey towards Continuous Improvement

May 30 – June 1, 2018

### Tuesday, May 29, 2018

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

### Wednesday, May 30, 2018

9:00–4:30 Conference Registration – Pre-Assembly Area

9:00–9:45 **Pre-Conference Session 1 – Lanier Ballroom**

#### **The Who, What, Why and How of the CPI (Certified/Classified Personnel Information)**

Elaine Wilson, Professional Qualifications Specialist, Forsyth County Schools and Deb Garner, HR Coordinator Gwinnett County Schools

The reporting process will be offered in this session by two veteran educators, who have years of experience in this area.

WHO is included in the report?

WHAT data have to be included?

WHY is the report generated in the first place?

HOW is the data gathered?

The answers to these and more questions will be answered in this informative session.

9:45–10:45 **Pre-Conference Session 2 – Lanier Ballroom**

#### **A Lesson on Leadership**

Ron Wade, Chief Talent Officer, Fulton County Schools

This session unpacks John Maxwell's theory on leadership as outlined in his book, *The Right to Lead*. Instructor and participants will engage in discussion and activities on how to actualize Maxwell's concepts in their current job/role. Fundamentally, everyone has the opportunity to display leadership in their work; leadership is not – in total – about position in the organization.

#### **GASPA Leadership Roles – Getting Involved**

Ron Wade, GASPA President-Elect, Dr. Candace Norton, Brad Brown, GASPA Member at Large

## Wednesday, May 30, 2018 Continued

10:45 – 12:00 **Pre-Conference Session 3 – Lanier Ballroom**

### **Partnering to Increase Awareness, Effectiveness, and Productivity**

Penney McRoy, Director of the Educator Preparation Division, GaPSC

Cindy Saxon, Division of Teacher and Leader Support and Development, Associate Superintendent, GaDOE

Zelphine Smith-Dixon, Director of Special Education Services, GaDOE

Bob Swiggum, Chief Information Officer, GaDOE

This session will provide an introduction to current work in the area of Teacher Leadership resulting from a partnership between GaDOE and GaPSC. Presenters will facilitate a discussion around the cooperatively developed guidance that addresses the certification requirements for all Georgia Special Education teachers and paraprofessionals as well as federal reporting requirements associated with ESSA. The session will end with a sneak peek at the new evaluation platform developed through a partnership between GaDOE TLSD and IT Divisions. This streamlined, “reduced clicks,” tailored specifically for Georgia version will be released in July 2018 - just in time for the new school year.

1:00 – 1:15 **Welcome/Announcements**

Paige Busbee, GASPA President,

1:15–2:15 **Take This Job & Love it!**

Martha N. Bryan, Keynote Speaker

George Bernard Shaw said, "A master in the art of living knows no sharp distinction between their work and their play, their labor and their leisure, their mind and their body, their education and their recreation . . . They simply pursue their vision of excellence through whatever they are doing and leave others to determine whether they are working or playing."

Because we manufacture ourselves through our work, each time we make a choice on the job, we shape our identities, our inner feelings about who we are, our sense of self-worth, and our relationships with others. This program is about discovering the hidden truths about our life and how we can move from simply surviving our work to mastering the art of living through our work.

2:15 – 2: 30 **GASPA Best in Class Presentations**

Kathy Tessin, Director of Human Resources, Muscogee County Schools

## Wednesday, May 30, 2018 Continued

### 2:30–3:30 **Evaluating and Retaining Excellent Leaders and Educators**

Dr. Caitlin Dooley, Office of Teaching and Learning, Deputy Superintendent, GaDOE

As Georgia's education leaders and teachers take on new ways to improve practice, continuous improvement is the key to getting better faster. This session will discuss research and practices that can improve evaluation systems and help with continuous improvement. Georgia's context is unique, and each district's needs will require systematic and thoughtful data collection and analysis in order to grow our state's education outcomes.

### 3:30 – 3:45 **Break – Delegal Promenade**

### 3:45–4:45 **Title IX Administration and Responsibilities in a K-12 Environment**

Meridyth Padgett, Human Resources Investigator, Clarke County Schools

This presentation will highlight the latest changes in Title IX administration following the US DOE Dear Colleague letter issued on September 22, 2017. Investigation and documentation policies and practices developed in the Clarke County School District to comply with the guidance of the Department of Education will also be shared.

### 4:45–5:30 **Teacher Retirement: Status, Issues, and Trends Impacting Georgia and Our Educational Community**

Dr. L. C. (Buster) Evans, Executive Director, Teachers' Retirement System of Georgia

Since 1943, the Teachers Retirement System of Georgia has been a substantial part of the educational compensation package for educators in Georgia. When created under the leadership of Governor Ellis Arnold, his goal was to help attract quality teachers into the profession while "allowing them to live out their retirement years in dignity." Georgia continues to have one of the best retirement systems in the country in terms of both funding status as well as benefits to retirees. Nationally, however, there has been a trend toward pension reform that has taken a number of different forms. In Georgia, key state leaders have been quite supportive of the retirement system for educators as they have continued to provide funding that has helped to insure sustainability. This presentation will provide an update of TRS as it currently exists, a look into what pension reform has looked like in other states, and a review of the past legislative session as it relates to retirement systems.

### 5:30–6:30 **GASPA Friends / Partners Welcome Reception - Visit Business Partner Exhibits Delegal Room and Ocean Front Lawn**

### 6:30–until **Dinner on your own**

**Thursday, May 31, 2018**

**7:00 – 8:00 Breakfast Buffet - Delegal Room – Visit Business Partner Exhibits**

**8:00 – 8:15 Introduction of Business Partners**  
Ramon Ray, GASPA Business Partner Liaison

**8:15–9:45 EEO: What You Should Know**

Terrie Dandy, Outreach and Training, EEOC Atlanta District Office

This session will provide an overview of federal EEO laws that prohibit employment discrimination, including harassment; and review the agency's national priorities and charge statistics. It will also address what constitutes employment discrimination with case examples; employer and management responsibilities; common mistakes employers make; and best practices for EEO.

**9:45–10:15 Break–Delegal Room–Visit Business Partners Exhibits**

**10:15 – 11:00 Classification Studies – From Implementation to Results**

Don Cooper and Kathy Tessin, Director of Human Resources, Muscogee County

Job classification and compensation analysis is necessary to ensure effective job descriptions and sustainable compensation structures. This session will introduce best practices in developing understandable internal equity structures and compensation schedules that will provide the structure, market competitiveness and legal compliance you need to hire and retain excellent employees without breaking the budget.

**11:00 – 11:45 Pay Parity in the Depths of Disparity**

Jennifer Lang, Director of Compensation and Leave and Holly Morales, Executive Director of HR Services, Atlanta Public Schools

Pay parity refers to equality between salaries and wages paid to different individuals working in the same organization. Existing employee's salaries were frozen for 5 years while newly hired employees were compensated based on their current level of experience. Salary schedules were based on years of experience while raises were instituted based on seniority within the organization. These are examples of how pay parity challenges developed and existed among all employment categories. This session will review the multi-step process to restore pay parity by developing a transparent and equitable classification and compensation program. It will show you how to implement a compensation program that attracts, rewards and retains highly qualified employees, while remaining competitive in the market place and being fiscally responsible.

**Thursday, May 31, 2018 Continued**

11:45–12:15 **Business Meeting - Lanier Ballroom**

12:15 –1: 15 **Luncheon - Delegal Room - Visit Business Partner Exhibits**

12:35–12:55 **Awards Presentations – Delegal Room**

1:15 – 3:15 **Georgia Professional Standards Commission Update**

Kelly Henson, Executive Secretary,  
Kelli Young, Certification Division Director,  
Penney McRoy, Director of Educator Preparation

3:15–4:00 **Partnerships in Preparation: Reconceptualizing the District’s Role to Support Conversation and Retention**

Dr. Marsha Francis, Talent Management, Fulton County Schools

Traditionally, districts have seen preparing new teachers as someone else's business; their job is simply to find and hire people with the right credentials. With so many teacher preparation programs in metro Atlanta, Fulton County Schools has reconceptualized its role in teacher preparation, specifically the student teaching experience. Join us to learn about First STEP, our yearlong teacher internship and how we leverage district resources to prepare “Fulton Ready” teacher candidates, convert them to new hires and plan for their retention within our district.

4:00–4:15 **Break - Visit Business Partner Exhibits**

4:15–4:30 **Business Partner Door Prizes - Lanier Ballroom**

4:30-5:00 **Regional Directors Meeting - Lanier Ballroom**

5:00–5:30 **Statewide PSC Personnel Committee Meeting-Lanier Ballroom**

5:30–until **Dinner on your Own**

**Friday, June 1, 2018**

7:00–8:00      **Breakfast Buffet - Delegal Room**

8:00–9:15      **Managing Your Substitute Teacher Pool Panel**

Gary Jenkins, Director of Personnel, Jasper County Schools and Dr. Pamela Gayles, Executive Director of Human Resources, Fulton County Schools and Kelley Stone, STEDI

A panel discussion consisting of STEDI.org (Substitute Teacher Division) and school districts varying in size, will offer strategies and resources for recruiting, training, and retention of substitute teachers.

9:15–9:30      **Break/Check Out**

9:30–10:15      **The Evolution of Fulton County Schools' Teacher Selection Model (TSM)**

Ron Wade, Chief Talent Officer and Liz Young, Talent Management, Fulton County Schools

Fulton County Schools launched a new Teacher Selection Process in April of 2014. Prior to the launch of this new model, Fulton's application system was very traditional. There was no central screening of teacher candidates prior to hiring managers' review. The new system incorporates hard stops for minimum criteria, a student data set exercise (completed within the application), and a phone interview (conducted by high performing classroom teachers). The exercises are scored based on TKES aligned rubric points and applicants are labelled by potential ratings (high, satisfactory, developing and minimal). Data on selection scores and job performance is analyzed for each hiring season. FCS is now in the 5th hiring season, using this model. A lot has been learned by using and analyzing this selection process. Join the Fulton team as they share an overview of results and lessons learned, while celebrating wins and reflecting on next steps for the district.

10: 15–12:00      **Legal Update**

Phil Hartley Harben, Hartley, and Hawkins, LLP

12:00      **Meritorious Attendance Award**—Paige Busbee, GASPA President  
Conference Closing

