

Monday, November 18, 2024

7:30 - 8:30 a.m.	Registration and Breakfast Buffet
8:30 - 8:45 a.m.	Welcome and Introduction
8:45 – 10:15 a.m.	<p>Session 1 – Compensation Strategies in Difficult Situations (Amy Campbell and Erin Kolecki)</p> <p>Tackling compensation in difficult situations can be challenging, but this session will help attendees identify strategies for handling the toughest compensation issues. Topics addressed will include compensation strategies to support employee recruitment and retention, compliance with changing salary thresholds, and pay equity.</p>
10:15 – 10:25 a.m.	Break
10:25 – 11:55	<p>Session 2 – Goal Setting to Drive Department Improvements (Shannon Burns)</p> <p>In this interactive session, participants will explore best practices for defining departmental goals, tracking progress, and driving accountability. Through practical exercises and real-life examples, attendees will leave with actionable strategies to enhance their department's performance and contribute to the overall success of their district.</p>
11:55 – 12:50 p.m.	Lunch
12:50 – 2:20 p.m.	<p>Session 3 – Staffing Efficiencies (Jennifer Barton)</p> <p>Efficient utilization of staff is necessary to maintain a balanced budget or right-size a deficit budget in the current financial environment. Attendees will learn what resources are readily available to assist in creating staffing guidelines and implementing staffing allocations, as well as how to leverage tools to drive staffing decisions in the district. A key focus in this session will be the impact of the campus master schedule and identifying efficiencies and cost savings through master schedule analysis.</p>
2:20 – 2:30 p.m.	Break
2:30 – 4:00 p.m.	<p>Session 4 – HR's Role in Intervention Plans (Cheryl Hoover)</p> <p>This session will provide practical guidance for HR leaders to assist principals and supervisors with creating, implementing, and monitoring intervention plans based on effective documentation. Participants will have an opportunity to develop a plan, determine training needs, and build the confidence to lead the process successfully.</p>

4:00 – 4:30 p.m.

Session 5 (Part 1) Process Mapping (Karen Dooley)

Process mapping is a technique used to visually map out a process or workflow. It can help identify areas for improvement such as inefficiencies, gaps in processes, and bottlenecks within an HR department. In this two-part activity, Part 1 will introduce attendees to the concept of process mapping and the use of it to complete a workflow analysis.

Tuesday, November 19, 2024

7:30 - 8:15 a.m.

Breakfast Buffet

8:15 - 9:00 a.m.

Session 5 (Part 2)– Process Mapping (Karen Dooley)

In Part 2 of the process mapping session, participants will be given the opportunity to evaluate the workflows designed in Part 1, identify improvements, and determine ways to apply this technique to improve their own HR processes.

9:00 – 10:30 a.m.

Session 6 – Scenarios: Addressing Common Challenges (April Mabry)

This interactive session will provide participants with the opportunity to collaborate and determine the best way to address issues related to hiring, certification, contracts, compensation, Fair Labor Standards Act, assault leave, and more.

10:30 – 10:45 a.m.

Break

10:45 - 11:45 a.m.

Session 7 – Approaching Benefits Strategically (April Mabry & Jennifer Barton)

This session will provide suggestions for ensuring health insurance and other benefits are structured to meet employees' needs, are cost-effective, and are competitive with other employers. Supplemental programs including wellness, convenience benefits, and employee assistance programs will be discussed.

11:45 - 12 p.m.

Wrap up and door prize drawing