



ASPAA SPRING CONFERENCE
Black Canyon Conference Center
April 5, 2018

7:30-9:00	Registration, Continental Breakfast & Vendor Visits
9:00-9:15	Welcome
9:15-10:15	Keynote Speaker
10:15-10:30	Prizes & Vendor Visits
10:30-11:20	Session I
11:30-12:30	Lunch
12:40-1:30	Session II
1:30-1:45	Prizes & Vendor Visits
1:45-2:35	Session III
2:45-3:00	Prizes and Closing Remarks



Frank Kitchen is known as the "Life and Leadership Connoisseur." As a Motivational Speaker, Fundraising Auctioneer, Consultant and Author, he Educates, Elevates and Empowers professionals, educators, entrepreneurs, volunteers and students to be Difference Makers and Life Changers with his "I Live FRESH" philosophy. His philosophy provides recipes on effective leadership, teamwork, communication and possessing a growth mindset. His keynote speeches, educational workshops and consultations have been inspiring individuals and organizations in the United States, Canada and Australia.

Frank is only the 3rd African American to earn the Benefit Auctioneer Specialist (BAS) designation from the National Auctioneers Association. When he isn't on stage as a speaker, Frank works with numerous nonprofits and schools across the United States to raise millions of dollars to support their philanthropic causes.

Possessing Associate of Arts Degree from Lakeland Community College (Ohio) and a Bachelor of Arts Degree from David N. Myers College (Ohio) in Business Administration with a Marketing Specialty, Frank currently resides in Phoenix, Arizona with his wife and two children.

"I have been blessed with the opportunity to share the knowledge I have earned as student leader, educator, entrepreneur, entertainer, professional fundraising auctioneer and author with major corporations, schools, colleges, universities, professional associations, conventions, conferences and civic organizations around the world. It is an honor for me to work with you and your organization today!" - Frank Kitchen



Session I
10:30 – 11:20 AM

Horseshoe Room

Title of Presentation: Negotiating Parties to Partners - Transforming the Budget Process at the Speed of Trust
Presenter: Creighton School District

In this session, presenters will be sharing best practices for building trusting relationships with stakeholders and increasing transparency. Participants will learn tangible takeaways to apply in their district.

Desert Sky Room

Title of Presentation: Health Benefits 101
Presenter: Sandy Cooper, Chandler School District

The purpose of this presentation is to provide a high-level view of health insurance.

- Understanding the Language
- Salary and Benefits – Two Parts of the Same Puzzle
- Getting the Most from the Benefit Committee
- Bottom Line Financials

Sandy Cooper is currently the Assistant Superintendent for HR for the Chandler Unified School District where her role includes oversight of personnel, payroll and benefits.

Coyote Room

Title of Presentation: Finding and Keeping Educators in the Classroom
Presenter: Dan Hunting, Senior Policy Analyst for ASU Morrison Institute for Public Policy

In this session the presenter will share data on the teacher shortage, reasons teachers leave and its impact on student learning.

Dan Hunting is a Senior Policy Analyst at Morrison Institute for Public Policy. His research interests include education policy, workforce development, budgeting, demographics and urban growth.

Hunting has authored several foundational works that have informed Arizona policy discussions in recent years including, Finding & Keeping: Educators for Arizona's Classrooms, an analysis of the state's teacher shortage, and Sun Corridor: A Competitive Mindset (co-authored with Grady Gammage, Jr.), which described the complex connections between the economies of Phoenix and Tucson.



Session I
10:30 – 11:20 AM

Joshua Tree Room

Title of Presentation: Teachlike TED

Presenter: Rachael Mann

What do the most viewed and most talked about TED Talks have in common and why does it matter? The same principles that cause audiences to think about the ideas presented on the TED stage for months and years after also have the power to transform how we engage with our audiences - whether students, staff, a school board, or community members. Join Rachael Mann and explore how to use these principles to make an impact and to ensure that your ideas are not only heard but acted upon.

Rachael Mann is a speaker, TEDx coach, education consultant, and founder of #TeachlikeTED, an organization that provides teachers, leaders, and students with tools for presentation literacy. Rachael uses her voice and her expertise to broaden the conversation around education reform and to amplify the voices of teachers and students. Prior to #TeachlikeTED, Rachael was the STEM and Technology Professional Learning Director for Northern Arizona University's AZK12 Center and State Director for Educators Rising Arizona. A former high school Career and Technical Education teacher and hailing from a family of educators, she has 14 years of classroom teaching experience. Rachael is a Google Certified Educator with a master's degree in Educational Leadership.

Library Room

Title of Presentation: Danger Ahead! Danger Avoided!

A Checklist Approach to Documenting the District's Compliance (Mandatory Reporting and Other Laws Designed to Protect Students)

Presenter: Denise Lowell-Britt, Udall Shumway PLC

School personnel and public schools have significant legal responsibilities to protect students from harm. Failure to do so may result in serious harm to students, loss of State certification, employment terminations, litigation, etc. During this session, attorney Denise Lowell-Britt will provide and review checklists designed to help your District prove that it complied with Arizona laws and acted with reasonable care to protect its students from claims of abuse, hazing, bullying and other harms.

Denise Lowell-Britt heads Udall Shumway's Education Law Section. She has been providing legal advice and representation to public schools in Arizona since 1987 and was named "Top Education Attorney" in Phoenix Magazine.



Session I
10:30 – 11:20 AM

Boulder Room

Title of Presentation: Update on Prop 206 and Earned Paid Sick Time

Presenter: Jennifer MacLennan, Gust Rosenfeld

Update regarding Proposition 206 and Earned Paid Sick Time under Arizona law. This presentation will provide a brief overview of Proposition 206, a review of potential policy changes and a discussion regarding rolling over sick days not used.

Jennifer MacLennan is an attorney with Gust Rosenfeld who practices exclusively in the school law arena.

Arizona Room

Title of Presentation: It's OK to Play! Gaming your way to a Positive Culture

Presenter: Frank Kitchen

"Positive Culture produce Productive People!" Creating a Positive Culture is a complicated game. A culture is an experience and environment you choose to be a part of, or an experience and environment you choose to create. Your success is dependent on how you play. "The Life and Leadership Connoisseur" Frank Kitchen, will use his recipe book of "Games" to facilitate a tailored interactive experience designed to improve your Life and Leadership skills. He'll teach you why "It's OK to Play!"

Participants will learn:

- How "Games" can be used to create productive environments
- The four characteristics of a positive culture
- How to develop and foster strong relationships
- New training techniques to energize your staff, volunteers or students

Frank Kitchen is known as the "Life and Leadership Connoisseur." As a Motivational Speaker, Fundraising Auctioneer, Consultant and Author, he Educates, Elevates and Empowers professionals, educators, entrepreneurs, volunteers and students to be Difference Makers and Life Changers with his "I Live FRESH" philosophy. His philosophy provides recipes on effective leadership, teamwork, communication and possessing a growth mindset. His keynote speeches, educational workshops and consultations have been inspiring individuals and organizations in the United States, Canada and Australia.



Session II
12:40 – 1:30 PM

Desert Sky Room

Title of Presentation: Recruitment and Retention of Related Service Providers

Presenter: Representatives from the Community of Arizona School Therapists (COAST)

This will be an interactive presentation in which we will discuss and share information regarding the recruitment and retention of speech, occupational and physical therapists. Across the state, many districts end up hiring contracted employees for these positions but that does not have to be the case. Learn more about why these positions are especially hard to fill and what your district can do to find and hire candidates.

The Community of Arizona School Therapists (COAST) is a statewide group of stakeholders that includes representation from the Arizona Department of Education/Exceptional Student Services, institutions of higher education, public education agencies, local and national professional organizations, students and parents collaborating to support and to improve recruitment and retention of speech, occupational and physical therapists for our Arizona schools. Jennine Davidson has worked in the special education field for over 24 years and started COAST three years ago when she was with the Arizona Department of Education. She will be presenting along with representatives from the COAST.

Arizona Room

Title of Presentation: It's OK to Play! Gaming your way to a Positive Culture

Presenter: Frank Kitchen, Keynote Speaker

"Positive Culture produce Productive People!" Creating a Positive Culture is a complicated game. A culture is an experience and environment you choose to be a part of, or an experience and environment you choose to create. Your success is dependent on how you play. "The Life and Leadership Connoisseur" Frank Kitchen, will use his recipe book of "Games" to facilitate a tailored interactive experience designed to improve your Life and Leadership skills. He'll teach you why "It's OK to Play!"

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Session II
12:40 – 1:30 PM

Coyote Room

Title of Presentation: Life Healing Conversations in Human Resources; Wellness Education Program

Presenter: Janiene Marlow, Cave Creek

In this breakout session, you will receive details on how the Cave Creek Unified Human Resources Department has created ways that wellness education can help employees slow down and unpack complex challenges so they are a calm and steady presence in their work and in their life. Some things we have heard from our employees that started the work on these presentations are:

- Where do I go for answers when my students are dealing with trauma?
- How do I help create healthy relationships?
- Stress is such a big part of my life, where can I get information on stress management?
- Mental Illness is rarely talked about, what should I know? What are some signs of someone who is struggling with mental illness?

As a District we have offered sessions on bio-metric screenings, financial wellness, and received positive feedback from our employees. We have listened to employee requests and built our program around wellness topics that will help build strength and resiliency for our employees.

Janiene Marlow is the HR Director for Cave Creek Unified School District

Sonoran Room

Title of Presentation: ADE Certification & Title II Updates

Presenter: Bruce DuPlanty & Keith Snyder, ADE

This session will cover recent changes to certification rules, processes, requirements, and guidance.

Bruce DuPlanty is the Certification Director who leads a team in certifying educators for Arizona. He brings more than 20 years of experience in K-12 education as a former teacher, administrator and district level-specialist to his role at the Arizona Department of education.

Keith Snyder is the Deputy Associate Superintendent for Educator Effectiveness who oversees Title II and Certification at the Arizona Department of Education. Prior to becoming a DAS, he was an elementary school teacher, served as a district administrator and was the state Title III Director.



Session II
12:40 – 1:30 PM

Horseshoe Room

**Title of Presentation: Succession Planning - Offering a Leadership Institute; The BEES Institute
Pendergast School District**

Presenter: Dora Barrio, Pendergast

Pendergast is in its fourth year providing a comprehensive school leadership academy for aspiring, new and experienced school administrators. The focus is on developing and refining applied leadership skills required of principals at the elementary, middle grades and high school levels. The academy is designed to meet the challenges of the new millennium featuring educational administration experts and experienced school district administrators in the field as visiting guests and presenters.

Ms. Dora Barrio has a diverse background in education. She has held steady in her belief system which focuses on hard work, honesty and dedication. She maintains high expectations of herself and focuses on the highest level of service required.

Ms. Barrio earned her Bachelor of Arts and Master of Arts from Western New Mexico University in Silver City, New Mexico. Her tenure in the education profession has included the following public school positions: Head Supervising Teacher, Instructional Specialist, Director of Parent Center, Assistant Principal and Principal. She has also held positions with the Arizona Department of Education as a Solutions Team Leader for assistant to underperforming schools and with Advanc-ED as a Lead Evaluator for schools and district certification. Ms. Barrio has served as Administrator of Educational Initiatives for the Rodel Foundations of Arizona. She served as an Adjunct Professor for Northern Arizona University. Ms. Barrio has been a member of the AZALAS Executive Board and worked as the Executive Director from 2014-15 with focus toward providing professional development, establishing business partners, and closing the achievement gap by assisting and promoting the right individuals as leaders. She received the award for “Outstanding School Administrator” from AZALAS in 2011 and also received a Commitment of Service Award in 2016 from First Things First in which she is the vice-chair in the FTF Southwest Council. Ms. Dora Barrio is currently the Chief Academic Officer for Educational Services at the Pendergast School District in Phoenix, Arizona working toward academic success for all students



Session II
12:40 – 1:30 PM

Boulder Room

Title of Presentation: Reporting to the Investigative Unit

Presenter: Garnett Winders, ADE Investigative Unit

A brief talk about the Investigative Unit and the Investigation process as well as some changes that have been made since 2016 that effect HR personnel directly. Case Categories and how they are handled by the Investigative Unit with an extended discussion on Breach of Employment Contract/Contract Break cases as requested.

Garnett Winders is currently the Chief Investigator for the Arizona Department of Education. She became the Chief Investigator for the Arizona State Board of Education in March of 2016. Chief Winders has reconstructed the Investigative Unit, from developing and implementing policies and standard operating procedures to how the Unit receives and responds to incoming reports of educator misconduct.

Joshua Tree Room

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Session III
1:45 – 2:35 PM

Coyote Room

Title of Presentation: Recruiting & Retention; How to Get Them-How to Keep Them

Presenter: Lisa Kelley, Littleton

Addressing the teacher shortage with little time, money or staff. Heading out of state? Staying local? Who should you send to recruit? How about incentives? How do you get them interested in YOU? How do you get them to return your calls? In this session tips will be shared on how to beef up your strategic recruitment plan including strategies specific to millennials. In addition, one district's approach to using recognition and appreciation to keep staff coming back. Learn how recognition and appreciation are different and how together they can work for you.

Dr. Kelley came to Littleton School District as the Executive Director for Human Resources in 2007. During the course of her ten years with Littleton School District, her duties now include Human Resources, Curriculum and Instruction, Information Technology, and School Leadership under the title of Chief Academic Officer. Dr. Kelley has been an Education Program Specialist in the Highly Qualified Professionals Unit at the Arizona Department of Education during the years of 2005-2007. She is a National Board certified teacher and has taught over a decade in multiple grade levels and states. Dr. Kelley has been highly involved in Professional Development during her career, serving as an Instructional Coach, coordinator and facilitator of a teacher induction program to assist teachers new to the profession. She has worked to recruit teachers for the last ten years and has led efforts to improve working conditions through recognition and appreciation.

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Horseshoe Room

Title of Presentation: Importance of Recruitment and Retention by Education Employees of Financial Options

Presenter: Philip Kim, AXA Equitable

Come learn about how you attract recruits and retain your valued staff members by educating them on federal laws surrounding Student Loan Reduction and Forgiveness. By integrating this important information alongside Retirement Plans such as 403(b) and 457(b) plans, you can increase your value-add within your district.

Philip Kim is a Senior Vice President with the Southwest Branch of AXA Advisors and the Director of the Retirement Benefits Group in Arizona and New Mexico.

In his role as Director, Philip oversees the growth and development of the **Retirement Benefits Group** (www.k12retirement.com) in the states of Arizona and New Mexico. Under Philip's guidance, his team has perennially been nationally ranked in the Top 10% among his peers every year since 2010. His advisors and team have received numerous accolades from the Southwest Branch, AXA Advisors and the Financial industry.



Session III
1:45 – 2:35 PM

Arizona Room

Title of Presentation: Certified/Classified Round Table Discussion

This session is an opportunity to discuss best practices and great ideas for those who work in HR with Certificated/Classified personnel. Are you utilizing electronic contracts? What other technical aspects of this position would you like to share? Please come and share your great ideas with your peers.

Desert Sky Room

Title of Presentation: Guest Teachers Round Table Discussion

This session is an opportunity to discuss best practices and great ideas in the area of substitute management. What best practices are you using to retain substitute teachers? Please come and share your great ideas with your peers.

Joshua Tree Room

Title of Presentation: Benefits Round Table Discussion

This session is an opportunity to discuss best practices and great ideas for those working with benefits management. What benefits management system do you use if any? Please come and share your great ideas with your peers.