



## VASPA FALL 2021 Conference

### AIN'T NO STOPPING US NOW!! HOTEL MADISON

#### Conference Agenda

#### Wednesday, November 3, 2021

##### 9:00 – 10:00 - Registration

Location: Pre-function Space  
Continental Breakfast

##### 10:00 – 11:15 Concurrent Sessions

- **Employee Health & Wellness – Jodi Place**

Location: Alleghany A

*Most individuals can list different wellness and/or stress reduction strategies. Yet, a large part of the educational community don't regularly engage in these or any practices consistently to address the significant levels of stress attributed to working within the educational field. This presentation will offer practical strategies supported by brain science to foster emotional regulation and stress reduction for your own benefit as well as those you support every day.*

- **Current & Emerging Issues for School Divisions – Brad King & Wade Anderson**

Location: Alleghany B

*The pandemic and legislative changes have and will continue to present unprecedented challenges for school division HR departments. From the legalization of marijuana to remote work policies and mandatory vaccination, there are many implications for managing a public school workforce. This presentation will address these issues and more.*

- **Collective Bargaining in the Commonwealth – Stacy Haney**

Location: Alleghany C

*Stacy Haney will provide an overview of Virginia's collective bargaining law for public employers. It will also include suggestions and tips for school divisions that plan to authorize collective bargaining as well as for those that do not plan to do so.*

- **Title IX – Courtney Bullard**

Location: Madison Board Room

*Since the release of the 2020 Title IX regulations, school districts have been working towards compliance and "living the regs." The Title IX space also continues to evolve, with new regulations on the horizon. This session will discuss important updates from the Department of Education and Office for Civil Rights since early 2021, litigation trends, and lessons learned working under the regulations over the past year and a half.*

**11:15 – 11:45 BREAK**

**11:45 – 12:00 Superintendent's Greetings & VASPA President's Welcome**

Location: Shenandoah A & B

**12:00 – 1:40 Keynote Luncheon**

- Opening Remarks – Russell LeBoff, **ESS/Proximity** Luncheon Sponsor
- Keynote Speaker – Richard Fowler “Rising to the Challenge of a Healthier and More Welcoming Public Schools”  
*“Let’s face it, our neighborhood public schools are both learning environments for young scholars and working places for educators and school-related personnel. Ensuring that our schools are safe, welcoming and thriving learning working environments is a challenge that we must meet with clear-eyed realism, understanding, and an eye towards equity. This is a moment to build safe and welcoming environments in every school so we can help kids not only recover from the disruptions of the past 18 months but thrive. The places doing this most successfully are where educators and school leaders work together to create trust and transparency. Rising to that challenge will require all of us, and it starts here. Join messaging expert and Forbes contributing writer Richard Fowler for his talk on what it will take to rise to the challenge and create healthier, safer, and more welcoming schools across the Commonwealth of Virginia.”*

- **1:40 – 2:00 Break**

**2:00 – 3:15 Online Teacher Certification with iteach – Diann Huber**

Location: Shenandoah A & B

*Diann Huber, founder and strategic advisor, will share the iteach process of assisting divisions with identifying, certifying, and retaining highly effective teachers. Due to the state Superintendent’s Memo 291-19I response to HB 2486 of the 2019 General Assembly, Virginia school boards or an organization sponsored by a school board may submit an application to the DOE to offer an alternative route to licensure. iteachVirginia will not only explore the Road to Certification for individuals teaching on a Provisional license but also identify steps to increasing the teacher pipeline.*

**3:15 – 4:00 Hotel Check In**

**4:00 – 6:00 President’s Reception**

Location: Pre-Function Space

- **Participate Learning Sponsor Welcome**

**Thursday, November 4, 2021**

**7:30 – 7:45 Registration**

**7:45 – 8:45 Partner Breakfast**

Location: Shenandoah A & B

**8:45 – 9:00 PARTNER BREAK**

**9:00 – 10:15 DOE Licensure Updates – Maggie Clemmons**

Location: Shenandoah A & B

*All division HR and licensure staff must know and communicate licensure information to different audiences. Whether speaking across the division with colleagues, or messaging up to senior central office administration, or reaching out to educators and prospective candidates, division HR and licensure staff should have a thorough understanding of the **Licensure Regulations for School Personnel** and stay informed about changes and current practice. This session will provide reminders on workflow protocols, updates on legislation, regulations and study recommendations, timelines for upcoming changes, and tips to ensure division staff are prepared to address licensure queries from*

all audiences.

**10:15 – 10:30 PARTNER BREAK**

**10:30 – 11:45 Recruitment Strategies to Diversify your Workplace – Felicia Norwood & Toi Tanton**

Location: Shenandoah A & B

*In this session, the goal is for attendees to leave with strategies to recruit and retain diverse candidates.*

- *Utilize out of the box marketing tactics, that attract world class candidates for your instructional positions (attend/host student teacher conferences, pathways to licensure, Tuesday Chats, VA State, GMU, JMU, Averitt, Shenandoah Educations relationships to get into classrooms in front of students) Hosting virtual job fair- not using a paid platform at no cost, attend community events to promote job vacancies (mall etc.), Wrap the Truck initiative, Teacher Referral Program, Teacher Spotlight, Assessment Assistance Program-retention of minority teachers – tutoring practice for praxis, Student Teacher Conferences*
- *Focus on economical ways to attract candidates via social media (posting using Hootsuite, Twitter chat, Handshake, Simplicity, Purple briefcase and geofencing), customized bus tours- show pictures of what this looks like and how we do it (due to Covid- digital day), targeted job fairs, branding and school visits.*
- *Build relationships with high school students and student teachers to increase your applicant pool (Growing Our Own). Offer opportunities for high school students to substitute teach taking the parapro test. Provide tutoring materials to college students who are part of program having difficulty passing test, must come to events such as Parent Breakfast. Educator Forum GOO- current GOO teachers to support with recruitment and retention- Partner current T with students from their alma mater to recruit to PWCS provide recertification points for those who attend recruiting events to help recruit*
- *Retain diverse employees with specialized programs. GOO teachers, Assessment Assistance, Teacher Spotlight, Student Teacher Placement- cooperating teachers receive recertification credit points for hosting student interns; Student Teacher Conference*

**12:00 – 12:45 Lunch & VASPA General Business Meeting**

Location: Shenandoah A & B

**12:45 – 1:00 PARTNER BREAK**

**1:00 – 2:15 Concurrent Sessions**

- **Bostock and Beyond: Navigating HR Matters in an Evolving Landscape – Mandi Smith**

Location: Shenandoah A & B

*The Supreme Court's landmark decision in **Bostock v. Clayton County, Georgia** has implications both legal and practical with respect to employment matters. This session will review the evolution of employment discrimination law and the implications of the continued evolution on the heels of the **Bostock** decision.*

- **Protected Class Discrimination Refresher & Overview – Celeste Bradley**

Location: Alleghany A & B

*This presentation will cover an overview and refresher of protected class discrimination, the obligations of a district in response to allegations of discrimination and harassment, the importance of DEI in the workplace and classroom and some practical tips to ensure your district is appropriately responding to and addressing allegations of protected class discrimination and creating an inclusive environment for all.*

**2:15 – 2:30 Partner Break**

**2:30 – 2:45 Partner Raffles**

Location: Shenandoah A & B

**2:45 – 3:00 Conference Wrap Up & Adjourn**

Location: Shenandoah A & B