



AASPA

American Association of School Personnel Administrators | Est. 1938

Board Notes December 11, 2015

Executive Director Thoughts: We are getting ready for the Holiday's here at the AASPA office. I hope each of you will take the time needed to reflect and renew. The work you do is so important not only to your own family but for so many folks you impact each day.

What a great year 2015 has been and I can't wait for 2016. We are planning more professional development, growing our member benefits and sharing more resources. 2016 is a great time to resolve to get more involved in AASPA. Share your best practices, your stories and your resources. The best opportunity to learn comes from your fellow colleagues. We continue to make it easy for members to get involved too. You can even present a webinar in your jammies!

AASPA's first Human Capital Leadership Summit held last week was a great success. I enjoyed visiting with attendees and learning some of the new issues. This event was designed to engage attendees in expanding their knowledge on the strategic leadership in school HR. The conversations were powerful and many returned to their districts with new ideas and resources. In addition, the networking was invaluable as folks are always able to connect and share stories only HR Directors can appreciate and understand.

As AASPA continues to grow I am excited to introduce a new member to our family, Amy Rush, Administrative Coordinator. Amy comes to us with lots of association experience and non-for-profit work. She has already won everyone over here in the office with her supply of holiday chocolates. We are thrilled to have her on board and hope many of you get an opportunity to visit with her over the phone.

December Book of the Month:

[10 Traits of Highly Effective Teachers: How to Hire, Coach and Mentor Successful Teachers](#) As all educators increasingly face the pressures of accountability, filling our schools with effective teachers skilled at fostering outstanding academic achievement has never been more important. In this quick-read resource, Elaine McEwan explores the ten characteristics that lead to success in the classroom, increased school morale, satisfied parents, and eager, high-achieving students. This book is available at a discount for December only <http://aaspa.org/product-category/featured/>

Twitter Chat: Join us for our last Twitter Chat of 2015! We will be covering the Holiday Parties "Do's and Don'ts". This will be a fun chat that is sure to bring you some laughs and ideas. Don't forget you don't have to be a Twitter expert to participate. Consider following the chat with #K12Talent:
December 14 – *All Twitter Chats begin at 8:00 pm CDT. Be sure to follow @_AASPA_ for updates and reminders.

Upcoming Webinars in January:

January 21st/11:00 am CST
"Setting Up a Successful Wellness Program in Your District"
<https://attendee.gotowebinar.com/register/9165917427883884289>
January 26th/11:00 am CST
"Support Staff Leadership Development- What Does That Look Like?!"
<https://attendee.gotowebinar.com/register/2104891137684309762>
February 11th/11:00 am CST
"Student Teacher University: A Collaborative Approach to Training, Recruiting, and Hiring Highly Effective Teachers"
<https://attendee.gotowebinar.com/register/3015061365599224578>

Recorded Webinars: In addition to our live webinars, AASPA continues to grow our library of webinars available for review at any time. Below is a list of our most popular recorded webinars of 2015:

- * School Staff Wellness: How Do You Do It?
- * Let's Talk - A Checklist for Dealing with Difficult Conversations

- * Employee Onboarding: Improve not only first impressions, but also lasting retention
- * The Exit Interview that Won't Lie
- * Proposed FLSA Regulations
- * 10 Legal Questions Principals Should Know
- * Transgender Employee: Balancing the Rights of All Employees
- * The Power of Big Data in Teacher Hiring & Retention

The AASPA **Human Capital Leadership Summit** in Monterrey, CA was a great success. We ended up with a total of 82 people registered. Our keynote speaker and AASPA past president, Betsy Arons, kicked off the event with a session on the National Human Capital Scene. We had a total of nine presenters and three sponsoring companies in attendance. The overwhelming thing attendees indicated they liked best about the event was the networking opportunities that we provided. AASPA plans to continue the Human Capital Leadership Summit as an annual event.

The Hyatt Regency Lost Pines in Austin, TX will be home to our most popular regional meeting, the AASPA **Boot Camp** on January 21-22, 2016. This two-day workshop will offer a variety of essential topics for all HR administrators. Breakouts will follow two strands of topics – one for the basic HR professional and another for the more advance administrator. Topics will include recruitment, HR legislation, hiring, employee evaluation, employee discipline and more! There are 42 attendees registered for this event. To register and check out the tentative schedule, go to <https://aaspa.org/boot-camp/>

78th Annual Conference –

October 11-14, 2016, Orlando, FL - *Save the date!*

Four Counterintuitive Habits of Effective Leaders: It May be Better to be Liked than Feared, After All - People have been writing about leadership—what makes a good leader, what makes a bad one, and how come—since just about as long as there have been leaders. It's only relatively recently that the study of leadership has taken a scientific turn. Now, behavioral scientists are discovering some dimensions of leadership that turn conventional wisdom sideways. Here are four of the more surprising habits that, according to contemporary researchers, the most effective leaders typically share. Read more at <http://www.fastcompany.com/3054273/know-it-all/four-counterintuitive-habits-of-effective-leaders>

Membership Update as of 12/11/15:

Our membership total is 1864.

| | |
|------------------------------------|-------------------|
| 1080 - Active | 14 - Student |
| 161 - Associate | 45 - Retired |
| 99 - Institutional Primary | 42 - Business |
| 329 - Institutional Associate | 8 - Complimentary |
| 51 - Institutional Associate Extra | 35 - Honorary |

Membership numbers have dropped this month. Members with expiration dates of 8-31-15 (85) were made inactive in November. We are working very hard to maintain membership numbers for those who have expiration dates of 9-30-15 (144). Membership renewals for these two months are always a challenge as many individuals join with their conference registration and do not renew the next year.

1864 Total