

Survey Questions 12 and 16 Transcribed

Question 12

Please share your thoughts with us by listing other goal areas that you believe are essential to include in GASPA's 5 Year Plan.

Responses:

I would love to have breakout sessions or a longer conference in order to brush up on my skills.

Onboarding

I don't have anything to add, but the professional learning goal. I am only in my third year as HR director, and I don't feel that I have received as much support as I would have liked from my GASPA membership. I received much more help from the HR Institute I attended during my 2nd year in the position. It would be great if GASPA could offer more support through webinars throughout the year and possible roundtable discussions. The AASPA website has provided more help to me than the GASPA website. At this point, I don't understand why we are divided into regions. I haven't received any information about regional GASPA meetings. My RESA doesn't even offer a job-alike that I can attend.

Recruitment of Teachers

technical support to HR personnel

Helping train new and inexperienced HR Directors and assistants.

platform for better sharing of ideas. Currently only the person asking the question on a board gets access to the answers.

Continue to provide professional learning in the field Collaborate with universities to support growth of future HR administrators

Professional certification for school Human Resources administrators Strong legislative agenda with advocacy at the General Assembly Strategic partnership with the PSC to realign certification to better meet district needs.

Networking with other leadership affiliates and visibility needs attention. HR is the heartbeat of the school district; yet, decision-makings at higher levels (DOE, Gov Office, state house) don't really know what GASPA is about. If the association remains out of sight, it will be out of mind and what HR leaders think will not be considered.

Improving the overall perception of teaching as a career. We all know the teacher shortage is real and as an organization within our districts and statewide work to move teaching to the top of the career pool. In the same vein, improve retention of our current educators. Compensation needs to be

improved. Possibly reach out strongly to our legislators. It goes back to the teacher shortage. College graduates can enter other professions and earn higher salaries. Teachers above all should also.

None at this time

4) Making sure that there is a continuing effort to Collaboration between K-12 and Higher Ed.

None at this time

The importance of recruiting and retaining an effective and diverse staff...

Keeping members updated on new material.

addressing the future teacher shortage for rural counties

Contemporary HR issues that impact K12 as much as they do any other industry. Important to use a wide variety of resources and speakers.

Colleges of education recruiting more students to meet the needs of the districts they serve. They seem to just get what they get as opposed to recruiting or attracting the best students to their colleges; then encouraging them to go into hard to fill fields, sped, math, science, slp. Work with school districts, know their needs.

Transformation with people and practices should be priority with tools as a close second. Succession planning for the department is important as well.

Continued growth as an organization.

Questions 16

Please share your thoughts with us by listing other objectives that you believe are essential to include in GASPA's 5 Year Plan.

Responses:

HR Technology Management - website housing materials and resources specific to HR needs that benefits employees as well. For example: Experience verification tied to annual evaluations.

1. Outreach and involvement in the work of the association; not just attending conferences is critical. 2. Clarifying and defining role expectations for RDs; honoring/recognizing outstanding RDs for their work during the year. For example...RD of the Year competition. 3. Refining organizational structures essential for sustaining the association and ensuring that certain practices are institutionalized and constitutionally aligned over time. 4. Reinforcing the importance of the HR role in the school leadership hierarchy with stakeholders, politicians and other associations. Visibility and networking are as essential as the day to day work.

I like the objectives

