



REVISED AGENDA
Friday, September 18, 2009

Location:
Douglas County School District

Clear Sky Elementary School
1470 Clear Sky Way
Castle Rock, CO 80109
303-387-5888

8:00-8:30 a.m. Executive Committee Meeting

8:30- 9:00 a.m. Networking and Breakfast

9:00-9:15 a.m. Announcements

- Approval of Minutes
- Special Recognitions-
- Announcement of the CASPA Executive Committee for 2009-2010

9:15- 11:30 a.m. FRISK Training
Presenter Jeanne Gilbert, Director of H.R. for Cherry Creek Schools
Presenter Henry Gonzales, Director of H.R. for Fountain-Fort Carson

Moderator Mike Gradoz, Director of H.R. for St. Vrain Schools

FRISK training is a model designed to help evaluators with practical and straightforward methods of documenting unsatisfactory employee performance. It is also a process to improve employee performance

Training material will be provided for those who registered for the training.

11:30 a.m. Closure



Meeting Minutes
June 19, 2009
Aurora Public Schools

Becky McClure, CASPA President, welcomed everyone. Becky introduced Kari Allen, Chief Personnel Officer for APS. Kari acknowledged the hard work of her staff: Shatana Allen, Katrina Smith, Jack Kronser, Damon Smith, and Chris Gramstorff (Two "Smiths" and two "Allens"—how did that happen in one department?) Kari stated that APS is in the third year of a 3-year Strategic Plan titled, *Vista 2010*. Using a slide presentation, Kari, Katrina and Shatana shared some of the work that their department has completed for the Strategic Plan.

Minutes from the April, 2009 meeting were approved.

CASPA Board for 2009-2010: The election of officers for the 2009-2010 CASPA Board is complete. A few folks did not receive ballots. CASE investigated the issue and discovered a glitch in the Affinity Software program. However, the majority of ballots were cast and recorded. CASE has determined that the election results are valid.

President: **Deb McGee**, Douglas County
President Elect: **Mike Gradoz**, St. Vrain Valley
Past-President: **Becky McClure**, Boulder Valley
Secretary/Treasurer: **Lori Kinney**, Littleton
Southern Area Rep: **Andy Beeman**, Pueblo 70
Western Area Rep: **Jennifer Rhoades**, Garfield County(Rifle)
Metro Area Rep: **Jeanne Gilbert**, Cherry Creek
Northern Area Rep: **Jeanne Aguilar**, Boulder Valley
Thank you and congratulations to all newly elected officials!

Sandra Shreve Award: This year's Sandra Shreve Award goes to **Doug Peden**, retired Executive Director of HR for the Falcon District in Colorado Springs. Doug will be recognized at the CASPA breakout session at the CASE Convention and also at a fall CASPA meeting for his many years of work in our association. Kudos to you, Doug!

CASPA Meeting Dates and Meeting Locales for 2009-2010:

September 18, 2009—CASPA mtg. in the a.m. and FRISK Training in the p.m. (Location-TBD)
September 30th-October 2nd—CASPA Fall Retreat shared with Colorado SHRM(Society of Human Resources Management)—Keystone Resort & Conference Center, Keystone,CO
November 20, 2009—Brighton
December 18, 2009—Cherry Creek
January 15, 2010—Douglas County
February 19, 2010—Boulder Valley (classified breakout session after regular meeting)
April 16, 2010—Jefferson County (combined with Colorado Negotiators)
June 18, 2010--Littleton

Fall, 2009, Annual CASPA Conference, Sept. 30th-Oct. 2nd CASPA will blend its fall conference with the Colorado SHRM (the Society for Human Resource Management) Conference at the Keystone Resort in Keystone, CO. The theme of the conference is "Elevate to Excellence." This conference will have many high-quality, HR-related breakout sessions. HRCI credits will also be available for those who need to recertify their PHR, SPHR and/or GPHR certifications. **Do not register for the Colorado SHRM pre-conference!** On Wednesday, Sept. 30th, CASPA will host its own pre-conference from 1:00-4:00p.m., with three (3) guest speakers (Allen Taggart with legal updates, Meredith Williams from PERA, and a CDE update with a representative yet to be confirmed). CASPA will then host a dinner that evening, 5:00-7:30p.m. On Thursday, Oct. 1st, the SHRM Conference goes from 7:45-noon. From noon-1:15p.m., CASPA will host a box lunch, separate from the SHRM conference, for its members. The conference continues from 1:15-5:00p.m. that day. CASPA cocktails and Jeopardy (thanks, Jack!) will take place from 5:00-7:00p.m. From 7:00-9:00p.m., SHRM sponsors a dinner + 2 drink tickets + entertainment + casino. This conference will be well-attended by HR folks from the fields of education, business and industry. It's shaping up to be a great time to learn, to share, and to play Jeopardy, of course!

CASE Update—Bruce Caughey: A very strong program, outstanding presenters and tailored breakouts have caused an increased interest in this year's CASE Convention, July 29th-31st, in Breckenridge. At this time, 800 registrations have been received, and this is well above the registrations for the 2007 and 2008 conventions. Not only are registrations well ahead of the past two years, but some special events are already selling out. CASE Professional Development Director, Mary McNeil, has preserved some traditional convention elements, while adding exciting new features and concepts. Bertice Berry, Meg Wheatley and Flip Flippen are the Keynote Speakers. There are several other Distinguished Speakers on the docket. There will be an HR Strand of breakouts. Some of these sessions may not have an HR title, but these sessions do link to the work of CASPA folks.

CASE has announced the winner of the 2009 CASEY Award--Mary Wickersham, Assistant Treasurer for the State of Colorado. The Policy Leader Award will go to Jack Palmer.

Melissa Gibson has been hired as the new Communications Director for CASE and will be on board mid-August.

Bruce mentioned a report that we might find interesting to read. It's called the "Widget Effect" and it comes from the New Teacher Project. The report can be found at www.widgeteffect.org.

Three (3) interim committees that may be of interest to CASE members are as follows (two relate to school finance):

1. School Finance Interim Committee
2. State Fiscal Stability Interim Committee
3. School Safety (Dangerous Students) Interim Committee

In addition, there is work to do with implementation of HB 1250 which passed last session providing greater negotiating clout to schools for a federal program called "Secure Rural Schools and Community Self Determination Act."

There are four areas of emphasis that will result in working committees headed up by Lieutenant Governor Barbara O'Brien for the state to compete for federal Race to the Top Funds. Competitive grants will be awarded by the U.S. Department of Education Chief, Arne Duncan.

1. 21st Century Standards & Assessment
2. P-20 Data Systems

3. Effective Teaching (as discussed in the recent Widget report by the New Teacher Project)
4. Turnaround Schools/Closing the Achieving Gap

CDE Update: No representative from CDE was present at today's meeting.

Recruiting Committee Update: It's no surprise that shrinking budgets are impacting efforts in the area of teacher recruitment. School districts nationwide, along with colleges and universities have felt the impact, especially in regard to their ability to travel. The lack of available jobs this year also impacted recruitment efforts, and may continue to do so in the future. School districts are doing more "Meet & Greets" at recruitment fairs and less actual interviewing. There is still value in doing face-to-face interviews. However, we need to be working smarter and using better efficiencies when recruiting. Some districts are now using SKYPE to interview teachers. HR folks still find it a challenge to move favorable recruits through the school district's hiring process, because of the importance of site-based decision making in that process. Another promising practice in recruiting is to focus on a district's student teacher pool. Brighton held its own fair this year and hired many applicants who attended that fair. Teacher recruitment is evolving. Todd Fukai, Doug Peden, Jack Kronser and others continue conversation around this issue. UNC and CU would like us to clarify our role at future recruitment fairs, so that they might communicate clearly with their prospective teachers as to what to expect.

Roundtable sharing...

Of note...Karen Martin, Director of Licensed Employment for Poudre Valley, is retiring. Karen was the northern rep for CASPA for several years. Congratulations, Karen☺

NEXT MEETING: September 18, 2009, locale yet to be determined

The CASPA meeting will be held in the a.m. and Frisk Trainer-of-Trainer workshop in the p.m...more details to come...