

### **The 30-60-90 Framework: Structuring Goals for New Hire Retention**

2026 HR Summer Boot Camp | AASPA

Discover a scalable blueprint for employee onboarding that transforms new hires into confident contributors. This presentation outlines a comprehensive 30/60/90-day framework designed to streamline training, clarify expectations, and foster independence. We will explore how to structure day-one essentials, phased learning milestones, and regular feedback loops. Learn how to adapt this structured approach across any department to ensure every new team member feels supported from their very first day.

### **Brand, Bond & Build: Responding to today's evolving candidate pool**

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In today's educational landscape, hiring has become a combination of selling yourself to the candidate, understanding generational desires of the candidate, and then keeping them within your district. This session explores how your district's brand and telling your story attracts candidates and how that same information can be used to promote the development of relational retention of staff across areas (classified, certified and administrative). We will dive into why empathy, mentorship and beyond can serve as the primary defense against burnout.

### **The Gem Finder: Leveraging AI to Limit Bias and Go Beyond "Gut Feelings"**

2026 AI Summit & Micro-Credential | AASPA

Every school district is on a quest to "Find Their Gem", that candidate who blows you out of the water and who will transform a learning environment. However, traditional hiring practices are often clouded by unconscious biases, affinity for specific universities, "gut feelings" about cultural fit, or unintended filters in job descriptions which can cause us to overlook talent. This session will explore how LLM and Generative AI can support school Human Resources administrators in limiting their bias in the hiring process. We will show how AI can unearth hidden value in candidate pools, create competency-based rubrics, create interview questions that support meeting Title VII, and limiting bias within the process