Presented by WSPA Region 5

Bremerton School District  Port Angeles School District
Brinnon School District  Port Townsend School District
Cape Flattery School District  Queets-Clearwater School District
Central Kitsap School District  Quilcene School District
Chimacum School District  Quillayute Valley School District
Crescent School District  Sequim School District
North Kitsap School District  South Kitsap School District
North Mason School District

Conference Co-Chairs
Denise Kennedy and Chelle Lente
TABLE OF CONTENTS

Agenda
Menu
Preconference Session
Keynote Speaker
Student Performers
Breakout Sessions
Vendors
WSPA Board and Region Representatives
All sessions will be held in the Tower building on the fourth floor

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Sunday, February 25, 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Registration/Sign-In</strong></td>
<td>1:00 pm – 5:00 pm  &lt;br&gt;Tower Building, Fourth Floor</td>
</tr>
</tbody>
</table>
| **Welcome:** Tower Fourth Floor | **Pre-Conference Session** | 1:30 pm – 4:30 pm  <br>Location: Deer A  
Topic: Whole Educator Support  
Presenters: Dr. Lisa Nolan and Dr. Forrest Griek, Tacoma Public Schools |
| **HELP Advisory Meeting** | 2:00 pm – 4:00 pm  <br>Location: Tower Board Room |
| **HELP Advisory Meeting:** HELP Advisory Board members | **Board Meeting** | 5:00 pm – 7:30 pm  <br>Location: RESORT BUILDING  
Chico Room |
| **Board Meeting:** Board members, Region Representatives, WSPA Administrative Team  
Dinner provided  
Location: RESORT BUILDING- Chico Room | **Monday, February 26, 2018** |
| **Registration/Sign-In** | 7:00 am – 8:00 am |
| **Welcome:** Tower Fourth Floor | **Schedule** | **Canoe Ballroom** |
| **Breakfast & Keynote** | 8:00 am – 9:45 am  <br>Location: Canoe Ballroom |
| 1. Welcome & Breakfast: Curtis Leonard, WSPA Executive Director  
2. Entertainment: Chief Kitsap Academy of Song and Dance  
3. Keynote: Gordy Linse, Professional Coach and Educational Consultant | **Break** | 9:45 am – 10:00 am  
Please take time to visit our vendors who are generously supporting this conference and get your vendor passport stamped. Once filled you will be eligible to enter into a raffle and win prizes. |
| **Session 1** | 10:00 am – 11:10 am |
| **Deer A** | Recruiting in the 21st Century  
Kim Harmon, Spokane Public Schools |
| **Deer B** | Social and Emotional Learning  
Alyson Rotter, Kitsap Strong |
| **Salmon Room** | Paraeducator Training and Induction  
Kari Clithero, Central Kitsap School District |
<table>
<thead>
<tr>
<th>Session 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:20 am – 12:30 pm</td>
</tr>
<tr>
<td>New Employee Onboarding</td>
</tr>
<tr>
<td>Kim Harmon, Spokane Public Schools</td>
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<tr>
<td>Educator Certification: A Place to Find the Answers</td>
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<tr>
<td>David Kinnunen, Coleen Putaansuu, Mallory Torimino OSPI</td>
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<tr>
<td>Crucial Conversations – Building Respectful Relationships</td>
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<tr>
<td>Gordy Linse</td>
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<th>Schedule</th>
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</thead>
<tbody>
<tr>
<td>Canoe Ballroom</td>
</tr>
<tr>
<td>Lunch</td>
</tr>
<tr>
<td>12:40 pm – 2:00 pm</td>
</tr>
<tr>
<td>Location: Canoe Ballroom</td>
</tr>
<tr>
<td>1. Participants Arrive &amp; Sit</td>
</tr>
<tr>
<td>2. Vendor Introduction: Curtis Leonard</td>
</tr>
<tr>
<td>3. Entertainment: Kingston High School</td>
</tr>
<tr>
<td>4. Keynote: Tennille Jeffries-Simmons, Assistant Superintendent of System and School Improvement, OSPI</td>
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<tr>
<td>Break</td>
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<tr>
<td>2:00 pm – 2:15 pm</td>
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<td>Please take time to visit our vendors who are generously supporting this conference and get your vendor passport stamped. Once filled you will be eligible to enter into a raffle and win prizes.</td>
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<tr>
<th>Session 3</th>
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<tbody>
<tr>
<td>2:15 pm – 3:25 pm</td>
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<tr>
<td>Creating a Culture of Quality Service</td>
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<tr>
<td>Tracy Johnson, Central Kitsap School District</td>
</tr>
<tr>
<td>E-Certification Updates and Enhancements</td>
</tr>
<tr>
<td>Troops to Teachers</td>
</tr>
<tr>
<td>David Kinnunen, Coleen Putaansuu, Mallory Torimino, Doug Asbjornsen OSPI</td>
</tr>
<tr>
<td>Finding your Joy</td>
</tr>
<tr>
<td>Gordy Linse</td>
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<tr>
<th>Schedule</th>
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<tbody>
<tr>
<td>Canoe Ballroom</td>
</tr>
<tr>
<td>Presidents Reception</td>
</tr>
<tr>
<td>4:00 pm – 5:30 pm</td>
</tr>
<tr>
<td>Location: Canoe Ballroom</td>
</tr>
<tr>
<td>Please join Kurt Schonberg, WSPA President for networking, drinks, and appetizers.</td>
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<tr>
<td>Sponsored by: HRM Plus</td>
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<tr>
<td>*Dinner on your own</td>
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</tbody>
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## Tuesday, February 27, 2018

<table>
<thead>
<tr>
<th>Schedule</th>
<th>Canoe Ballroom</th>
</tr>
</thead>
</table>
| **Breakfast & Keynote** | 1. Participants Arrive & Sit  
8:00 am – 9:45 am  
Location: Canoe Ballroom  
2. **General Membership Meeting:** Kurt Schonberg  
3. Entertainment: Poulbo Elementary School  
4. Keynote: Emily Silver, Olympic Silver Medalist |
| **Break** | 9:45 am – 10:00 am  
Please take time to visit our vendors who are generously supporting this conference and get your vendor passport stamped. Once filled you will be eligible to enter into a raffle and win prizes. |
| **Schedule** | **Deer A** | **Deer B** | **Salmon Room** |
| **Session 1** | Emergency Substitute Training  
Lisa Pitcher, Central Kitsap School District | Google: Intro to G-Suite for Education  
Randi Ivancich, Bainbridge Island School District | I-1433 Paid Sick Leave  
Allison Drake and Brent DeBeaumont  
WA State Labor and Industries |
| 10:00 am – 11:10 am | | | |
| **Session 2** | New to Profession – Teacher Mentor Program  
Lisa Pitcher, Central Kitsap School District | Google: Forms and Sheets  
Randi Ivancich, Bainbridge Island School District | Creating a Culture of Quality Service  
Tracy Johnson, Central Kitsap School District |
| 11:20 am – 12:30 pm | | | |
| **Lunch** | 1. Participants Arrive & Sit  
12:40 pm – 2:00 pm  
Location: Canoe Ballroom  
2. Vendor Introduction: Curtis Leonard  
3. Entertainment: North Kitsap High School  
| **Break** | 2:00 pm – 2:15 | Please take time to visit our vendors who are generously supporting this conference and get your vendor passport stamped. Once filled you will be eligible to enter into a raffle and win prizes. |
| **Session 3** | Public Records Requests  
Timothy Reynolds, Porter Foster Rorick LLC | Certification: PGP, TPEP, and STEM  
Maren Johnson, PESB | Bargaining Under HB-2242  
Lorraine Wilson, Porter Foster Rorick |
<p>| 2:15 pm – 3:25 pm | | | |
| <strong>Evening Schedule</strong> | <strong>Canoe Ballroom</strong> | | |
| <strong>Socializing</strong> | Appetizers provided, mingle, free drink ticket(s) and silent auction preview |
| 4:00 pm – 4:30 pm | Location: Canoe Ballroom |
| <strong>Vendor Raffle Awards</strong> | Vendor raffle awards presented and passport prizes |
| 4:30 pm – 5:00 pm | Location: Canoe Ballroom |
| <strong>Dinner Banquet</strong> | Randy Hathaway Fellowship Auction, HELP Awards, President’s Award, Silent Auction and Acknowledgements |
| 5:00 pm | Sponsored By: Porter, Foster and Rorick, LLP |
| Location: Canoe Ballroom | Sponsored By: Porter, Foster and Rorick, LLP |</p>
<table>
<thead>
<tr>
<th>Schedule</th>
<th>Deer A</th>
<th>Deer B</th>
<th>Salmon Room</th>
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<tbody>
<tr>
<td><strong>Breakfast &amp; Keynote</strong></td>
<td>1. Participants Arrive &amp; Sit</td>
<td>2. Entertainment: North Kitsap High School</td>
<td>Gender Identity – Issues in Education</td>
</tr>
<tr>
<td>8:00 am – 9:15 am</td>
<td>3. Thank you and Closing</td>
<td></td>
<td>Curtis Leonard, Patterson Buchanan Fobes &amp; Leitch</td>
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<tr>
<td>Location: Canoe Ballroom</td>
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<tr>
<td><strong>Break</strong></td>
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<tr>
<td>9:15 am – 9:30 am</td>
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<tr>
<td><strong>Session 1</strong></td>
<td>Credit/Experience Import in Skyward</td>
<td>Unemployment Law Update</td>
<td>Records Retention and Digital Archiving</td>
</tr>
<tr>
<td>9:30 am – 10:40 am</td>
<td>Janet Paeth, Bainbridge Island School District</td>
<td>Nick Streuli. WA Employment Security Department</td>
<td>Mike Saunders, State Archivist</td>
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<tr>
<td><strong>Session 2</strong></td>
<td>Marijuana in the Workplace</td>
<td>Benefits in 2020: SEBB and More</td>
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</tr>
<tr>
<td>10:50 am – 12:00 pm</td>
<td>Mara Vinnedge, Archbright</td>
<td>Matt Alvis, Marnie White Sprague Israel Giles (SIG)</td>
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Monday, February 26

Breakfast Buffet

Orange Juice, Apple and Cranberry Juices
An Assortment of Pastries and Muffins with Butter, Preserves and Honey
Oatmeal with Low Fat Milk, Raisins, Craisins, Brown Sugar and Sliced Seasonal Fruits
Sausage Links and Smoked Sliced Bacon with Home-Style Breakfast Potatoes
Fluffy Scrambled Eggs

Lunch Buffet

Spring Garden Greens with Choice of Dressings
Homestyle Potato Salad
All Beef Patties, Beer Braised Brats, Chicken Breasts
Cheddar, Pepper Jack, Swiss Cheeses
Sliced Onions, Tomatoes, Pickles, Lettuce, and Bacon
Mustard, Ketchup, Barbeque Sauce, Mayonnaise, Assortment of Relishes
Kaiser Buns
Assorted Sweets: Chocolate Chip Cookies, Oatmeal Raisin Cookies, White Chocolate Macadamia Cookies, Chocolate Brownies

President’s Reception (Dinner on your own)

Complimentary Drink Tickets
Vegetable Crudites with Caramelized Onion Dip and Herb Ranch Dressing
Spinach and Artichoke Dip with Crostini’s
Chinese Pot Stickers – Vegetable and Pork with Soy Ponzu Sauce
Assorted Cheese and Fruit Display with Gourmet Artisan Crackers
Swedish Meatballs
Tuesday, February 27

**Breakfast Buffet**

Orange Juice, Apple and Cranberry Juices
An Assortment of Pastries and Muffins with Butter, Preserves and Honey
Oatmeal with Low Fat Milk, Raisins, Craisins, Brown Sugar and Sliced Seasonal Fruits
Sausage Links and Smoked Sliced Bacon with Home-Style Breakfast Potatoes
Fluffy Scrambled Eggs

**Lunch Buffet**

Egg Drop Soup, Tortilla Soup
Tortilla Chips with Roasted Tomato and Chile Salsa, Tomatillo Salsa, and Pico De Gallo
Fajita Style Chicken or Carne Asada Barbacoa Skirt Steak served with Corn and Four Tortillas
Shredded Jack and Cheddar Cheeses
Sliced Peppers, Diced Tomatoes, Shredded Lettuce, Black Olives, Green Onions
Sour Cream, Guacamole, and Chopped Cilantro
Cheese or Chicken Enchiladas
Vegetarian Refried Beans
Spanish Rice
Assorted Sweets: Mexican Chocolate Bread Pudding, Mexican Flan

**Dinner Banquet**

Complimentary Drink Tickets
Traditional Caesar Salad
Baked Salmon Filet with Dill Mornay Sauce
Medallion of Beef in Port Demi-Glace
Rosemary Roasted Red Potatoes
Fresh Steamed Seasonal Vegetables
Assorted Petit Fours Desserts, Sliced Seasonal Fruit, Fresh Seasonal Fruit Mousses

Wednesday, February 28

**Breakfast Buffet**

Orange Juice, Apple and Cranberry Juices
An Assortment of Pastries and Muffins with Butter, Preserves and Honey
Oatmeal with Low Fat Milk, Raisins, Craisins, Brown Sugar and Sliced Seasonal Fruits
Sausage Links and Smoked Sliced Bacon with Home-Style Breakfast Potatoes
Fluffy Scrambled Eggs
PRE-CONFERENCE SESSION

Whole Educator Support

Presenters: Dr. Lisa Nolan and Dr. Forrest Griek, Tacoma Public Schools
Sunday, February 25, 2018
1:30-4:30 pm
Location: Deer A

In the path of a national teacher shortage and a polarized society we are needing a stronger work force more than ever before. As a result, Tacoma Public Schools launched the Whole Educator Initiative.

Come and learn more about the Whole Educator and how we are ensuring the safety, health and engagement of every employee.

Please visit the Tacoma Public Schools website for more information regarding the Whole Educator Initiative:
https://www.tacomaschools.org/careers/Pages/whole-educator.aspx

Lisa Nolan, Ph.D. – Assistant Superintendent, Human Resources
Lisa provides oversight to an HR team of over 40 people. She has served in a variety of capacities in education including teacher, elementary principal, and Director of Instructional Leadership to name a few. Dr. Nolan holds a B.A.E., M.Ed., Superintendent Credentials, and Ph.D. from various higher education institutions. Her numerous educational experiences are part of what she attributes as rationale for promoting high levels of customer service and clear communication to all stakeholders. Dr. Nolan is a Tacoma native and is passionate about serving in Human Resources with an emphasis on people first.

Forrest Griek, Ed.D. - Director of Labor Relations & Whole Educator Support
Forrest leads Human Resources’ efforts in investigations, compliance support, collective bargaining agreements, labor relations, and Whole Educator Support. He was the principal of Browns Point Elementary School in Tacoma from 2013-2017. Forrest holds a doctorate and superintendent’s credential through Seattle University. In 2015 he was nationally recognized as an emerging leader by Association for Supervision and Curriculum Development (ASCD).
KEYNOTE SPEAKERS

Gordy Linse

I am Gordy Linse a professional coach, educational consultant, keynote presenter focused on creating life shifts and transitions in people’s lives.

I have worked in the educational field for 46 years and have been a special education teacher at the elementary level (diagnostic preschool classroom) as well as a junior high level (teacher of student’s with emotional/behavioral disabilities). I have been a consultant in a project for the University of Washington, which served severe/moderately-disabled students in the States of Washington, Alaska and Louisiana. Work at the Puget Sound Educational Services District for 33 years and ended as the Executive Director of Special Education/Learning and Teaching.

From this foundation in education, I have developed a special interest in organizational cultures and how employees related to each other in term of humans beings “reinvent themselves” when the time is needed. I try to be a “lamp, a light boat, a ladder, help someone’s soul to heal, and walk out of my house a shepherd! (A Rumi Quote!)

Tennille Jeffries- Simmons

Tennille serves as the assistant superintendent of System and School Improvement at Office of Superintendent of Public Instruction (OSPI). System and School Improvement provides oversight and support for Washington public schools identified for additional support through required state and federal accountability systems. System and School Improvement supports focus on graduation and post-graduation success through academic, social/emotional and career programming, including: school counseling, student engagement (attendance/behavioral health), safety, dropout prevention, reengagement, and dual credit. Prior to OSPI, Tennille served as the Chief Human Resources Officer for Spokane Public Schools (SPS) for six years. SPS is the second largest school district in Washington. Tennille serves on the National Policy Makers Council for Center for the Analysis of Longitudinal Education Research (CALDER) and has served as the president for the Washington School Personnel Association (WSPA). Tennille is from Snohomish, Washington and is proud to be the product of public schools—Central Elementary, Snohomish Junior High, and Snohomish High School in the Snohomish School District.
Emily Silver

Emily Silver, is a Bainbridge Island Native, 2008 Olympic Silver Medalist, 500 hour Registered Yoga Teacher, and Head Coach at the Washington Athletic Club.

Silver started swimming at 8 years old with Bainbridge Island Swim Club, she allowed her love for the sport, determination, and commitment, to help her achieve her childhood dream of becoming an Olympian.

In high school, she won the 50 free and 100 yard freestyle at Washington State Championships four straight years, the first person in Washington to do so. Attending the University of California, Berkeley, as a freshman in 2005 she was voted team MVP, and earned a bronze medal in the 400-meter free relay at the World Championships that summer.

Silver was a member of the U.S. team at the 2007 World University Games, where she won a gold medal in the 400 free relay and a silver in the 400 medley relay. Silver set a Cal record in the 50 free (since broken) at the 2007 NCAA meet (21.99, since broken), and she was the '07 Pac-10 champion in the 100 and 200 free. During the 2007-08 college dual season, she recorded over 10 individual first-place finishes (in dual meets).

In 2008, she claimed her spot on the U.S. Olympic team with a fifth-place finish in the 100 free at the trials (54.91). Silver and her relay team went on to compete at the 2008 Olympics in Beijing, China earning a Silver medal in the 4 x 100 freestyle relay.

Since retiring, Silver has lived and traveled around the world, she became a yoga teacher and currently lives on Bainbridge Island where she teaches yoga, and coaches swimming three days a week in Seattle.

Larry Davis

Larry Davis is a Behavior Specialist for the Bremerton School District. He has presented both regionally and nationally around his work in special education, and has consulted throughout the county and outside the state. He has served in public education since the 80’s and worn many hats.
STUDENT PERFORMERS

Thank you to our student performers for sharing their talent and energy with us

Chief Kitsap Academy Song and Dance Group

Kingston High School

Poulsbo Elementary School

North Kitsap High School
**BREAKOUT SESSIONS**

Monday, February 26, 2018
Session I
10:00 AM – 11:10 AM

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**Recruiting in the 21st Century**

*Kim Harmon, Spokane Public Schools*

Come learn how Spokane Public Schools changed its interviewing process from pencil and paper to an electronic format, which has resulted in a completely revolutionized way in which we disaggregate data.

*About Kim...*

Kim Harmon is the Director of Talent Quality Initiatives for Spokane Public Schools where she oversees onboarding and induction for all new employees to Spokane Public Schools, novice teacher support and professional development, and evaluation of certificated staff. She has a Masters in Administration and Curriculum from Gonzaga University and Washington State University. Throughout her 24 year career, Kim has served as a teacher, instructional coach, assistant principal, elementary principal, and HR Director for Spokane Public Schools. She is also an adjunct professor for Whitworth University in the Educational Administration program.

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**Social and Emotional Learning**

*Alyson Rotter, Kitsap Strong*

There is scientific evidence that Adverse Childhood Experiences (ACEs) – witnessing domestic violence, growing up in a home with a parent that has mental health issues or uses alcohol/drugs, being bullied in school, etc. – increase physical, mental, and behavioral problems later in life. We can build the capabilities that enable us to be resilient to life’s stressors at any age. Through good self-care practices like regular physical exercise, healthy eating, mindfulness, meditation, prayer, reflection, stretching, etc., we can strengthen our executive skills of planning, prioritizing, regulating emotions, and impulse control. These and other adaptive coping skills build our resilience and improve our ability to bounce.

*About Alyson...*

Alyson Rotter (pronounced r-oh-t-er) currently works as the Network Manager for Graduate Kitsap & Mason Network within Kitsap Strong. Her education background includes an undergraduate degree in Psychology and a graduate degree in Public Affairs from Washington State University. She has worked in the field of education for over 18 years in various capacities within higher education, college access, outreach and training, program management, expanded learning and behavioral health.
Paraeducator Training & Induction
Kari Clithero, Central Kitsap School District

Paraeducators can play an important role in helping the students in our schools succeed. Often times we send them into classrooms without training on the essential skills needed to work with challenging student behaviors or students that have learning disabilities. This class will help you with ideas on how to design a program that maximizes the effectiveness of paraeducators through induction, training and building collaborative relationships.

About Kari...
Kari is a Classified Professional Development Specialist at Central Kitsap. She works with both new and veteran classified staff so they have the tools and training they might need to be successful in their work.

Monday, February 26, 2018
Session II
11:20 AM – 12:30 PM

New Employee Onboarding
Kim Harmon, Spokane Public Schools

Participants will learn how a large school district implemented a comprehensive, ongoing induction process for certificated and classified employees that aligns employee’s work and the district’s mission, vision and values.

About Kim...
Kim Harmon is the Director of Talent Quality Initiatives for Spokane Public Schools where she oversees onboarding and induction for all new employees to Spokane Public Schools, novice teacher support and professional development, and evaluation of certificated staff. She has a Masters in Administration and Curriculum from Gonzaga University and Washington State University. Throughout her 24 year career, Kim has served as a teacher, instructional coach, assistant principal, elementary principal, and HR Director for Spokane Public Schools. She is also an adjunct professor for Whitworth University in the Educational Administration program.
Educator Certification: A Place to Find the Answers

David Kinnunen-Coleen Putaansuu-Mallory Torimino, OSPI

OSPI professionals will provide detailed information about educator certification and the resources available to school districts.

About David...
David Kinnunen, a native of Vancouver, Washington, holds a BA from Whitworth University, MA from Central Washington University and Administrative credentials at Washington State University. For the past 32 years he has dedicated his life to education. His first teaching job was at a reservation school in Plummer, Idaho. Before joining the Office of Superintendent of Public Instruction (OSPI), he taught for 12½ years in rural and metropolitan schools. He was nominated for the Clark County Teacher of the Year award in 1988 and received the Washington State Traffic Safety Education Teacher of the Year award in 1998. For the past 20 years David has worked at OSPI as a Program Supervisor in Traffic Safety Education and Title II Part A and for the last 12 years as the Director for the Professional Certification Department.

About Coleen...
Certification Specialist

About Mallory...
Customer Service Supervisor

Crucial Conversations – Building Respectful Relationships

Gordy Linse

This session will focus on how to respectfully engage in conversations that have different points of view. We need to have skills and tools to build relationships and not live in polar opposite points of view, fighting for power!
This session will give new insights and skills!

About Gordy...
Gordy Linse a professional coach and educational consultant focused on creating shifts and transitions in people’s lives
Monday, February 26, 2018
Session III
2:15 PM – 3:25 PM

Creating a Culture of Quality Service
Tracy Johnson, Central Kitsap School District

Service is more than a nice to have. It is a need to have. Creating a culture of quality service in school districts can be challenging. Exceptional service is a result of intentional design and delivery. Learn to infuse an attitude for service into your department and hopefully your entire district. Have fun, reflect, laugh and learn.

About Tracy...
Tracy is the Assistant Director of Human Resources for Central Kitsap School District. She has worked for CK Schools for over 25 years with the majority of her time spent in HR. Learning about customer service from the leaders in the industry, Disney, had a significant impact on her - she loves to share what she has learned with as many people as possible.

E-Certification Updates & Enhancements/Troops to Teachers
David Kinnunen-Doug Ashjornsen- Coleen Putaansuu-Mallory Torimino, OSPI

During part one of this two-part session, you will see the new updates and exciting enhancements made to the online E-CERT system.
Part two addresses a successful program, Troops to Teachers. Since 1993, Troops to Teachers has helped over 20,000 veterans successfully transition to a career in education. Funded by the Department of Defense, the program aims to not only get disciplined, motivated, and enthusiastic veterans into our classroom, but to address the problem of teacher shortages and veteran unemployment in the state. Learn more about this exciting program!

About David...
David Kinnunen, a native of Vancouver, Washington, holds a BA from Whitworth University, MA from Central Washington University and Administrative credentials at Washington State University. For the past 32 years he has dedicated his life to education. His first teaching job was at a reservation school in Plummer, Idaho. Before joining the Office of Superintendent of Public Instruction (OSPI), he taught for 12 1/2 years in rural and metropolitan schools. He was nominated for the Clark County Teacher of the Year award in 1988 and received the Washington State Traffic Safety Education Teacher of the Year award in 1998. For the past 20 years David has worked at OSPI as a Program Supervisor in Traffic Safety Education and Title II Part A and for the last 12 years as the Director for the Professional Certification Dept.

About Doug...
Troops to Teachers Coordinator

About Coleen...
Certification Specialist
Finding your “JOY”

Gordy Linse
We numb and put shields up to protect ourselves! This creates a scarcity in vulnerability and therefore creates less joy in our workplaces!
This session will outline causes for this scarcity and provide ideas and new ways of bring back more joy to you and others!

About Gordy...
Gordy Linse a professional coach and educational consultant focused on creating shifts and transitions in people’s lives

Tuesday, February 27, 2018
Session I
10:00 AM – 11:10 AM

Emergency Substitute Training
Lisa Pitcher, Central Kitsap School District
As we are all aware, Washington State (and the nation) are facing a critical shortage of substitute teachers. When classes aren’t covered because there are no substitutes available, student learning is significantly impacted. Find out how one district draws quality people with degrees in a wide variety of areas and trains them to be successful as emergency substitute teachers.

About Lisa...
Lisa is a New Teacher Induction Coordinator for Central Kitsap. She is a National Board Certified Teacher who has worked in the field of education for 34 years; 30 of which were in the classroom setting.
Google: Intro to G-Suite for Education

Randi Ivancich, Bainbridge Island School District

What is G Suite for Education anyway? Come to this session and learn about the most commonly used applications within G Suite for Education K-12. In this introduction, you will develop an understanding for using the basics of:

- Gmail
- Google Calendar
- Google Drive
- Google Documents, Sheets, Slides
- G Suite Training Resources

Leave this session feeling confident about how and when you use G Suite for Education applications in your work setting.

About Randi...

Randi has been an educator in the Bainbridge Island School District since 1989. She has served as an elementary teacher for 16 years, in the Curriculum & Instruction Dept. for 3 years, 5 years as the Assessment Director and 8 years as the Technology Director. Two of Randi’s goal are to ensure that staff are powerful users of technology and that technology is used as a powerful tool to engage all students in learning.

I-433 Paid Sick Leave

Allison Drake & Brent DeBeaumont, WA State Labor & Industries

Beginning January 1, 2018, employers are now required to provide their employees with paid sick leave. This presentation will provide an overview of the new paid sick leave law in Washington State, and provide guidance to employers about their roles and responsibilities under the new law.

About Allison...

Allison Drake is the Labor Standards Policy Advisor for the Washington State Department of Labor & Industries. In this role, she provides policy guidance, legislative support, and stakeholder management for the Employment Standards, Apprenticeship, and Prevailing Wage programs. Allison holds a Master of Public Administration from the Evergreen State College, and a Bachelor of Arts in political science from Saint Martin’s University.

About Brent ...

Brent DeBeaumont is the Wage and Hour Technical Specialist with the Washington State Department of Labor and Industries (L&I). In this role, he provides technical guidance to constituents, state investigators, and other concerned parties regarding compliance with Washington wage payment laws. Brent holds a law degree from Seattle University School of Law, and a B.A. in history from Washington State University.
New to Profession Teacher Mentor Program
Lisa Pitcher, Central Kitsap School District
25% of new teachers in Washington State leave the field within the first 5 years and quality mentoring has been identified as one factor in helping to retain teachers. A high-quality program of induction that includes classroom-based mentoring can reduce turnover, improve teacher quality for student learning and ensure equity of learning opportunity for all students. Find out how one district has structured its mentor program for beginning teachers and why new teachers are reporting its success.

About Lisa...
Lisa is a New Teacher Induction Coordinator for Central Kitsap. She is a National Board Certified Teacher who has worked in the field of education for 34 years; 30 of which were in the classroom setting.

Google: Forms & Sheets
Randi Ivancich, Bainbridge Island School District
Google Forms is a great way to solicit input, gather information and easily view responses. Use Google Forms to plan an event, collect contact information, organize a meeting or take a quick interest poll. Responses are automatically collected in Forms and can be easily viewed in spreadsheet format. You can create the form on your own or collaborate with others - all in real time. This session will include introductory information so you can:

- Respond to questions in a Google Form
- Create a Google Form
- Choose question formats
- View responses in Google Forms
- Create a Google Sheet with Form responses
- Apply some options to the features of your form

Come to this session and walk away inspired to create a Google Form on your own.

About Randi...
Randi has been an educator in the Bainbridge Island School District since 1989. She has served as an elementary teacher for 16 years, in the Curriculum & Instruction Dept. for 3 years, 5 years as the Assessment Director and 8 years as the Technology Director. Two of Randi’s goal are to ensure that staff are powerful users of technology and that technology is used as a powerful tool to engage all students in learning.
Creating a Culture of Quality Service
Tracy Johnson, Central Kitsap School District
Service is more than a nice to have. It is a need to have. Creating a culture of quality service in school districts can be challenging. Exceptional service is a result of intentional design and delivery. Learn to infuse an attitude for service into your department and hopefully your entire district. Have fun, reflect, laugh and learn.

About Tracy...
Tracy is the Assistant Director of Human Resources for Central Kitsap School District. She has worked for CK Schools for over 25 years with the majority of her time spent in HR. Learning about customer service from the leaders in the industry, Disney, had a significant impact on her - she loves to share what she has learned with as many people as possible!

Tuesday, February 27, 2018
Session III
2:15 PM – 3:25 PM

Public Records Requests
Timothy Reynolds, Porter Foster Rorick
This presentation will focus on the basic requirements imposed on school districts by the Public Records Act. We will walk through the steps school districts should take when responding to public records requests, placing special emphasis on the types of documents and issues that are commonly encountered by human resources professionals. Participants will leave with an understanding of how to effectively respond to requests and avoid potentially costly violations of the Public Records Act.

About Timothy...
Tim Reynolds is an attorney at the law firm Porter Foster Rorick in Seattle. His practice focuses on representing public school districts, including the issues districts encounter related to open government and public records laws.
Certification: PGPs, TPEP and STEM

Maren Johnson, Professional Educator Standards Board (PESB)
Get the latest on recent and upcoming changes related to Professional Growth Plans (PGPs), including information on how educators may use material from focused evaluations, PLCs, and out-of-state learning experiences for certificate renewal. The past few months have also seen changes to the TPEP and STEM certificate renewal requirements: come for a policy update.

About Maren...
Maren Johnson, NBCT, is a Program Manager for Policy Development, Educator Credentialing, and Continuing Education with the Professional Educator Standards Board.

Bargaining Under HB 2242

Lorraine Wilson, Porter Foster Rorick
Ambiguity appears to be the most significant outcome of the passage of HB 2242 by the state legislature, and it is not entirely clear that 2018 legislative actions will make things better (or worse). Nonetheless, there are steps to take to prepare for bargaining. Have your questions answered, or at least come away with new ones in this session that reviews the legislation and addresses next steps for school districts.

About Lorraine...
Lorraine has worked in education law for nearly thirty years, drafting sample policies and lobbying for WSSDA, bargaining and administering human resources in Tacoma and Puyallup school districts and serving clients across the state with Porter Foster Rorick for the last nearly five years. She is a graduate of Puyallup High School, Reed College and Duke University School of Law.
Wednesday, February 28 2018
Session I
9:30 AM – 10:40 AM

Credit/Experience Import in Skyward
Janet Paeth, Bainbridge Island School District
The Credit/Experience Import process in Skyward will save you time when entering credits and experience for a new certificated employee. This is especially useful for an employee transferring from another district requiring a large quantity of credits or experience to be entered. Instead of manually entering each credit or experience, you can request the former district to download their current credits and/or experience to an Excel sheet. This class will show you step by step how to format this data from Excel and import it into the Employee Profile Credits or Experience tab in Skyward.

About Janet...
Janet is the current Certificated Specialist with the Bainbridge Island School District.

Unemployment Law Update
Nick Streuli, Washington State Employment Security Department
In December 2016, the U.S. Department of Labor released new guidance to states changing the way unemployment insurance eligibility is determined for school employees during school breaks. These changes specifically define “contract” and “reasonable assurance” for school employees. The new guidance requires states to apply a series of tests to determine whether school employees are eligible for unemployment compensation during school breaks. The Employment Security Department is pursuing agency request legislation this legislative session to update Washington state law to comply with the new provisions. This presentation will give an overview of the changes and provide information for how the Employment Security Department will determine unemployment eligibility for school employees in these circumstances under the new laws.

About Nick...
Nick Streuli is the Legislative & Executive Operations Director for the Washington State Employment Security Department (ESD). As part of his role with ESD, Nick works with the legislature on unemployment insurance, workforce development, and paid family and medical leave issues.
Gender Identity – Issues in Education

*Curriculum Leonard, Patterson Buchanan Fobes & Leitch*

This session will explore new and emergent issues related to gender identity in our schools and workplace.

*About Curtis…*

Mr. Leonard's practice focuses exclusively on the representation of school districts in Washington State. Mr. Leonard represents districts on a wide variety of school law issues, including: labor and employment; collective bargaining; union grievances and arbitration; employee misconduct investigations; employee discipline; student and teacher rights; board governance; public disclosure and open public meetings; and special education. He brings a client-focused approach and is passionate about advocating for schools. Curtis Leonard serves as the Executive Director of the Washington School Personnel Association.

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**Wednesday, February 28 2018**  
**Session II**  
**10:50 Am – 12:00 Noon**

Marijuana in the Workplace

*Mara Vinnedge, Archbright*

It is becoming increasingly important for employers to understand and keep pace with evolving changes in State law governing the use of marijuana. Marijuana remains illegal under federal law, however, and strictly speaking, federal law preempts state law. In this climate, employers in Washington where legal marijuana use has been expanded need to be aware of the interplay among marijuana and employment laws and make some tough policy calls, proactively.

*About Mara…*

Mara Vinnedge is the Senior Labor Counsel for Archbright. She acts as lead negotiator for Archbright members, negotiating more than 100 collective bargaining agreements with over a dozen unions. Mara represents management in grievances and labor arbitrations; provides contract administration and interpretation; assist members in organizing drives; and handles cases before the Public Employee Relations Commission, the National Labor Relations Board, the EEOC, the WSHRC and other administrative agencies. She has practiced law for over 24 years. Prior to joining the Archbright team, Mara served as the Strategic Advisor for the Seattle Police Department where she provided counsel on employment and labor law. She is licensed to practice law in Washington, California and Idaho. Mara earned her B.A. from the University of California at Berkeley and her J.D. from Gonzaga Law School.
Matt Alvis, Sprague Israel Giles (SIG)

Marnie White and Matthew Alvis from Seattle brokerage firm Sprague Israel Giles will track the progress of transitioning all K-12 benefits over to State control through the newly-created SEBB. Looking ahead, what might change? Who will benefit? Who will decide?

About Matt...
Matthew Alvis is a Benefits Consultant with Sprague Israel Giles as well. He has worked with Marnie on many large school districts for over 9 years and holds a CEBS designation.

About Marnie...
Marnie White is a Vice President at Sprague Israel Giles and has been advising some of the largest school districts in the State for the last 15 years. She has experience as an HR Director of a large multi-state employer and holds her SPHR designation.

Records Retention and Digital Archiving

Michael S. Saunders, Western Regional Archivist – Washington State

Learn about the requirements of records retention for schools with an emphasis on digital archiving.

About Michael...
Mr. Saunders has 42 years of experience in public archives and records management in Washington State. He has BA in history from Washington State University and a Graduate Certificate in Records Management and Archival Administration from Western Washington University.

Mr. Saunders has been a Regional Archivist with the Washington State Archives since 1989. The Washington State Archives is the Division of the Office of the Secretary that provides public records management services to state and local government agencies, and preserves archival collections from those agencies for public use. Mr. Saunders currently manages a regional branch archives in Bellevue and provides archives and records management services to local government agencies in in King, Kitsap and Pierce Counties.
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