

Human Resources Institute

The successful operation of any school system depends upon effective organization, recruitment, and management of human resources. This institute provides a comprehensive reference manual. Instruction emphasizes how to organize and operate a successful public school personnel office on a day-to-day basis. This program is designed to support individual leader professional growth goals and is aligned to the Leader Keys Effectiveness System.

GSSA's Human Resources Institute consists of three highly focused classes offering 36 content hours, held in three 1 1/2-day sessions.

Throughout the course, participants will engage in activities that will include, but not be limited to, the following:

- Review of laws, rules, regulations, and best practices associated with recruitment and hiring of qualified school district personnel.
- Identification of best practices and examination of effective examples of:
 - a) recruitment and retention strategies
 - b) application processes
 - c) screening and selection criteria
 - d) reference and background checks
 - e) interviewing and final selection
 - f) employment recommendations
- Examination of best practices and identification of effective examples of:
 - a) evaluating staff performance
 - b) employee compensation
 - c) retirement
 - d) benefits
 - e) administration of federal employment laws
- Other topics for discussion include:
 - a) social media
 - b) investigations
 - c) available resources

Mrs. Valerie Suessmith is the instructor for this institute.

Valerie A. Suessmith served as Chief Human Resource Officer for the Henry County School System until her recent retirement in 2022. Prior to working with Henry County, Valerie was the Director of Human Resources with the Rockdale County School System. Her private sector experience includes serving as a consultant in human resources management and training & development. She also has worked as a trainer for a bank, and as a director of adult education programming for Clayton State University. She has served as President of the Georgia Association of School Personnel Administrators. Mrs. Suessmith holds a bachelor's degree in psychology and Sociology from the College of William and Mary in Williamsburg, Virginia, and a master's degree in Human Resource Development from Georgia State University.

Human Resources Institute Tuition: \$750

The schedule for this institute is 3:00–6:00 PM on the first day, and 8:00 AM–5:00 PM on the second day.

Fall

August 30-31, 2023 (W, Th)

September 27-28, 2023 (W, Th)

November 1-2, 2023 (W, Th)

Spring

January 17-18, 2024 (W, Th)

February 21-22, 2024 (W, Th)

March 13-14, 2024 (W, Th)

Location: Holiday Inn Macon North
3953 River Place Drive Macon, Georgia 31210
478.803.8200

Lodging: Holiday Inn Macon North
Room rate: \$149
Taxes and fees not included.
3954 River Place Drive Macon, Georgia 31210
478.803.5000

Participants are responsible for making lodging reservations. Be sure the hotel staff knows that you are with GSSA. Room block is released 21 days prior to the scheduled date.

Who Should Attend?

All GSSA Institutes are designed for superintendents, central office administration/staff and principals.

Questions?

For more information on GSSA's Institute and Workshop Series and to register online, go to www.gssanet.org or contact Keith Porter, GSSA Professional Development Director, at klporter112@gmail.com or 770.880.9212.

