

LYON COUNTY SCHOOL DISTRICT

Staff Travel Report to School Board of Trustees

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

Please Download & TYPE the following information.

Staff Member:	<u>BillieJo Hogan</u>	School:	<u>District Office</u>
Conference:	<u>American Association of School Personnel Administration Conf.</u>	Staff Assignment	<u>Ex. Director of HR</u>
Do not use acronyms			
Location of Conference:	<u>Austin, TX</u>	Dates Attended:	<u>10/11-10/15</u>

General Overview: Do not use acronyms

Thank you for allowing me to attend AASPA's 88th Annual Conference, "Leading from the Ground Up," I had the opportunity to attend several insightful sessions hosted by legal counsel representing school districts in active investigations. Key topics included the regulatory requirements and procedures governing Title IX formal complaints, best practices for intake and triage, and practical scenario discussions that allowed us to navigate real-world challenges.

Another valuable session, "In Case It Goes to Court: Conducting Legally Sound and Defensible Investigations in K-12 Schools," provided strong reassurance that Lyon County School District's current investigation framework and processes fully align with legally defensible standards.

I also participated in the "Employment Law Master Class: The Do's and Don'ts Every School HR Leader Should Know," which covered critical areas including leave management, ADA, FMLA, investigation policies, AI, social media guidelines, discipline, and labor relations. Serving as an HR leader is incredibly rewarding, but the constant balance of evolving legal mandates, complex personnel matters, and daily operations can at times feel overwhelming, making it easy to temporarily lose sight of the core passion that drives this work. Hearing from fellow HR professionals was a comforting reminder that we must continue leading with empathy, finding joy in our work, and holding ourselves accountable.

Because personnel matters are confidential, our efforts often happen behind the scenes, but our commitment remains steadfast: to uphold our policies and agreements with consistency, thorough documentation, and genuine care.

Connecting with peers reinvigorated my dedication to serving our students, staff, and broader district community. Additional sessions attended included "Orientation with Purpose," "HR Survival Guide," and key strategies for recruitment and retention.

How will this impact student learning in a positive way?

Ultimately, the knowledge gained from this conference directly supports our students by ensuring our schools are led by well-supported, highly effective staff. By refining our HR processes, legal compliance, and staff retention strategies, we foster a safer, more stable, and positive learning environment where both educators and students can thrive.

*How will I implement what I learned and how will I share
this information with my colleagues?*

I look forward to sharing insights from these sessions with my HR team and school administrators. We will integrate these takeaways into upcoming leadership trainings, using practical scenarios to help guide our admin teams through standard investigation processes and procedures.

Other Comments:

Thank you again, for supporting my continued growth as an HR director of Lyon County School District.



Site Principal/Supervisor Approval

Deputy Superintendent Approval

10/19/26

Date

Date