

**January 26–29, 2012
Thursday–Sunday
Hilton Hotel/Harbor Island
San Diego, CA**



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of merit
2012

Annual CSCPA Conference

Presented by

**The California School Personnel Commissioners
Association and the San Diego County School
Personnel Commissioners Association**

Schedule

Thursday, January 26, 2012

9–4:30 p.m.	Registration		
10:30–12 noon	Testing and Recruitment: Requirements and Creative Solutions— Kristin Olson, <i>Lynwood USD</i>	Enhancing the Effectiveness of Your Technology in Your PC— Brandon Tietze, <i>Bassett USD</i>	Paperless Tool for Selection and Hiring—Josh Micheals, <i>EDJOIN</i>
12–1 p.m.	Lunch (on your own)		
1–2:30 p.m.	Competency-Oriented Exam Planning and Selection Procedures— Rod Freudenberg, Ph.D., <i>Los Angeles COE</i>	Intergenerational Differences Robin Guerin, Ph.D., <i>Orange County DOE</i>	
2:45–5 p.m.	New Director Round Table—Amy Lawton, <i>Carlsbad USD</i> , BethAnn Arko, <i>Vista USD</i> , Ken Kato, <i>Downey USD</i> , Bernie Konig, <i>Centinela Valley High SD</i>		
5–7 p.m.	SDCSPCA President's Reception		

Friday, January 27, 2012

7:30–4:30 p.m.	Registration		
7:30–8:15 a.m.	Continental Breakfast		
8:15–8:45 a.m.	Welcome – Opening Remarks – Posting of Colors, Westview High School Naval ROTC, <i>Courtesy of Poway USD</i> Ron Appel, <i>President, CSPCA</i> & George Cole, <i>Executive Director, CSPCA</i>		
8:45–10:15 a.m.	Keynote Address—The Real Truth About Success: Having the Personal Influence to Make Change Work— Garrison Wynn (<i>Motivational Speaker, Author, Advisor, & Entertainer</i>)		
10:15–10:30 a.m.	Break		
10:30–12 noon	Talented People, Innovative Minds: Do You Know Where to Find them? Amy Gurjian & Anna Forsberg, <i>Los Angeles USD</i>	Merit System 101— Bob Guerrero, <i>Oceanside USD</i>	Bridging the Gap & Rebranding the Merit System— Suzy Seymour & Acacia Thede, <i>Garden Grove USD</i>
12–1:30 p.m.	Lunch		
1:30–3 p.m.	Motivate or Terminate— John Caldecott, Cindy Means, Nora Roque, <i>Newport-Mesa USD</i> (<i>Continues at 3:15</i>)	Managing Workplace Conflict— Debra Dupree, <i>Relationships That Matter, Inc.</i>	Hearings and Appeals— John Jarboe, Esq., <i>Law Office of Jarboe & Chris Keeler, Esq., Fagen, Friedman, Fulfrost LLP</i>
3–3:15 p.m.	Break		
3:15–4:45 p.m.	Motivate or Terminate (<i>Continued</i>)	Strategic Planning for Merit System Districts—Victoria Wintering, Ph.D., <i>Anaheim Union High SD</i>	Conducting Investigations— Dean Adams, <i>Fagen, Friedman, Fulfrost LLP</i>
5–5:50 p.m.	NEOGOV Technology Showcase		
6:00 p.m.	CSPCA President's Reception		



Keynote Speaker Garrison Wynn

This entertaining research-based keynote reveals how top performers harness the power of their advantages, during times of change, even when the odds are not in their favor. Business relationship expert and Amazon.com bestselling author Garrison Wynn delivers a high-impact program that answers two monumental questions: How do you get people to do what you want them to do? And how can you get better results from the difficult people you encounter along the way? With an emphasis on what you can actually walk out of the session with and achieve tomorrow; this program shows you how to weather the perfect storm while still looking really good in a raincoat!

Saturday, January 28, 2012

7:30–12 noon	Registration		
7:30–8:30 a.m.	Continental Breakfast		
8:30–10:15 a.m.	Plenary Session Address: Merit's Role in the Diversity / Engagement / Productivity Puzzle— Jeff Feuquay, Ph.D., <i>Psychology-Law Center, LLC</i>		
10:15–10:30 a.m.	Break		
10:30–12 noon	Job-related Performance Evaluations—Steve Sonnich, <i>Grossmont Union High SD</i>	Legal Updates— Kristine Kwong, Esq., <i>Husick, Peeler & Garrett, LLP</i>	Models for Intergovernmental Cooperation: A Cost-saving Concept Whose Time Has Come Again—Karen Coffee, <i>State of California Personnel Board (Ret.)</i>
12–1:30 p.m.	Lunch & Business Meeting		
1:30–3 p.m.	Moving from Progressive Discipline to Progressive Motivation—John Caldecott, Cindy Means, Nora Roque, <i>Newport-Mesa USD (Continues at 3:15)</i>	Unprotected Testing— Erik Collier, <i>County of Riverside</i>	Brown Act & Conducting Meetings—Trish Landau, Ed.D., <i>Huntington Beach SD (Ret.)</i> & Pat Heineke, <i>Charter Oak USD</i>
3–3:15 p.m.	Break		
3:15–4:45 p.m.	Moving from Progressive Discipline (<i>Continued</i>)	Is the Rule of Three Working? Rod Freudenberg, Ph.D., <i>LACOE</i> , TR Lin, Ph.D., <i>LMSVSD</i> , Ron Marmalefsky, <i>LAUSD (Ret.)</i> & Sharon Lampel, <i>San Lorenzo USD</i>	Seeking Civility, Understanding and Eradicating Bullying Among Employees—Catherine Mattice, <i>Civility Partners, LLC</i>
6–9:30 p.m.	Banquet (With Silent Auction, Raffle Prizes, and Entertainment)		

Sunday, January 29, 2012

8–9 a.m.	Continental Breakfast
9–10:00 a.m.	Closing Session—Improving Public Education: It's Everyone's Responsibility Brian Marshall, Superintendent, <i>La Mesa-Spring Valley School District</i>
10:15 a.m.	CSPCA Board Meeting

Saturday Plenary Session Address Jeff Feuquay, Ph.D.

With the help of attendees, Feuquay will examine diversity, engagement and productivity both as means of achieving organizational goals and as organizational goals, in and of themselves. The conclusions reached by the group will be integrated with the concepts driving the "hot, new" strategic HR initiative to determine the implications for merit system districts. Simply, we will try to figure out what enduring factors should be driving merit systems, and which ones we should just pretend to be concerned about.



Two-Part Series Workshop Leader John Caldecott & His HR Team

Progressive Discipline has been around since 1933. Does this inherently negative approach work with employees—is there a better way? The two part series, "Motivate or Terminate" and "Moving from Progressive Discipline to Progressive Motivation" will change your perspective on employee performance/discipline matters. You will be among the first to develop hands-on techniques of accountability through support. Learn to convert your investigation skills from an effort to find fault to an effort to find solutions. Utilizing current motivation research in the workplace can have a very positive effect on your organization.



Keynote Presenters/ Workshop Leaders

Garrison Wynn

As a speaker, advisor, author, and entertainer, Garrison has worked with some of the world's most effective corporate leaders and business developers, from multibillion-dollar manufacturers to top New York Stock Exchange wirehouses. He has a background in manufacturing, entertainment, telecommunications, and financial services. In his teens, Wynn worked with Magnavox and baseball legend Hank Aaron to promote the world's first video gaming system, and by age 27, he became the youngest department head in a Fortune 500 company's history. He researched and designed processes for 38 company locations nationwide and developed and marketed products still being sold in 30 countries. An experienced film actor and former stand-up comedian, Garrison has hosted television specials and national radio programs. His new top-selling book, available in bookstores worldwide, blends a decade of research and Garrison's candid, laugh-out-loud delivery to finally spill *The Real Truth About Success*. His writing credits include business journal articles, weekly contributions to *The Washington Post* and co-authoring with Stephen R. Covey, Ken Blanchard, and Jack Canfield.

Jeff Feuquay, Ph.D.

Over his 30-year career as an I/O Psychologist and Attorney, licensed in two states, Dr. Feuquay's experience ranges from developing a program evaluation model for the Jordanian Ministry of Education under the auspices of the World Bank and United Nations, to Chief I/O Psychologist for the State of Oklahoma, to Big 12 university professor, to arguing cases in federal and state trial and appeal courts and the U.S. Supreme Court. Jeff is the only two-time president of the International Personnel Assessment Council (formerly IPMAAC), and a frequent keynote and invited speaker at national and regional professional conferences.

Rod Freudenberg, Ph.D.



Rod Freudenberg has been the Personnel Director for the Los Angeles County Office of Education since September, 2007. Prior to LACOE, Dr. Freudenberg has served as Assistant Personnel Director-Selection for LAUSD; Corporate Manager of Organizational Effectiveness for Hughes Electronics, and Personnel Research Supervisor for Los Angeles County. He received

his master's in Developmental Psychology from the University of Colorado and his doctorate in Industrial/Organizational Psychology from Colorado State University. Rod also served on the faculties of Colorado State University, Purdue University, and the California School of Professional Psychology.

John Caldecott

John Caldecott has a total of thirty years of experience in Classified Human Resources in six California school districts. He has been employed by the Newport-Mesa Unified School District for the last six years and is currently the Executive Director, Human Resources. John has received both the Honorary Life Member and Joyner-Snipes Awards from CSPCA.

About Us—What is CSPCA?

CSPCA stands for California School Personnel Commissioners Association. CSPCA is an organization formed by Personnel Commissioners serving in merit system districts throughout California to provide an organization to lead and support local Personnel Commissions.

CSPCA's annual conference provides growth opportunities for commissioners, directors and staff members to improve their knowledge of human resource practices, to become better versed in the roles in which they serve, and to enjoy some networking time.

Hosting Personnel Commissions for 2012:

- Cajon Valley Union SD
- Calexico USD
- Carlsbad USD
- Escondido Union SD
- La Mesa-Spring Valley SD
- Oceanside USD
- Poway USD
- San Diego COE
- San Dieguito Union High SD
- Vista USD

The Location

Enjoy San Diego while staying at the Hilton Hotel on Harbor Island in the heart of San Diego. Minutes from Downtown, the Gaslamp District, San Diego Zoo, Sea World, Fashion Valley and beautiful beaches—yet a restful, relaxing world unto itself.



NEOGOV™
Expect more.™
Official Conference Sponsor

CSPCA Conference Registration

January 26–29, 2012, Hilton Hotel, Harbor Island, San Diego

Name _____ Job Title _____
Organization _____ Phone _____
Address _____ Fax _____
Days I plan to attend—Check all that apply _____ Thursday _____ Friday _____ Saturday _____ Sunday
Please check _____ Honorary Member _____ First-Time Attendee _____ Member District _____ Non-Member District
Your Email _____ Guest Name(s) _____

Registration Fees:

Member Non-Member

To Register

Registration must include payment by check only made out to CSPCA. No purchase orders accepted. There is a \$25 processing fee for all refunds and returned checks.

Enclosed is my check payable to CSPCA in the amount of \$ _____

Mail check and completed registration form to:

Angela Bishop, Director, Classified Personnel
Cajon Valley Union School District
PO Box 1007
El Cajon, CA 92022-1007
619-588-3050 • 619-588-3663 (Fax)
bishopa@cajonvalley.net

Please check the CSPCA website <http://www.meritsystem.org> for alternate online registration procedures.

Cancellation Policy

Refund requests **MUST BE** made in writing and **MUST BE** submitted no later than **January 10, 2012**. No refunds will be made for cancellations after **January 11, 2012**.

3 ½-Day Full Conference—Full conference fee includes all conference materials, breakfasts, lunches, breaks, Thursday/Friday receptions, and Saturday banquet

Early Bird received by December 15, 2011 \$200 \$250

Received after December 15, 2011 and before January 10, 2012 \$225 \$275

Received after January 10, 2012 and on-site \$250 \$300

One-Day Only Conference—

Thursday—Includes conference materials for the day \$80 \$105

Friday—Includes breakfast/break/lunch and conference materials for the day \$120 \$145

Saturday—Includes breakfast/break/lunch and conference materials for the day \$120 \$145

Meal tickets for Honorary CSPCA Life Members/guests not attending programs

Full Conference Breakfast/Lunch/Break/Banquet \$180

One-day Breakfast/Lunch/Break Only..... \$70

Saturday Banquet Buffet Only..... \$60

Sunday Breakfast Only \$30

NOTE: Please indicate on the registration form any additional meals that will be required and include payment with registration. Please indicate any special food requirements you may have.

To assist our food services planning, Full Conference Attendees please cross out any meals you will NOT be attending:

Friday: Breakfast Lunch **Saturday:** Breakfast Lunch Banquet **Sunday:** Breakfast

Accommodations—The Hilton Hotel/Harbor Island

1960 Harbor Island Drive, San Diego, CA 92101
619-291-6700 • <http://www.sandiegoairport.hilton.com>
Fax: 619-293-0694

A limited number of rooms are available so book early.

CSPCA Group Rate—We have negotiated the rate of \$139.00 per room, single or double occupancy.

Guest room rate does not include local taxes and fees, currently 12.565% per night. This is subject to current rate. Group rate is available two (2) days prior to or two (2) days after your event. Check-in time is 4:00 pm and checkout time is 12 noon.

To make reservations

Reservations are handled on an **individual basis**. Reservations must be received by **12/26/2011**. Attendees can make reservations by calling **619-291-6700** or **1-800-HILTONS** and identifying themselves as **California School Personnel Commissioners Association**. There is a 24-hour cancellation policy on all reservations. “No Show” will be charged one (1) night’s room and tax. All reservations must be guaranteed by either valid credit card or one night’s deposit. After **December 26, 2011** any reservation requests will be entered at the best available rate and room type available. The link is: http://www.hilton.com/en/hi/groups/personalized/S/SANAHHF-CSPC-20120126/index.jhtml?WT.mc_id=POG

2012 CSPCA Annual Conference

Chuck Soper

charles.soper.ctr@navy.mil, 760-672-6055

Conference Coordinator

President-Elect

Personnel Commissioner

Carlsbad Unified School District

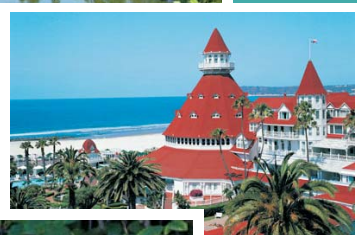
6225 El Camino Real

Carlsbad, CA 92009

Learn about merit systems
Join us in San Diego



Balboa Park



Coronado



San Diego Zoo

CSPCA Conference

The Fresh Face of Merit

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Get a new perspective!

**See how a merit system
could work for you!**

Civil service merit system HR directors & support staff;
personnel commissioners; union leadership, district staff,
classified staff in merit school districts; human resources
analyst & support staff in non-merit school districts;
human resources professionals in other public sector
organizations; labor organization representatives—

This conference is for YOU!