

wripac

western region intergovernmental personnel assessment council

Regular Meeting Program **Thursday and Friday - February 3rd, 4th, 2011** Carlsbad, CA

Thursday February 3, 2011

8:00 a.m. - 8:30 a.m.

Coffee and Networking

8:30 a.m. - 8:45 a.m.

Welcoming Remarks - Introductions, program overview, Dr. Wripac information and general announcements

8:45 a.m. - 9:45 a.m.

Victoria Wintering- Anaheim Unified High School District Educational Leadership: Standards do make a Difference

The presentation will include a review of current literature on educational leadership and will focus on a study that was conducted by the presenter using the California Professional Standards for Education Leaders (CPSELS). Furthermore, the presentation will go into detail about how the study created a leadership assessment based on the professional standards. In addition, the presentation will include how the study explored the relationship between the leadership assessment and academic performance (California API) of school sites.

Dr. Victoria Wintering is currently the Executive Director of Human Resources-Classified for the Anaheim Union High School District and is responsible for the selection, classification, compensation, recruitment and training of the classified employees. Victoria earned her doctoral degree in Psychology with a specialization in Industrial/Organizational Psychology from Capella University. She earned her masters degree in Psychology with an emphasis in Industrial/Organization Psychology from California State University, San Bernardino.

Over the past twenty-nine years of managerial experience, Victoria has managed, consulted, created, researched and trained on projects such as: employment tests, job analysis, classification studies, compensation, computer based training program, supervisor training, organizational assessment, job evaluation, retirement and career development, employee turnover, organizational testing, compensation, training, job analysis and recruitment and selection process. Dr. Wintering has facilitated training and coaching in business partnering, leadership, change agent, conflict resolution, customer service skills, job interviewing, supervisory and interpersonal communication skills.

wripac

western region intergovernmental personnel assessment council

Regular Meeting Program

Thursday and Friday - February 3rd, 4th, 2011

Carlsbad, CA

Thursday February 3, 2011

9:45 a.m. - 10:00 a.m.

Morning Break

10:00 a.m. - 11:45 a.m.

Roundtable Discussion: This will be a facilitated discussion on assessment related issues and innovative ideas from varying organizations. This will be a time to create a dialogue and see what other organizations have done or are doing.

11:45 a.m. - 1:15 p.m.

Lunch

1:15 p.m. - 2:15 p.m.

Rachel Shaw, Senior Consultant Disability Compliance and Human Resources Monjaras & Wismeyer Group, Inc.

Ensuring you are meeting your legal obligations under the Fair Employment and Housing Act (FEHA) and the Americans with Disabilities Act Title I (ADA), while also ensuring that essential functions and abilities are still fully evaluated in the testing process.

Rachel attended Brown University, where she received her B.A. and earned her M.B.A. from Colorado State University. Before joining the Monjaras & Wismeyer Group, Inc. in 2007, Rachel served as Human Resources Director for the Montebello Unified School District and then the City of Oxnard, California. Rachel brings to clients extensive knowledge and experience in the development, implementation and management of disability compliance solutions to comply with the Fair Employment and Housing Act as well as Title I of the Americans with Disabilities Act. She is a leader in the industry in providing comprehensive solutions to public and private sector employers on how to successfully manage the interconnected roles of human resources, workers' compensation and disability compliance.

Rachel brings an employers' perspective of the challenges of California Workers' Compensation management and provides clients with tools and strategies to successfully reduce litigation, the costs of claims and improve employee-employer relations throughout the process. Rachel and her husband reside in Newbury Park, California with their two children.

wripac

western region intergovernmental personnel assessment council

Regular Meeting Program

Thursday and Friday - February 3rd, 4th, 2011

Carlsbad, CA

Thursday February 3, 2011

2:15 p.m. - 2:30 p.m. **Afternoon Break**

2:30 p.m. - 3:30 p.m. **Karen Coffee-MODELS FOR INTERGOVERNMENTAL COOPERATION: A COST SAVING CONCEPT WHOSE TIME HAS COME AGAIN**

As the fiscal picture for state and local governments continues to worsen, agencies are running out of options to contain costs. Automation and elimination of services, shorter business hours, furloughs and staff reductions have provided some but not enough relief. It is time to get creative about how we conduct business. This presentation will discuss cooperative ventures including the advantages of intergovernmental cooperation and assessing the feasibility of cooperative arrangements. Two possible models for cooperation will be presented.

Karen Coffee's career began at the California State Personnel Board where she held a variety of positions in several divisions including Chief, Merit Employment and Technical Resources Division. She also served as Chief, Personnel Management Services at the California Department of the Youth Authority, Chief of Administration at the California Conservation Corps, and Deputy Director of Human Resources at California Prison Health Care Services. Currently, she works as an independent human resources consultant and as a part time employee for California Public Employee Retirement System. Karen has served as President of both PTC/NC and PTC/SC, WRIPAC, and IPMAAC (now IPAC) and has published articles in national journals. Karen was the 1990 recipient of the Stephen E. Bemis Memorial Award for excellence in personnel management. In 2003, Karen was the recipient of the Clyde J. Lindley Distinguished Service Award from the International Public Management Association Assessment Council. Karen received a Bachelor of Arts degree from Stanford University and a Masters in Public Administration from UCLA.

3:30 p.m. - 4:30 p.m. **Continuation of Roundtable Discussion**

6:30 p.m. - ? **Dr. WRIPAC will be at Paon Restaurant and Wine Bar**

wripac

western region intergovernmental personnel assessment council

Regular Meeting Program

Thursday and Friday - February 3rd, 4th, 2011
Carlsbad, CA

Friday February 4, 2011

- 8:30 a.m. - 9:00 a.m. Coffee and reconvene meeting
- 9:00 a.m. - 10:45 a.m. **Committee Meetings** - ***Member participation required***
Break out into committees to continue work on strategic plan
- 10:45 a.m. - 11:00 a.m. **Check Out/Morning Break**
- 11:00 a.m. - 12:00 p.m. **MEMBERSHIP BUSINESS MEETING** ***Member Attendance Required*** Results of Executive Board's Strategic Plan and By-Law Meeting (to discuss and approve) and regular meeting agenda
- 12:00 p.m. **Adjournment** - Have a safe trip home! See you at the next meeting in Las Vegas, Nevada.

Register on line: www.wripac.org