

Human Capital Leaders in Education Standards Summary—DRAFT

Developed by Battelle for Kids in collaboration with the American Association of School Personnel Administrators (AASPA)

Strategic Staffing			
Workforce Planning	Human Resource Branding	Sourcing & Recruiting	Selection & Placement
<p>S.WP.1 Analyze workforce needs to meet staffing requirements.</p> <p>S.WP.2 Examine staffing demographics and knowledge, skills, and abilities.</p> <p>S.WP.3 Manage the process of voluntary and involuntary employee exit.</p>	<p>S.BR.1 Build a cohesive human capital management system (HCMS) through branding and communication.</p>	<p>S.SR.1 Identify sources of high-quality candidates.</p> <p>S.SR.2 Employ varied and compliant strategies to recruit high-quality candidates.</p> <p>S.SR.3 Leverage relationships to support recruitment.</p>	<p>S.SP.1 Establish selection criteria.</p> <p>S.SP.2 Maintain a consistent hiring process.</p> <p>S.SP.3 Determine placements for new and existing staff members using data.</p>
Talent Management & Development			
Onboarding	Professional Development	Comprehensive Evaluation	Career Ladders & Succession Planning
<p>T.ON.1 Provide comprehensive orientation for new employees.</p> <p>T.ON.2 Provide mentoring and support for new employees.</p>	<p>T.PD.1 Coordinate professional development programs.</p>	<p>T.EV.1 Implement a high-quality evaluation system.</p> <p>T.EV.2 Manage employee performance.</p>	<p>T.CL.1 Support high-performing employees in increasing their organizational impact.</p> <p>T.CL.2 Plan for the succession of employees.</p>

Culture and Total Rewards			
Stakeholder Engagement	Compensation & Benefits	Rewards & Recognition	Organizational Climate
<p>C.SE.1 Foster stakeholder engagement.</p> <p>C.SE.2 Oversee activities regarding labor relations and professional association formation and management.</p>	<p>C.CB.1 Develop a total compensation system that addresses organizational needs.</p> <p>C.CB.2 Implement fair and compliant total compensation systems.</p>	<p>C.RR.1 Establish systems for recognizing and rewarding excellence.</p>	<p>C.OC.1 Maintain a healthy organizational climate.</p> <p>C.OC.2 Promote employee well-being.</p> <p>C.OC.3 Maintain a safe and secure workplace.</p>
Performance Excellence			
Strategic Planning & Visioning	Customer Focus	Organizational Development	Process Improvement
<p>P.SP.1 Work with stakeholders to develop an organizational strategic plan and structure to drive improvement.</p> <p>P.SP.2 Create a strategic vision for the HCMS.</p>	<p>P.CF.1 Deliver quality HCMS services to customers.</p>	<p>P.OD.1 Evaluate and improve the HCMS.</p> <p>P.OD.2 Promote ethical practices across the organization.</p> <p>P.OD.3 Apply knowledge of relevant legislation and federal law to education organizations.</p> <p>P.OD.4 Leverage technology to manage HR processes and documents.</p>	<p>P.PI.1 Document and improve HR processes.</p>