

Human Capital Leaders in Education

Great teachers and leaders play a critical role in preparing students for success in the future. Every student should have equitable access to educators who can help them develop 21st century skills to respond to challenges in college, careers and life.



In collaboration with Battelle for Kids, AASPA developed the certification program for human capital leaders in PK–12 education.

The Professional Human Capital Leader in Education (pHCLE) certification program is rooted in professional standards that outline the competencies that human capital leaders should master.

- Develop comprehensive human capital management systems (HCMS)
- Manage key human capital decisions
- Balance strategic and transactional HR practices
- Build a cohesive HCMS through branding and communication
- Maximize the use of data
- Implement the Every Student Succeeds Act (ESSA) and other state and federal policies impacting human capital in education

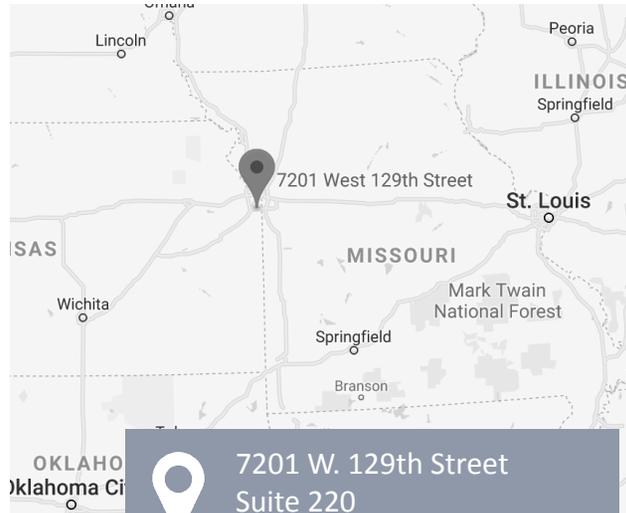
Learning cohorts are available throughout the year, both in person and virtually. The pHCLE Certification exam is a proctored, online exam comprised of multiple choice questions directly aligned to the HCLE Standards.

HCLE Standards

The HCLE Standards, designed specifically for PK-12 education, were developed with feedback from hundreds of educators from across the country, including AASPA and its state affiliates. These standards focus on four main categories: Performance Excellence, Strategic Staffing, Talent Management & Development and Culture Total Rewards.

For specific dates and locations, please visit aaspa.org/human-capital-leaders-education

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Follow us on social media to receive the latest school HR news and updates. Connect with us on Twitter (@_AASPA_) to keep up with us at events and join our #K12Talent Twitter chat every month.



www.aaspa.org



American Association of School Personnel Administrators



About Us

The **American Association of School Personnel Administrators** provides leadership in promoting effective human resource practices within education through professional development activities and a broad based resource network.

AASPA has been in existence since 1938, and is the only organization that specifically targets and represents school human resource professionals.

Our Mission is to provide every member with services, resources and information vital to successful school human resource practices in the interest of students.

AASPA's Vision is to be the school human resources association of choice.

For any questions about your membership, email Molly Schmidt at molly@aspa.org.

2,400+
members

35
affiliates

Member Benefits

AASPA represents a network of thousands of professionals, just like you, who are working to make a difference in PK-12 HR. Whether it's meeting someone at a conference, finding the perfect interview questions or watching one of our 80+ webinars, AASPA gives you the resources you need to take your district to the next level.

- 1 Professional Development & Networking** - Our members value the unique networking opportunities that only AASPA can provide. In addition to face-to-face learning opportunities, we're taking networking to a new level with social media and online training.
- 2 Online Resources** - AASPA gives members hundreds of sample documents that other districts are using to recruit and keep the best talent. These include job descriptions, interview questions, evaluations, employee surveys and more.
- 3 Webinars** - Whatever the topic, you can be sure to receive the best training and information. AASPA members can attend any of our webinars for free and access 80+ recorded webinars. Most webinars are qualified for HRCI, SHRM and pHCLE credit.
- 4 Insurance** - AASPA members are eligible for favorable group pricing, specialized coverages and association discounts on insurance protection, such as life insurance and professional liability.
- 5 Publications** - With our bi-weekly newsletter and quarterly magazines, you'll never miss a beat. AASPA members are always up-to-date on their PK-12 HR news with our publications.
- 6 Growth** - Members have the opportunity to present and lead at the national level. As a member, we want you to help mold the future of school personnel. Consider presenting at an event, joining one of our many national committees or writing on a best practice.

These are just a few of our benefits. We also offer discounts on conferences, meetings and books.



AASPA strives to provide information that is vital to successful HR practices by ensuring that individuals working in the school HR profession have the opportunity to connect, lead and excel in their jobs. By attending one of our professional development events, you will be able to share best practices, experience hands-on training, learn about new laws and trends, participate in professional networking and much more. We have aligned all of our events to the Human Capital Leaders in Education (HCLE) standards. AASPA provides a variety of learning opportunities to help you stay ahead of the curve and make your HR departments as effective and efficient as possible.

Annual Conference includes four days of high-level content that draws on the expertise of leading professionals and businesses in the field of school HR. Whether you are attending a clinic session, listening to a keynote speaker or browsing the exhibit hall, you will gain valuable information and new strategies to tackle your own challenges.

Boot Camp is a regional two-day workshop offered with a variety of essential topics for all HR administrators. Boot Camps offer a basic and advanced level.

The **Human Capital Leadership Summit** is designed for those looking for that next level of professional development in HR strategic leadership.

For specific dates and locations on any of our events, please visit aaspa.org/events.

For more information on professional development, email Sandy Wachter at sandy@aspa.org.