

# PROFESSIONAL HUMAN CAPITAL LEADER IN EDUCATION (pHCLE) Blended Learning Cohort | Dec 6-7, 2023

## Attract, Grow, & Retain Top Talent in PK-12 Education

The Blended Cohort prepares participants to become a Certified Professional Human Capital Leader in Education (pHCLE). All learning aligns to the updated pHCLE standards. The professional-level standards outline the competencies that leaders in PK-12 and related organizations need to strategically manage human capital processes at the department, team, or individual level.

### Who should participate?

The pHCLE certification is appropriate for anyone who has a stake in improving people practices in education systems, including:

- HR department staff
- Building leaders—Principals, Assistant Principals, Head of Schools
- Public, private, and charter school executives including Superintendents, Assistant Superintendents, Chiefs, and Department Directors
- School board members
- Educator preparation faculty
- State departments of education and other education-related government employees

### pHCLE Certification Exam

AASPA Members.....\$300  
Non-members.....\$550

To become a Certified Professional Human Capital Leader in Education, you must obtain a passing score on the certification exam. The pHCLE certification exam, which is managed by AASPA, is an additional cost. Learn more and register for the exam at [HCLLeader.org](http://HCLLeader.org).

**Questions? Contact us [learn@exmi.org](mailto:learn@exmi.org).**



### Format

Blended Learning: 2 days in-person + self-paced online learning with 12 months access



### Contact Hours

50 hours (certificate of completion provided upon finishing coursework)



### Prerequisites

None



### Cost

\$1,000  
Includes TASPA Winter Conference participation (conference meals, receptions, after-hours events and Friday conference sessions)



### Register

Scan the QR code or visit [taspa.org](http://taspa.org)

This professional learning opportunity is brought to you in partnership with the Texas Association School Personnel Administrators.



# PROFESSIONAL HUMAN CAPITAL LEADER IN EDUCATION (pHCLE) Blended Learning Cohort 2023



Engage with a community of PK-12 practitioners.



Learn about cross-industry best practices in HR.



Explore real-world scenarios to deepen your understanding.

## In-Person Learning

Immerse yourself in two consecutive days of in-person learning designed to actively engage you in reflection and application of the pHCLE standards.

### Day 1

Welcome & Introductions  
Foundations of HCM

- Strategy
- Experience Management

Talent Acquisition

- Planning & Preparation
- Recruitment
- Hiring

### Day 2

Talent Development

- Orientation & Onboarding
- Performance Management
- Training & Development

Total Rewards

- Compensation & Benefits
- Work-Life Integration
- Career Management

Foundations of HCM

- Process Management

**December 6-7, 2023**

**8:30 a.m. – 4 p.m.**

**Kalahari Resort  
Round Rock, TX**

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## Online Coursework

1

### Foundations of HC Management

Prepare to learn.

- HCLE Guiding Principles
- Strategy
- Process Management
- Risk Management
- Experience Management

2

### Talent Acquisition

Find, attract, and hire talent.

- Planning & Preparation
- Recruitment
- Hiring

3

### Talent Development

Foster learning and growth.

- Orientation & Onboarding
- Performance Management
- Training & Development

4

### Total Rewards

Incentivize and reward staff.

- Compensation & Benefits
- Work-life Integration
- Career Management

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