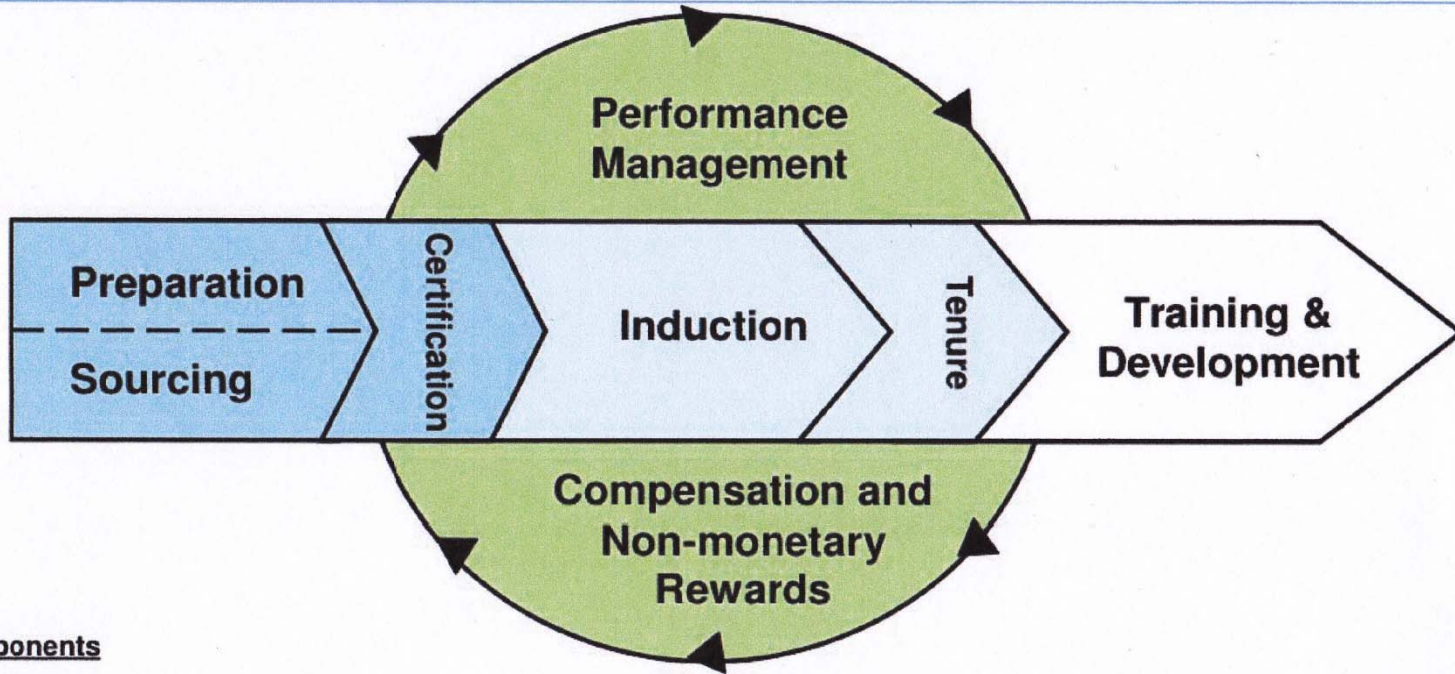


Human Capital Management in K-12 Education



Components

Preparation

- Traditional higher education
- Alternative certification
- District-based preparation

Sourcing

- Marketing
- Recruitment
- Screening
- Hiring
- On-boarding
- Deployment

Induction

- Orientation
- Mentoring
- Reduced Teaching Load
- Differentiated professional development

Certification

- Process managed by state department of education to approve teacher candidates.

Training and Development

- Professional development
- Identification of high-potential employees
- Career management
- Career pathways

Tenure

- Point at which a district commits permanent employment to a teacher

Performance Management

- Expectation setting
- Assessment
- Calibration
- Feedback
- Outcomes

Compensation & non-monetary rewards

- Annual salary and benefits
- Recognition, growth opportunities, and working conditions

Recruit → Place → Develop → Retain/Release → Compensate