Battelle for Kids & AASPA

Human Capital Leaders in Education Standards Summary



PERFORMANCE EXCELLENCE						
Strategic Alignment	Communications	Sustainability & Risk Management	Continuous Improvement			
P.SA.1 Develop an organizational strategy. P.SA.2 Align the human capital management system (HCMS) to the organizational strategy. P.SA.3 Embed ethical principles across the organization.	P.CO.1 Use communications to ensure effective implementation of the HCMS.	P.SR.1 Apply knowledge of relevant law and regulations to education organizations. P.SR.2 Manage risk. P.SR.3 Develop sustainable human capital systems and services.	P.Cl.1 Serve internal and external customers. P.Cl.2 Evaluate the HCMS. P.Cl.3 Improve the HCMS.			

STRATEGIC STAFFING					
Workforce Planning	Human Resource Branding	Sourcing & Recruiting	Selection & Placement		
S.WP.1 Analyze staffing requirements to meet strategic goals. S.WP.2 Create job descriptions that reflect position requirements.	S.BR.1 Present a consistent organizational brand.	S.SR.1 Identify sources of high-quality candidates. S.SR.2 Develop a recruitment strategy. S.SR.3 Implement the recruitment strategy.	S.SP.1 Develop a selection process. S.SP.2 Select and hire staff. S.SP.3 Determine placements for new and existing staff.		



TALENT MANAGEMENT & DEVELOPMENT					
Onboarding	Training & Development	Performance Management	Career Ladders & Succession Planning		
T.ON.1 Orient new employees to the organization.	T.TD.1 Coordinate training and professional development programs.	T.PM.1 Implement a comprehensive evaluation system.	T.CL.1 Support high- performing employees in increasing their organizational impact.		
T.ON.2 Onboard new employees.		T.PM.2 Address employee discipline and ensure due process.	T.CL.2 Plan for the succession of employees.		
		T.PM.3 Manage employee transitions.			

CULTURE & TOTAL REWARDS					
Employee Engagement	Rewards & Recognition	Compensation & Benefits	Organizational Culture		
C.EE.1 Foster employee engagement. C.EE.2 Oversee labor relations and professional associations.	C.RR.1 Develop a total rewards strategy.	C.CB.1 Design an aligned compensation system. C.CB.2 Develop a benefits program.	C.OC.1 Foster a culture that supports learning. C.OC.2 Promote diversity and inclusion.		

