



HUMAN CAPITAL LEADERS IN EDUCATION PROFESSIONAL STANDARDS

PERFORMANCE EXCELLENCE

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

STRATEGIC STAFFING

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



TALENT MANAGEMENT & DEVELOPMENT

Onboarding	Training & Development	Performance Management	Career Ladders & Succession Planning
<p>T.ON.1 Orient new employees to the organization.</p> <p>T.ON.2 Onboard new employees.</p>	<p>T.TD.1 Coordinate training and professional development programs.</p>	<p>T.PM.1 Implement a comprehensive evaluation system.</p> <p>T.PM.2 Address employee discipline and ensure due process.</p> <p>T.PM.3 Manage employee transitions.</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 & TOTAL REWARDS

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