

# The Academy Experience - Beyond COVID-19: Human Capital Management Moving Forward

**Content, Community, and Collaboration for Human Capital Leaders in School Systems**

---

## PROGRAM OVERVIEW

This past year has been a time of tremendous challenge for staff, parents and students across the country. As we look towards the next school year, we believe we must approach the year with clear human capital goals and plans, along with innovative thinking. This program is designed to **support HR leaders and their teams to build and implement powerful human capital plans, with innovative solutions**, to navigate the challenges they face recruiting, developing, and retaining effective teachers and leaders, **in a community** of HR leaders from across the country.

## COMPONENTS

### The Academy

The Academy is a **live, virtual team-based learning experience** (7.5 total hours) that takes place in the fall and spring. As a team experience, we encourage HR leaders to include key members of the HR team, as well as principal supervisors and other staff focused on talent work. We believe that in order to make transformational human capital change in your district - HR must work collaboratively with others doing school-based talent work. The Academy is an opportunity for your team to get valuable content and build connections with HR leaders from across the country.

### What are the dates of the Academies?

The Fall 2021 Academy will take place over the course of 4 weeks in 3 sessions:

- Tuesday, October 26th from 12:30 - 3:00 EST
- Thursday, October 28th from 12:30 - 3:00 EST
- Tuesday, November 16th from 12:30 - 3:00 EST

The Spring 2022 Academy will take place in one week in 2 sessions:

- Tuesday, March 15th from 12:00 - 3:00 EST
- Thursday, March 17th from 12:00 - 3:00 pm EST

[Optional Networking Hours and Ask Me Anything (AMAs) after each session]

### What is the content focus of the Academies?

The focus of the Fall 2021 and Spring 2022 Academies will be on supporting HR leaders in understanding the future of human capital management in their school systems, given the challenges and opportunities presented from COVID-19 pandemic.

The Academies will focus on these critical questions:

- How do we advance **equity** in everything we do in human capital?
- What is human capital's role in supporting the social and emotional needs of teachers and school leaders in this next school year? Longer term, how do we create the best conditions for adults, as well as children, in our systems?
- How do we re-design roles in our school systems that align with values of the next generation of employees and the broader transformation taking place in how people approach work post-pandemic?
- How do we leverage people resources to accelerate student learning and close gaps that have widened over the last year? How do we do this in a way that is fiscally sustainable?

---

## USHCA Partner Support

Our team of experienced Partners, many former Chiefs of HR, will provide 40 hours of implementation support to you and your HR team over the course of the year. They will help you identify and prioritize next steps from the Academies and modules, serve as an accountability partner and provide coaching and counsel to the team on specific challenges and key projects.

---

## Human Capital Modules

Our human capital modules are designed as self-paced courses that allow your team members to go deep on a particular topic and come up with action-oriented plans for the work. Each of our modules contains 3 hours of asynchronous content, plus 3 hours of live sessions with other program participants. Our modules provide an opportunity for new program participants to learn key fundamentals and past program participants to go deeper into the content and implementation strategies in their organization.

While the live sessions will happen at key points in the program year, the asynchronous content can be accessed at any point throughout the year for all program participants.

Schedule for Modules:

- Retention - December 2021
- Recruitment & Candidate Experience - February 2022
- Equity - April 2022
- TBD - Based on your input - May & June 2022

---

## Investment

The yearlong program from Summer 2021 to June 2022 is \$24,990 and includes unlimited district team participation in all Academies and modules.

---

## Joining Us!

Interested in joining us - we are currently accepting school systems into this program. Please email Elizabeth Arons at [earons@theushca.org](mailto:earons@theushca.org) for more information and questions. You can also complete this [interest form](#) and we will get back to you shortly. You can also stay up to date with USHCA events and content by signing up for our newsletter [here](#).

[www.ushcacademy.org](http://www.ushcacademy.org)