

# Let's Work Together to Recruit & Retain Great Teachers & Leaders in Your School System

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Every student needs a great teacher and principal. To make this a reality, you need an intentional plan and a community of leaders doing this work alongside you.

That's why, at the USHCA, we develop and network Human Resources and Talent leaders to take strategic action where it makes the most difference – in recruiting and retaining great teachers and leaders at the school, the system, and state levels.

We are the national experts at helping your team zero-in on the work that matters to move the needle for students, while also making sure that the foundations for strong talent management are in place for years to come.

For the 2021-22 school year, USHCA is offering the following program and services to meet your specific needs. Our services are eligible for American Rescue Plan funds.

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## Interested in Working Together?

Interested in working together? Please email Elizabeth Arons, CEO at USHCA, at [earons@theushca.org](mailto:earons@theushca.org) for more information and questions about these programs and services. You can also complete this [interest form](#) and we will get back to you shortly.

You can stay up to date with USHCA events and content by signing up for our newsletter [here](#).



## Taking Your HR Team to the Next Level

- 1 The Academy Experience:** What could your HR Department accomplish in one year with the support of a community of HR leaders, alongside innovative thinking in how to attract and retain tomorrow's workforce? Join our Flagship Program for HR leaders and their teams, **The Academy Experience**, and create a plan for improvement and get support in implementing it.
- 2 HR/ HC Assessment:** Do you want to understand the current strengths and gaps of your system's HR functions and get a customized roadmap of recommendations for improvement? Learn more about our **HR/HC Assessment** and how it can clarify where you want to refocus and double down.
- 3 HR Policies and Practices:** What specific talent policies and practices are helping and hindering your system's efforts to get, grow, and keep the teacher and leader workforce you need? Learn more about our policy and practice improvement work and how to change the way it's always been done.
- 4 Equity Labs:** What would it look like to understand the why, the what, and the how of equity in human capital work in your system? Let's partner together through a deep and facilitated process to define equity in HC in your system and make a difference for the students and schools that need it most. Learn more about our **Equity Labs**.

## Supporting Your Principals

- 5 Principals as HC Leaders Network:** How can you support your system's principals to attract and retain the best fit talent in their schools? Learn more about our **Principal Networks** that bring your principals into community with each other, in collaboration with Principal Supervisors, in a yearlong learning sequence to expand their skills as Human Capital Leaders.
- 6 The HR Partner Role for Serving Schools:** How do you design your HR Department to be responsive and proactive to principals' talent needs for their schools? Let's work together to (re)design the **HR Partner** role and its key actions and skills to serve as a critical support and one point of contact for principals.

## Creating a Great State Environment for Talent Management\*

- 7 State HR/HC Assessment:** Have you wondered how to best support your state's districts around human capital management? Learn more about our **HR/HC Assessment** for States to identify your current strengths and gaps and recommendations for improving how you deliver HR/HC services to districts.
- 8 State Equity Labs:** What would it look like to understand the why, the what, and the how of equity in human capital work at the STATE level? Let's partner together through a deep and facilitated process to make a difference for the students, schools, and districts that need it most? Learn more about our **Equity Labs**.
- 9 State Capacity Building:** How can you provide targeted talent support to your districts? Choose any item under "Taking Your HR Team to the Next Level" and partner together with USHCA to grow the capacity of your districts that need added HC supports.

*\*Note: States that partner with USHCA will also gain access to monthly community of practice sessions for state leaders in our network.*



# Taking Your HR Team to the Next Level

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

- Timing: Summer 2021 – June 2022 (yearlong program)

Our signature program that includes all of our best professional learning experiences & expert support – for your team and you individually.

You get unlimited team participation in our:

- Fall & Spring Academy experiences
- 4 HC Learning Modules
- Recruitment & Candidate Experience
- Retention
- Equity in Human Capital
- TBD: With your input!
- Quarterly Problems of Practice
- 40 hours of USHCA Partner support to implement your learnings

**Tell me More! See more details this program.**

SHRM recertification credit available.

*\*School systems can also decide to purchase individual components of this program*

**Investment: \$24,990**

## 2 HR/HC Assessment

- Timing: Anytime

The HR Assessment provides a deep dive review into key talent functions, identifying strengths, gaps, and recommendations for improvement in both the short and long-term.

As part of this process, we talk with your key customers – Principals, Principal Supervisors, and others to help you understand what's working and where there might be opportunities to improve.

We prepare and present a report to you that you can use as your roadmap for improvement.

*With your purchase of this service, your school system will receive 2 FREE invitations to either our Fall or Spring Academy.*

**Investment: Pricing based on size of district and scope of assessment**



### 3 HR Policies and Practices

- Timing: Anytime

USHCA can provide customized services to help your HR/HC team with:

- Process Redesign Support
- Leave Use Analysis & Recommendations
- Recruitment & Candidate Experience
- Teacher Retention Analysis & Recommendations

**Investment: Pricing based on scope and services agreed upon together**

### 4 Equity Labs

- Timing: Anytime

A follow up to our popular Equity in Human Capital Module, the Human Capital Equity Lab (HCEL) provides you with a facilitated and structured process with your teams to dive deeply into key data and root causes related to ensuring access to great teachers and leaders for every student.

Over the course of 6-12 months, USHCA will lead your team through a process to:

- Clarify your definition of equity in human capital
- Gather and analyze key HC data connected to student and school performance
- Convene key stakeholders to identify root causes
- Draft a plan to prioritize and begin to address the biggest challenges in your context

*With your purchase of this service, your school system will receive 2 FREE invitations to either our Fall or Spring Academy.*

**Investment: Starts at \$45,000**



# Supporting Your Principals

## 5 Principals as HC Leaders Network

- Timing: July 2021 – June 2021

HR plays a key role in supporting Principals as they manage the teachers and staff in their buildings.

USHCA designed a yearlong experience to support networks of 12-24 Principals to implement key talent practices at the school level.

**See more details on the Principals as HC Leader Network.**

*Optional: Add –on programming for \$5,000 for 2 invitations from school system to our Fall and Spring Academies. [\$20,000 Total]*

***Investment: \$ 15,000 per network of 12-24 Principals and/or Assistant Principals***

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## 6 The HR Partner Role for Serving Schools

- Timing: Based on your needs and context

Principals need strategic support in talent management – and the HR Partner can be a guide by their side, providing data and supports to get, grow, and keep a great team.

Over the course of 6-12 months, USHCA can help you:

- Rescope the HR Partner role
- Identify key work & activities
- Build a template for school visits
- Upskill HR Partners on HC data, recruitment, & retention
- Delegate transactional work to HR Assistants to allow HR Partners more time for strategic work

*With your purchase of this service, your school system will receive 4 FREE invitations to our Fall and Spring Academies.*

***Investment: \$40,000***

# Creating a Great State Environment for Talent Management\*

## 7 State HR/HC Assessment

- Timing: Based on your needs & context

USHCA conducts a deep dive into the key areas of state support to districts, reviewing data and policies, highlighting areas of strength and identifying areas for improvement.

As part of this process, we talk with your key customers – 2-3 districts about where there might be opportunities to improve and what they appreciate most.

We prepare and present a report to you that you can use as your roadmap for improvement.

*With your purchase of this service, your school system will receive 2 FREE invitations to either our Fall or Spring Academy.*

**Investment: \$20,000**

## 8 State Equity Labs

- Timing: Anytime

A follow up to our popular Equity in Human Capital Module, the Human Capital Equity Lab (HCEL) provides your state with a facilitated and structured process to dive deeply into key data and root causes related to ensuring access to great teachers and leaders for every student.

Over the course of 6-12 months, USHCA will lead your team through a process to:

- Clarify your definition of equity in human capital
- Gather and analyze key HC data connected to student and school performance
- Convene key stakeholders to identify root causes
- Draft a plan to prioritize and begin to address the biggest challenges in your context

*With your purchase of this service, your school system will receive 2 FREE invitations to either our Fall or Spring Academy.*

**Investment: Starts at \$45,000**

## 9 State HR Capacity Building

- Timing: Based on your needs and context

States can purchase any package for their districts and choose 2 State team members to join our Academy experience and modules.

USHCA can also design State-wide convenings to grow capacity in talent management.