

In conjunction with Battelle for Kids, the American Association of School Personnel Administrators has developed standards for Human Capital Leaders in Education (HCLE) and built a nationally recognized certification program. You can become certified as a “Professional Human Capital Leader in Education (pHCLE).

OASPA is scheduled to have a three-day Blended training (see below) on November 7-9, 2017. You can [Register Now](#) on line.

The national HCLE certification program is geared toward individuals who practice and lead people-related work in PK–12 education. This certification would demonstrate that individuals have a:

- High level of knowledge and skill in HR, specifically in PK–12 education
- Mastery of essential HR practices as they pertain to PK–12 education
- Commitment to professional standards
- Dedication to continued mastery of knowledge and skill through recertification

Human Capital Leaders in Education Standards

- The HC Leaders in Education Standards were designed specifically for PK–12 education
- Focusing on four main sections: Strategic Staffing, Talent Management & Development, Culture & Total Rewards, and Performance Excellence

View a copy of the standards [here](#).



Learning and Recertification Process

Learn: Professional development (64 hours) based on the HCLE standards. Two learning options:

1. *Blended:* in-person and online instruction = 3 days or 21 hours in person, 43 hours are online or working virtually with classmates

2. *Virtual Instructor*. 64 hours online total = 16 hours are synchronous (scheduled and instructor led) 48 hours are asynchronous or working with classmates

Certify: Assessments will take place after the training.

Recertify: Every three years, individuals will share how they have *grown and contributed* to the field to gain recertification. The advisory committee is working to outline the 'rules' for recertification but certainly will accept attendance at OASPA conferences as evidence of professional growth.