

While You Wait...

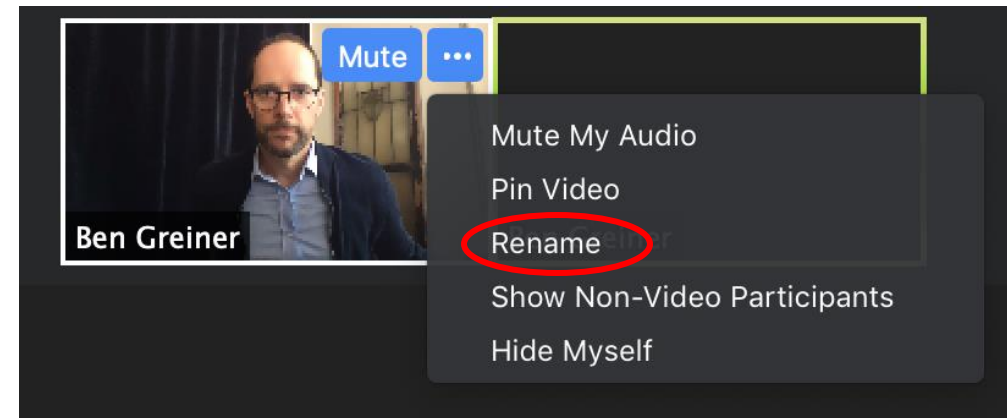
Please rename yourself.

Click the three dots in the top-right of your image and rename yourself using the following convention:

Firstname Lastname, Organization (Grant Type)

EXAMPLE:

Sam Smith, Cheerful University (TQP)



Screenshot source: <https://support.forgetcomputers.com/hc/en-us/articles/360025906751-Tips-for-Better-RingCentral-Meetings>



Human Capital Management System Design

TSL Program Meeting – March 1, 2022

EED TA Center Facilitators:

Dr. Sara Kraemer

Amy Lamitie



Reflection Question

Type your
response in the
chat box.

What is an aspect of your human capital management system (HCMS) that you are currently focusing on?

Preparing for Engagement



Webcams
on!



Unmute
your line to
speak.



Use the **chat**
box for
questions
and
comments.



Use chat
box for
technical
issues.

Session Overview and Objectives

01

Learn from TSL grantees who are engaging in human capital management system (HCMS) design work

02

Consider how principles of HCMS design might apply to your grant work

Invitation



Be fully prepared and present.



Take space and make space.



Support authentic conversations and dialogue.



Keep the conversation here but share the learning.



Acknowledge the empty chair.



Session Facilitators

EED TA Center



Sara Kraemer

Technical Assistance
Lead



Amy Lamitie

Technical Assistance
Expert

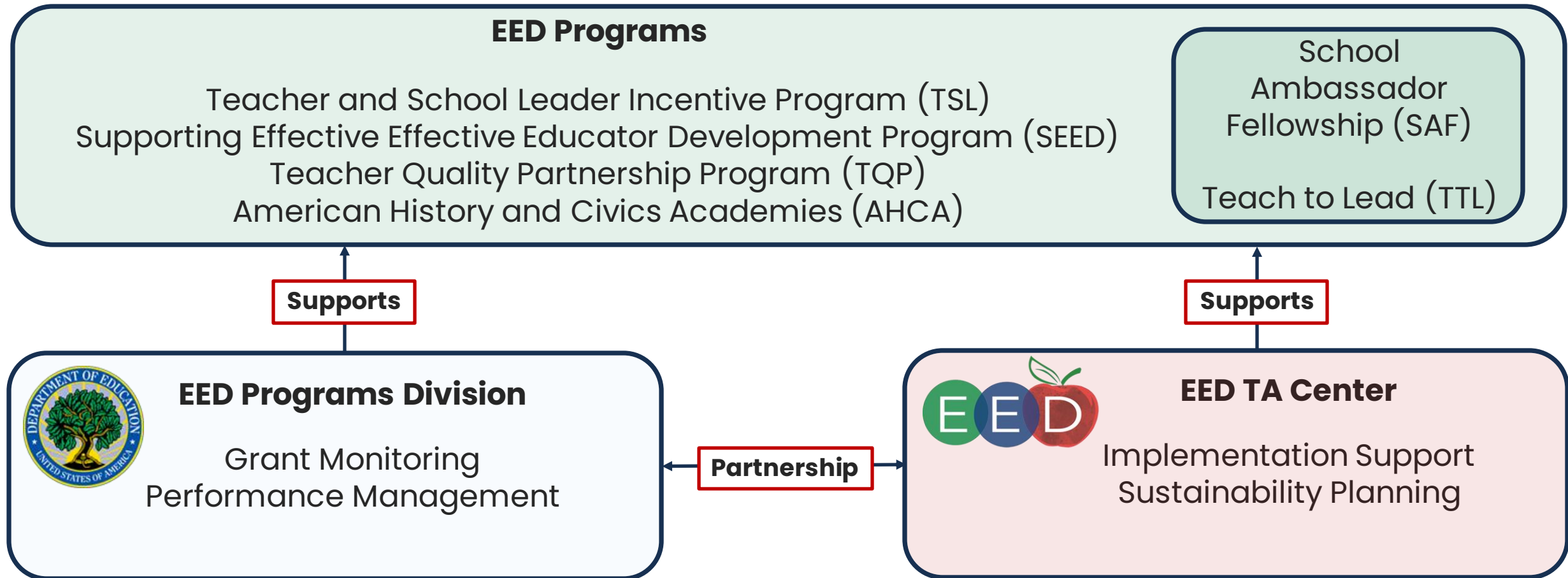


Lynette Cameron

Project Manager



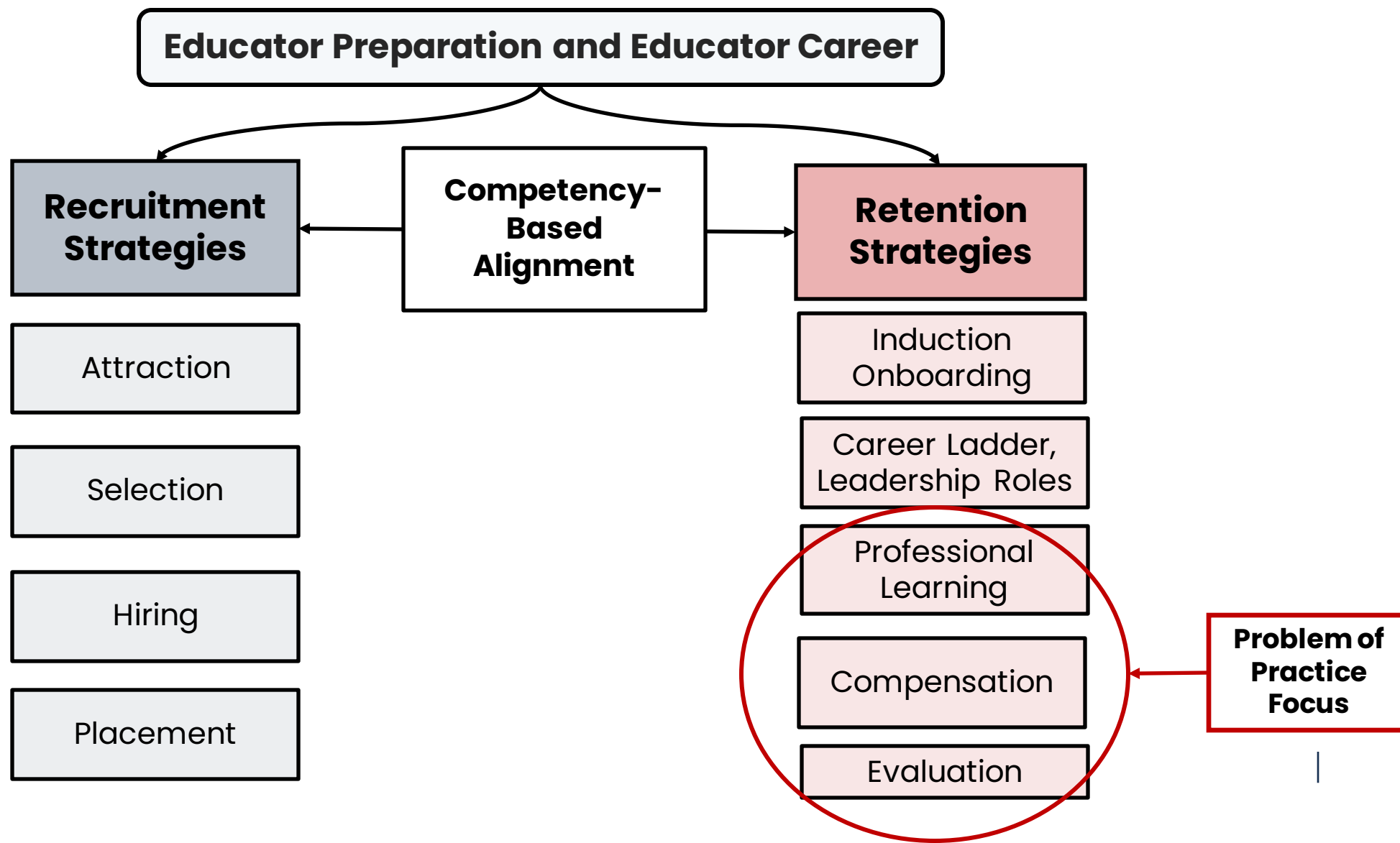
EED Programs Division and EED Technical Assistance (TA) Center



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Human Capital Management System Design

Human Capital Management System



A large, light blue, stylized apple logo is centered in the background. It has a simple, rounded shape with a short stem and three leaves at the top. The text "HCMS Design Consultancy" is written in white, sans-serif font across the middle of the apple.

HCMS Design Consultancy

Consultancy Teams



Noelle Dersé

Grants and Outreach
Manager

Alaska Council of School
Administrators (ACSA)
TSL 2020



Sam Jordan

Grants and Outreach
Director

Alaska Council of
School Administrators
(ACSA)
TSL 2020



LeAnne Hernandez

Director, Organizational
Learning

San Antonio Independent
School District (SAISD)
TIF 2016, TSL 2021



Tori Austin

Director, Performance
Management

San Antonio Independent
School District (SAISD)
TIF 2016, TSL 2021

San Antonio ISD



Consultancy Protocol



1. ACSA Problem of Practice (5 min)
2. Questions from SAISD (10 min)
3. SAISD Discussion (10 min)
4. ACSA Discussion (10 min)
5. TSL Participant Reflections (5 min)

ACSA Problem of Practice:

"How do we effectively connect existing and prospective staff to the intention of HCMS strategies (professional learning, evaluation, and PBCS) so that there is a shared vision and a commitment to sustaining practices?"

Reflection Questions

Small Group
Breakouts

1. What meaning are you making from the consultancy?
2. How will you apply the insights from today to the HCMS in your grant work?

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HCMS Design Resources and Next Steps

HCMS Resources and Meetings



Grant Search: 

Select a Grant

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Playlist 1

Home > Overview > Home



HUMAN CAPITAL MANAGEMENT SYSTEMS

Strategic Design of Human Capital Management Systems

What this playlist is:

This playlist supports planning in the design of a strategic human capital management system (HCMS) for EED grant projects that focus on multiple aspects of educator effectiveness.

An HCMS is how an education organization (such as a school district, university, or education service agency) makes and implements human capital decisions. These include recruitment strategies such as attraction, selection, hiring, and placement, as well as retention strategies such as induction, professional learning, career ladder, leadership roles, compensation, and organizational climate. Further, organizations may intentionally design the jobs associated with educator positions.



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graph TD; Root[Educator Preparation and Educator Career] --> Recruitment[Recruitment Strategies]; Root --> Alignment[Competency-Based Alignment]; Root --> Retention[Retention Strategies]; Recruitment --> Attraction[Attraction]; Recruitment --> Selection[Selection]; Recruitment --> Hiring[Hiring]; Recruitment --> Placement[Placement]; Retention --> Induction[Induction/Onboarding]; Retention --> Learning[Professional Learning]; Retention --> Career[Career Ladder/Leadership Roles]; Retention --> Compensation[Compensation]; Retention --> Climate[Organizational Climate]; Career -.-> JobDesign[Job Design];
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TSL Thought Lab:
Wednesday, March 16, 2022,
2–3pm EST
Using the HCMS Design
Playlist in Your TSL Grant

We Value Your Feedback!

*Please fill out survey
using the QR code or click
the link in the chat*



Thank you!

How to Contact Us

U.S. Dept. of Education

Program Officers and Group Leaders

- Policy questions
- Project changes
- Data updates and amendments
- Performance and financial management questions

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EED TA Center

- Technical assistance needs and questions
- Peer connections
- Communities360 questions

EED-TA@aemcorp.com

support@grads360.org

On Communities360

EED Grantee Community

- FAQs, User Guide, and training material access
- Post discussion questions to engage with peers

EED-TA@aemcorp.com

