



HrELP

[Human Resources in Education Leadership Program]

Comprehensive HR Courses and pHCLE Certification for Professionals Aspiring to Excel

Oregon School Personnel Association (OSPA) offers HrELP, a robust, five-course program to develop K-12 HR professionals in the area of communications, leadership and change management.

WHO CAN BENEFIT FROM OREGON SCHOOL PERSONNEL ASSOCIATION'S (OSPA'S) HrELP?



- Human capital/HR staff or professionals interested in pursuing career path in HR
- District and building leaders
- Teachers and teacher leaders
- Public, private, and charter school executives and department directors
- State department of education and other education-related government employees

HrELP COURSE OVERVIEW

OREGON LAWS & REQUIREMENTS

Gain expertise on state laws and requirements that are fundamental to HR work in K-12 education.

STRATEGIC STAFFING, TALENT MANAGEMENT & DEVELOPMENT

HR professionals in K-12 education are entrusted with an organization's most valuable asset—discover how to cultivate and invest in human capital.

PERFORMANCE EXCELLENCE, CULTURE & TOTAL REWARDS

Continuous improvement is central to HR work in K-12 education. Learn how to build strong momentum towards excellence.

OREGON PROFESSIONAL HUMAN CAPITAL LEADERS IN EDUCATION CERTIFICATION* (pHCLE)

In conjunction with the American Association of School Personnel Administrators (AASPA) and Battelle for Kids (BFK), Oregon School Personnel Association (OSPA) offers a highly recognized and regarded national HR certification program (pHCLE) with standards designed specifically for K-12 education.

IN-FIELD LEARNING

Through OSPA Professional Development Events

This full year educational experience (two consecutive semesters) features a variety of relevant state and federal laws and regulations updates, licensure information, legislative updates and deep dives into current human resources practice.

- October 2018 - OSPA-TSPC-ODE Fall Workshop
- February 2019 - Advanced HR Winter Retreat
- March 2019 - Spring Regional Meeting
- April 2019 - OSPA Annual Spring Conference

COURSE TITLE	DATE	COURSE DESCRIPTION
Oregon Laws & Requirements	June 25-28, 2018	Take a deep dive into Oregon-specific topics including, and not limited to: <ul style="list-style-type: none"> • Compliance with State & Federal Legal Requirements • Workers' Compensation • Employee Orientation • Human Resources Records • Performance Management • Disciplinary Standards
Oregon Professional Human Capital Leaders in Education Certification	June 26-28, 2018	The Professional Human Capital Leader in Education (pHCLE) certification program is rooted in new standards that human capital leaders should demonstrate mastery to: <ul style="list-style-type: none"> • Develop comprehensive human capital management systems (HCMS) • Manage key human capital decisions, in areas, such as workforce planning, recruitment, hiring, placement, compensation, promotion, and professional development • Balance strategic and transactional HR practices • Build a cohesive HCMS through branding and communication • Maximize the use of data for continuous improvement • Implement the new Every Student Succeeds Act (ESSA) and other state and federal policies impacting human capital in education <p>This certification demonstrates that individuals have a:</p> <ul style="list-style-type: none"> • High level of knowledge and skill in HR • Mastery of essential HR practices as they pertain to K-12 education • Commitment to professional standards • Dedication to continued mastery of knowledge and skill through recertification
Strategic Staffing, Talent Management & Development	Part 1 Oct 2-3, 2018	Take in a wide range of topics including, and not limited to: <ul style="list-style-type: none"> • Workforce Planning • Human Resource Branding • Sourcing & Recruiting • Selection & Placement • On-boarding • Professional Development • Evaluation • Career Ladders & Succession Planning
	Part 2 Nov 19-20, 2018	
Performance Excellence, Culture & Total Rewards	Part 1 January 7-8, 2019	Find a comprehensive view of the following topics, plus more: <ul style="list-style-type: none"> • Stakeholder Engagement • Compensation & Benefits • Rewards & Recognition • Organizational Climate • Strategic Planning & Visioning • Customer Focus • Performance Metrics • Process Improvement
	Part 2 Mar 21-22, 2019	
In-Field Learning through OSPA Professional Development Events	September 2018 — April 2019	This cost of this course includes the registration fees for the following events: <ul style="list-style-type: none"> • October– OSPA-TSPC-ODE Fall Workshop + In-Field Learning break-out session • February– Advanced HR Winter Retreat • March– Spring Regional Meeting • April– OSPA Annual Spring Conference + In-Field Learning break-out session

About the pHCLE Certification

OSPA offers the highly recognized and regarded national pHCLE certification in conjunction with the American Association of School Personnel (AASPA) and Battelle for Kids (BFK). OSPA's Oregon Professional Human Capital Leaders in Education Certification course prepares individuals to demonstrate mastery of HR knowledge required for pHCLE certification.

For more information and to register for HrELP courses, visit:

ospa.k12.or.us/hrelp

