



Human Capital Resource Center at-a-Glance

This document provides a snapshot of the tools and resources that can be leveraged to strengthen human capital management systems in education. Improvement efforts are amplified when schools, districts, educational service centers (ESCs), institutes of higher education, and other supporting organizations, partner together.

 <h3>Attract & Prepare</h3> <p>Encouraging students and other potential candidates to pursue a career in education is vital to strengthening Ohio’s educator pipeline. This includes preparing future candidates for the realities of the profession and to be learner-ready from day one.</p>	
Featured Topics & Resources	Ideas for Taking Action
<ul style="list-style-type: none"> • Exploring Careers in Education: Illuminate a path to pursuing a career in education. • Grow Your Own: Explore ways to prepare community members for a career in your organization. <p>→ <i>Includes different pathway options for entering a career in education.</i></p>	<ul style="list-style-type: none"> • Develop partnerships to build a pipeline for high priority positions in the region. • Create awareness of in-demand areas in education sector, including both certified and classified positions. • Promote educator pathways in local workforce development efforts. • Facilitate employer outreach efforts and provide options for their engagement with schools on workforce development efforts.

 <h3>Recruit & Hire</h3> <p>A great hire is one of the best investments an organization can make. To ensure that each child in Ohio has an excellent educator, districts and schools need to refine their recruitment and hiring practices to address current and future staffing needs.</p>	
Featured Topics & Resources	Ideas for Taking Action
<ul style="list-style-type: none"> • Educator Recruitment: Discover strategies to improve applicant pools. • Employee Branding: Think of branding as your reputation, specifically as an employer. Learn how to define and use your brand to attract and retain top talent. <p>→ <i>Includes helpful facts, getting started toolkit, and inspiration from school districts in Ohio and the nation.</i></p>	<ul style="list-style-type: none"> • Cultivate regional partnerships focused on strengthening diverse sources of applicants. • Coordinate and support job fairs. • Streamline application processes to reduce the time to hire. • Design a workshop using the employee branding tools to help recruitment efforts.



Support & Grow

Talent development involves investing in current employees. The initial stages include socializing new staff, and subsequent stages build on early foundations with individualized opportunities to learn, grow, and lead throughout employees' careers.

Featured Topics & Resources

- **Mentoring:** Discover how to create intentional, integrated support systems—essential to career development—for educators to advance their practice.
- **Onboarding:** Learn how to provide ongoing mentoring and support to help new employees be successful.
- **Professional Conduct:** Find tools to help navigate difficult waters and support ethical decision making.

→ *Includes helpful facts, toolkits, mentoring opportunities, sample scenarios, facilitator guides, and inspiration from the field.*

Ideas for Taking Action

- Connect professionals to Ohio's mentor programs for teachers, administrators, and school business officials.
- Use the Onboarding Toolkit to formalize and enhance current practices. Use the Inspiration examples to re-imagine onboarding practices.
- Streamline onboarding compliance and transactional activities. Consider expanding cross-district service offerings and building online onboarding hubs.
- Use the Professional Conduct Toolkit to facilitate conversations about the code of conduct and ethical decision-making.



Engage & Reward

A culture that engages stakeholder voices, maintains transparency, and fosters collaboration is a key element to success. What's more, recognizing exemplary service encourages talented individuals to enter and remain in the profession.

Featured Topics & Resources

- **Compensation & Benefits:** Learn how to assess your current offerings and communicate them effectively.
- **Culturally Responsive Practice:** Reflect on lived experiences, culture, and language to inform high-quality instruction.
- **Educator Recognition:** Explore opportunities to celebrate educators.
- **Stay Interviews & Exit Survey:** Gather employee feedback to improve retention.

→ *Includes tip sheets, templates, recognition opportunities, facilitator guides, and inspiration from the field.*

Ideas for Taking Action

- Facilitate the Culturally Responsive Practice Program.
- Develop regional or local celebrations and recognition programs for educators. Share stories to elevate the profession.
- Form a consortium to administer exit surveys, provide regional and district data summaries, and collaborate on responding to results.
- Use the stay interview resources to support district leaders working to increase employee engagement and retention.