

*Are you a human capital leader at an educational organization in Ohio
looking to enhance your skills and collaborate with colleagues
to make a lasting impact?*

**JOIN OUR
PROFESSIONAL LEARNING COHORT**




**Department of
Education &
Workforce**

Human Capital Resource Center


What to Expect

Through this experience, teams from educational organizations across Ohio will unlock their potential by learning about and applying human capital best practices.

 **Workshops and Coaching:** Engage in interactive workshops and coaching led by industry experts, covering human capital topics focused on attracting and retaining talent. Receive contact hours for participating in workshops and coaching sessions.

 **Networking:** Connect with human capital leaders from across Ohio, sharing experiences and building a network of support.

 **Practical Application:** Engage in hands-on activities and complete an action plan with support from program facilitators, ensuring you're equipped to implement best practices in your district.

 **Skill Building:** By the end of the cohort experience, you will:

- Assess the current state of your organization's human capital system
- Forecast human capital needs in your organization
- Develop an action plan that addresses a human capital need in your organization
- Implement the first stage of your action plan
- Prepare to present your results to a regional, state, or national audience

Offered at no cost for Ohio educators!



The Cohort Approach

“Being a cohort member provided us with a chance to focus on this important work. It made it a priority to work on the long-term project when those sorts of projects are hard to make time for during the school year.”

“This process has really helped us examine our hiring and onboarding practices in a way that we haven't focused on in years. The dialogue and collaboration within our school's team has really made us take a discerning look at our systems and structures and create action plans to address wasted efforts and inequities.”

There are many benefits to learning within a cohort. This year's cohort members have had good things to say about the experience!

“You come into the sessions with a goal. Through the cohort, the camaraderie of the members, the guidance of the HCRC reps, the goal becomes clearer and clearer until it is reached.”

“This opportunity has helped me stay focused on my goals for improvement!”



2023-24 Cohort

Chagrin Falls Schools
Cincinnati Public Schools
Fostoria City Schools
Gahanna Jefferson Public Schools



London City Schools
Northridge Local Schools
The Graham Schools



You'll be in good company if you apply!

Who Should Join

Teams of three to six individuals who work together in their organization on human capital management, including:


- **One organizational decision-maker:** Someone who has authority to make final decisions on behalf of the district (e.g., superintendent, assistant superintendent, chief human resources officer).
- **At least one organizational human capital leader:** Someone who leads human capital work at the district level (e.g., HR director, supervisor of classified staff, treasurer).
- **At least one human capital practitioner and/or building leader:** Someone who is deeply involved in human capital work (e.g., executive assistant, HR specialist, recruiter), or someone who leads human capital work in a school (e.g., principal, assistant principal).



Note: District leaders may sign up now and identify the specific members of their team following the first program session. Please see timeline on next page.

Timing

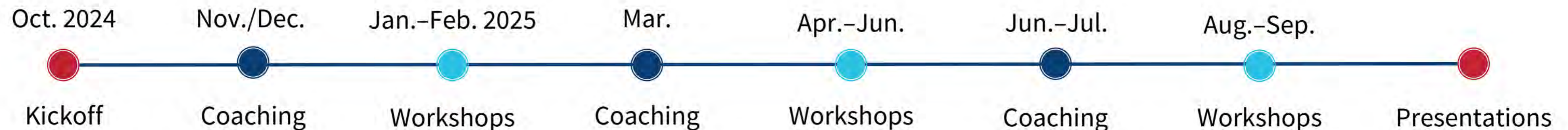
 **Dates:** Monthly virtual workshops/coaching sessions October 2024–September 2025

 **Time:** Tuesdays, 12:30–2:30 p.m.

 **Estimated Time Commitment:** 70 hours

- Eight 1.5-hour workshops and three coaching sessions: 15 hours
- Independent work (including project planning and implementation): 55 hours

The cohort experience will kick off on October 29, 2024, with a meeting for all participating organizational decision-makers (and optionally, team members of their choosing). Session participants will learn more about the program and complete a needs assessment to help identify a human capital improvement project. Following the meeting, they will select their teams based on their project area.



More Schedule Details

- **Monthly workshops for all district teams will begin in January 2025.** To ensure a productive, collaborative learning experience, the expectation is for every organization's team to have at least one member present at each of the workshops.
- Each team will also participate in **three coaching sessions** to support the refinement and implementation of their project. Throughout the cohort cycle, teams will plan and begin to implement their projects.
- Following the cohort experience, participants will **present their work and results** to a regional, state, or national audience at a time and through a format of their choice (e.g., webinar, conference).

Workshop Dates

Kickoff: October 29, 2024

January 14, 2025

February 11, 2025

April 8, 2025

May 20, 2025

June 10, 2025 (in person; location TBD)

August 5, 2025

September 16, 2025

Coaching Schedule

Fall 2024: November/December

Spring 2025: March

Summer 2025: June/July

Offered at no cost for Ohio educators!

Application

Selection decisions will be made by reviewing the first 20 applications received and establishing a diverse cohort based on educational organization location and type.

With questions, contact
hcrc@education.ohio.gov.

We invite you to apply!



Limited spots available!

Depending on the number of applications received, there may not be space to accommodate everyone in year 2 of the program. Those not selected will be considered first for future cohort programs.

Brought to you in partnership with:



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