

PROFESSIONAL HUMAN CAPITAL LEADER IN EDUCATION (pHCLE)

Blended Learning Cohort | Dec 10-11, 2025

Attract, Grow, & Retain Top Talent in PK-12 Education

The Blended Cohort prepares participants to become a Certified Professional Human Capital Leader in Education (pHCLE). All learning aligns to the updated pHCLE standards. The professional-level standards outline the competencies that leaders in PK-12 and related organizations need to strategically manage human capital processes at the department, team, or individual level.

Who should participate?

The pHCLE certification is appropriate for anyone who has a stake in improving people practices in education systems, including:

- HR department staff
- Building leaders—Principals, Assistant Principals,
- Head of Schools
- Public, private, and charter school executives including Superintendents, Assistant Superintendents, Chiefs, and Department Directors
- School board members
- Educator preparation faculty
- State departments of education and other education-related government employees

pHCLE Certification Exam

To become a Certified Professional Human Capital Leader in Education, you must obtain a passing score on the certification exam. The pHCLE certification exam, which is managed by AASPA, is an additional cost. Learn more and register for the exam at HCLLeader.org.

AASPA Members.....	\$300
Non-members.....	\$550

Questions? Contact us learn@exmi.org.

This professional learning opportunity is brought to you in partnership with the Texas Association of School Personnel Administrators (TASPA).



Format

Blended Learning: 2 days in-person + self-paced online learning with 12 months access



Contact Hours

50 hours (certificate of completion provided upon finishing coursework)



Prerequisites

None



Cost

\$1,200

Includes TASPA Winter Conference events (conference meals, receptions, after-hours events, and Friday sessions)



Register

Scan the QR code or register using [this link](#).



PROFESSIONAL HUMAN CAPITAL LEADER IN EDUCATION (pHCLE) Blended Learning Cohort 2025



Engage with a community of PK-12 practitioners.



Learn about cross-industry best practices in HR.



Explore real-world scenarios to deepen your understanding.

In-Person Learning

Immerse yourself in two consecutive days of in-person learning designed to actively engage you in reflection and application of the pHCLE standards.

Day 1

Welcome & Introductions

Foundations of HCM

- Strategy
- Experience Management

Talent Acquisition

- Planning & Preparation
- Recruitment
- Hiring

Day 2

Talent Development

- Orientation & Onboarding
- Performance Management
- Training & Development

Total Rewards

- Compensation & Benefits
- Work-Life Integration
- Career Management

Foundations of HCM

- Process Management

December 10-11, 2025

8:30 a.m. – 4 p.m.

The Worthington Renaissance Hotel

200 Main Street, Fort Worth, TX 76102



Scan the QR code
to register or visit [this link](#).

Online Coursework

①

Foundations of HC Management

Prepare to learn.

- HCLE Guiding Principles
- Strategy
- Process Management
- Risk Management
- Experience Management

②

Talent Acquisition

Find, attract, and hire talent.

- Planning & Preparation
- Recruitment
- Hiring

③

Talent Development

Foster learning and growth.

- Orientation & Onboarding
- Performance Management
- Training & Development

④

Total Rewards

Incentivize and reward staff.

- Compensation & Benefits
- Work-life Integration
- Career Management

Questions? Contact learn@exmi.org.