



PROFESSIONAL HUMAN CAPITAL LEADER IN EDUCATION (pHCLE)

Blended Learning Cohort | November 5-6, 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

AASPA

Members.....\$300

Non-members.....\$550

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.

Questions? Contact us learn@exmi.org.

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



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

\$900 for IASPA members
\$1,200 for Non-IASPA members
Includes lunch on both days



Register

Scan the QR code or visit iaspa.org/events



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

November 5-6, 2025

8 a.m. – 3 p.m.

Stevenson High School District Office

2 Stevenson Drive, Lincolnshire, IL 60069



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iaspa.org/events to register.

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.