



EXECUTIVE HUMAN CAPITAL LEADERS IN EDUCATION (eHCLE) 2025 Cohort

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

The Executive Human Capital Leaders in Education (eHCLE) certification is a professional development opportunity for accomplished human capital leaders serving in education organizations. Through a ten-month cohort model, participants will receive intensive support from peers and subject-matter experts in areas of human capital management. The executive-level standards outline the competencies that leaders in PK-12 and related organizations need to strategically manage human capital processes at the system level.

Who should participate?

The eHCLE certification is appropriate for experienced leaders who have a stake in improving people practices in education systems.

By the end of the program, participants can expect to:

- Assess the human capital needs in their department or organization
- Earn their eHCLE credential, including a certificate, digital badge, and professional designation for use in email signatures and other communications
- Gain knowledge and skills that help them produce successful outcomes for their organization and the students and educators they serve

To earn their eHCLE certification, participants must:

- Attend 90% of virtual convenings*
- Provide feedback to colleagues on their work using best practices for critical feedback
- Complete and present an approved independent project aligned with eHCLE standards and a project quality rubric

* Protocols exists for unforeseen situations



Format

Ten-month cohort model with 10 virtual convenings and final presentations



Prerequisites

- Current, unexpired pHCLE certification. Preference given to individuals who have been pHCLE certified for at least one year.
- Current AASPA membership
- A minimum of 7 years in building, district, and/or organization leadership positions that involved leading a project, program, department, and/or staff
- Demonstrated success impacting system-wide change



Cost

\$3,000

Includes registration for the AASPA Human Capital Leadership Summit. Individuals with financial need may be eligible for a reduced rate.



Apply

Application closes 01/17/2025. Scan the QR code or visit HCLLeader.org

Questions? Contact us learn@exmi.org.

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Engage with a cohort of PK-12 leaders.



Learn about cross-industry best practices.



Complete an independent project with peer feedback.

Timeline

The eHCLE pilot program will take place from late January–early December 2025. During that time, there will be ten virtual convenings, as well as presentations of final projects in early December.

Virtual cohort meetings

Wednesdays from 2 – 3:30 p.m. ET

- January 22
- February 12
- February 26
- April 9
- May 14
- June 11
- July 23
- September 17
- October 15
- November 12

Participants' learning and development will be supported through direct instruction, independent readings, coaching, and peer feedback.



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Scope



Phase 1: Plan

- Time Commitment: ~25 hours over 3 months
- Utilize project planning tools
- Assess organization or department
- Submit independent project proposal
- Ongoing peer collaboration & feedback



Phase 2: Do

- Time Commitment: ~36 hours over 5 months
- Implement independent project
- Conduct preliminary data collection
- Ongoing peer collaboration & feedback



Phase 3: Check

- Time Commitment: ~7.5 hours over 1 month
- Complete final data collection and data analysis
- Write up methods and findings
- Ongoing peer collaboration & feedback
- Identify next steps to improve upon, codify, or expand project



Phase 4: Act

- Time Commitment: ~6.5 hours over 1 month
- Execute next steps identified in phase 3
- Present project (virtual showcase or HC Leadership Summit)
- Closeout meeting