



LEAD THE FUTURE OF PK-12 EDUCATION

GET eHCLE CERTIFIED



HCLeader.org

EXECUTIVE HUMAN CAPITAL LEADER IN EDUCATION

Grow WITH PEERS

- ✔ **National Credibility & Recognition:** Earn the highest distinction in human capital leadership from AASPA.
- ✔ **Proven Real-World Impact:** Don't just learn about strategy—implement it. Design and launch a human capital project tailored to your organization's goals and share your results to shape the future of PK–12 education.
- ✔ **Executive Coaching:** Receive personalized feedback and guidance through one-on-one sessions with an experienced executive coach.
- ✔ **Peer Support Network:** Build lasting relationships with a national network of innovative leaders as you participate in a 10-month cohort.
- ✔ **Practical, Project-Based Learning:** Move beyond theory to deepen your practice and learn to lead change through critical topics like data storytelling, AI, and sustainability.
- ✔ **Professional & Personal Growth:** Position yourself for promotion and new opportunities, or expand strategic influence in your current role.



LEARN MORE



Elevate YOURSELF

Leadership growth thrives in community. Through the eHCLE program, you will connect with peers and coaches who inspire new thinking, challenge your ideas, and help you refine your human capital project through meaningful feedback. Every exchange builds your confidence, expands your perspective, and strengthens your ability to lead lasting change.

When leaders learn together, their impact grows exponentially.

Taking that time with other like-minded people who aren't in my org and aren't my supervisor is an important piece the program offered.

“

Tiana DeVries, Ed.D.

HR Director
Lincoln County Schools
Newport, OR



Program REQUIREMENTS

- 1 A current, unexpired pHCLE certification
- 2 At least 7 years of experience leading staff, programs, or departments
- 3 A demonstrated record of success driving system-wide improvement or innovation

IDEAL CANDIDATES INCLUDE:

- Superintendents, deputy, and assistant superintendents
- HR or talent executives who oversee recruitment, retention, and culture
- District, department, or school leaders ready for cabinet-level or other advanced leadership roles
- Leaders from associations, nonprofits, state departments of education, and regional or educational service centers
- Experienced professionals looking to expand their strategic influence and drive system-wide change

Level UP

Your independent project is the heart of the eHCLE experience. You will identify a human capital challenge, design a solution, and bring it to life through thoughtful action. As you plan, implement, and present your work to a national audience, you'll demonstrate mastery through measurable impact on your organization.

Grow your leadership by leading change.

The eHCLE process helped me identify that this is achievable, this is a goal and a mile marker I can set—and identify future mile markers.

“

Carla Simons

Manager Educator Licensure
Baltimore County Public Schools
Baltimore, Maryland





Get Ready FOR GROWTH

The learning commitment in eHCLE will lift your perspective with transformational opportunities to gain deeper knowledge and applied skills in these areas:

- ✔ **Continuous Improvement:** Employing data-driven cycles of planning, action, and refinement to meet customer needs.
- ✔ **Strategic Alignment:** Aligning decisions and actions with organizational priorities.
- ✔ **System-Wide Cohesion:** Building connections across the organization's human capital management system and to the greater organization.
- ✔ **Forward Thinking:** Making proactive decisions to benefit the organization in the present and the future.
- ✔ **Resource Management & Sustainability:** Mindful stewardship of organizational resources.
- ✔ **Contextual Awareness:** Consideration of internal and external forces and resources to address organizational needs.
- ✔ **Impact:** Having systems-level impact while also contributing to the field at large.

Transform HOW YOU THINK

The eHCLE program helps you see leadership through a systems and data lens. You'll learn to recognize patterns, use evidence to guide decisions, and connect people strategies to organizational results. This shift in perspective empowers you to lead with clarity, foresight, and measurable impact.

Transform your thinking, transform your results.

Harnessing the power of data, we were able to do so much to improve and customize onboarding across the agency.

“

Laura Theiss

HR Director

Butler County Educational Service Center



Empowering Leaders

ENHANCING IMPACT

EXECUTIVE COACHING

A cornerstone of the program is personalized executive coaching. Each participant is paired with an experienced executive coach who helps them navigate complexity, interpret feedback, drive change, and achieve measurable results.

EXMI's executive coaches bring deep experience across education, government, business, and mission-driven organizations, helping leaders translate insight into action and action into sustainable organizational excellence.

Coaching sessions provide individualized support to:

- Clarify priorities and decision-making approaches
- Strengthen strategic thinking and communication
- Unpack feedback and master difficult conversations
- Build trust and accountability across teams
- Align individual and team performance with organization culture
- Enhance resilience and emotional intelligence

Our approach blends research-based leadership frameworks with real-world organizational expertise, ensuring leaders learn to lead transformation that lasts.

For Yourself & **YOUR ORGANIZATION**

Candidates for the eHCLE select their own problems of practice and spend 10 months exploring solutions. They also develop and initiate a plan of action for creating change. This is not about planning to plan—it's about making change happen. Topics have included the following, and we know there are more challenges to tackle that you may have in mind:

- Apprenticeships & Grow-Your-Own
- Climate & Culture
- Employee Value Proposition
- Hiring
- Mentor Programs
- Onboarding
- Recruitment & Retention
- Retirement Options
- Staff Engagement
- Strategic Planning
- Strategic Staffing
- Total Rewards

Now I have a whole group
of people I can lean on
and reach out to if I have
questions.

“

Jim Nichols

Chief HR & Operations Officer
Indian Hill School District
Cincinnati, OH



Your COMMITMENT

NEED-TO-KNOWS



10 months | ~70–80 hours of dedicated time

To earn certification, participants must:

- Attend virtual meetings with their cohort
- Complete an approved independent project aligned with the eHCLE standards and project quality rubric
- Present their project, virtually or at AASPA's Human Capital Leadership Summit
- Provide high-quality feedback on peers' projects



\$3,000

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

Many of our education clients use Title IA, Title IIA, Title II grants, and other discretionary grant funding.*

*** Notes:**

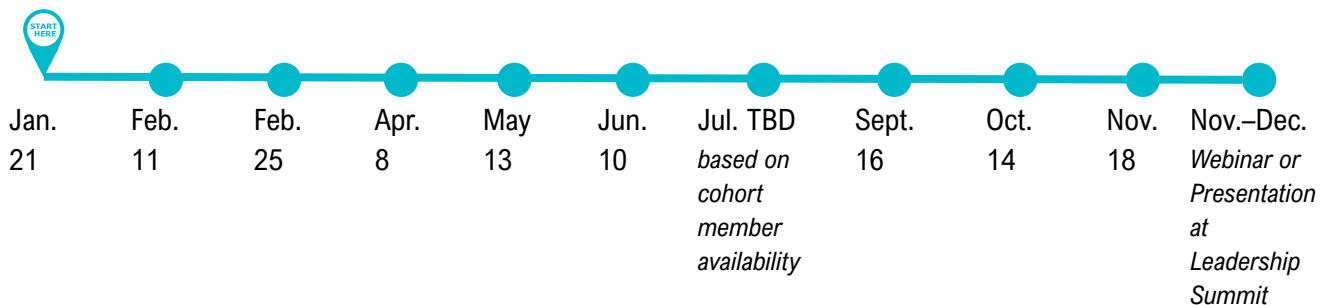
1. The program cost remains the same whether participants choose to attend the Leadership Summit or not.
2. In the rare event that a participant is unable to meet program expectations and earn their certification, their program fee will not be refunded. AASPA and EXMI will work with participants as needed to extend final project deadlines for a period of no more than 90 days to account for unforeseen circumstances to help them earn certification. If requirements are not met by the end of the grace period, participants will not receive eHCLE certification.



2026

COHORT SCHEDULE

The 10-month program includes meetings, homework, project design and implementation, and peer collaboration. The virtual cohort meets on Wednesdays (2–3:30 pm ET/11 am–12:30 pm PT).



CONSIDERING IT?

Complete this interest form to let us know you'll be ready to pursue the certification in the future.

Your Time **IS NOW**

WHAT YOU'LL NEED

Gather these items prior to completing your application. You will be asked to include them as attachments:

- A current résumé
- A cover letter (2 pages max, at least 11-pt font) describing a time you drove significant improvements to an organizational human capital system. In your letter, specify:
 - The problem(s) you were trying to solve
 - The measurable outcomes you achieved (include numbers/data here!)
 - Your personal contribution to those outcomes
- A letter of recommendation from a current employer or peer



APPLY TODAY

