CSO Meeting

November, 2010

What do we mean by Human Capital Strategy?

Program Planning & Budgeting

Operations & Program Evaluation

Recruitment	Selection	Pre-Service Training	Placement	Evaluation & Prof. Dev.	Retention
• Build talent pipelines at the state and local levels • Use vacancy and attrition data to drive recruitment • Integrate lessons learned at school-level into targeted recruitment strategies • Deliver clear and early messaging to applicants	• Create systems for screening and selection of applicants • Employ rigorous, competency-based process to select talent • Tie DPAS II evaluation findings to selection criteria for future years	• Develop programs and partnerships that ensure new talent is properly prepared for service • Engage with talent pipelines in teacher & leader preparation • Set clear expectations about measures and evaluation	• Ensure an equitable distribution of talent • Allow for school autonomy in hiring while creating district-wide parameters for talent distribution • Analyze historical data and account for labor economics in distributing talent	• Maximize use of statewide evaluation tool—build “skill” and “will” amongst assessors • Tailor PD to school and individual needs; tie to evaluation • Analyze all PD efforts to ensure alignment and impact on students	• Conduct multi-measure exit survey to determine reasons for separation • Use evaluation and attrition data to identify/target positions and individuals • Implement monetary and non-monetary retention incentives

Examples of State-Wide Support for Human Capital Strategy

Program Planning & Budgeting

Operations & Program Evaluation

- Build new pipelines for aspiring teachers and leaders
- Evaluate various talent pipelines including IHEs and alt-routes
- Craft statewide teacher recruitment/ marketing strategy

- Partner with organizations who specialize in developing selection criteria and processes
- Consider a state role in talent screening
- Analyze recruitment and selection data statewide

- Develop statewide programs and partnerships that ensure new talent is properly prepared for service
- Engage with talent pipelines in teacher & leader preparation
- STEM Residency

- Consultation and LEA Plan review
- "Delaware Educators Program" (Talent Transfer Initiative)
- Consider a state role in assisting with unit forecasting and amortization/ mitigation of financial risk

- Development Coaches
- Data Coaches
- SAMs
- The Vision Network
- Program evaluations

- Provide incentives to retain effective teachers and principals