Overview

People and Talent in Educational Leadership prepares candidates to understand and implement practices used to recruit, hire, and prepare school personnel to provide students with an optimal learning environment. Various school professional development practices, such as professional learning communities, collaborative learning communities, beginning teacher induction, and mentor programs, will be covered. Additionally, the course covers methods to evaluate school personnel appropriately based on data-driven decisions; providing realistic and actionable feedback to school personnel to continuously drive improvement; engaging all school personnel in the use and evaluation of competing school-wide initiatives; creating and sustaining a professional culture of engagement and commitment by developing workplace conditions that promote employee development, well-being, and professional growth; and continuously supporting school personnel to improve their instructional practices through ongoing professional development. The candidate will also reflect on leadership standards in order to develop a personal professional growth plan. A prerequisite for this course is D017: School Law.

Competencies

▲ Readiness
This competency exists to assess the readiness of students.

▲ Discipline and End of Employment
The graduate applies best practices for the discipline and end of employment of school staff that adhere to laws, policies, and appropriate labor relations.

▲ Evaluation of People and Talent
The graduate evaluates faculty and staff performance to create a productive work environment that supports a school's mission, vision, and values, and adheres to human resource law, policy, and ethical practice.

▲ Development of People and Talent
The graduate evaluates school and individual performance data to create professional growth plans for staff and personal development that promote leadership, well-being, and professional growth to support a school's mission, vision, and values.

▲ Acquisition of People and Talent
The graduate will apply policies and procedures that reflect best practices for determining the personnel needs of the school and acquiring appropriate people and talent to address the identified needs.

Learning
Getting Started

Welcome to People and Talent in Educational Leadership! In this course, you will learn best practices for recruiting, hiring, supporting, and retaining staff members who can exemplify the mission, vision, and values of your school in a climate focused on student success. You will access the course materials through the Smart Author platform in which you will find readings, videos, and interactive learning checks and quizzes that will teach you how to adhere to the legal and ethical guidelines related to human resource management in schools and how to effectively supervise, evaluate, and support your staff members to reach their potential. The pacing guide will help you plan and track your progress for this course. Competency will be demonstrated by the successful completion of a performance assessment that includes authentic tasks to prepare you for your role as a human resource leader.

GO TO COURSE MATERIAL

Failed to retrieve assessments