



State Human Capital Alliance

Human Capital Session for Central Carolina RESA

December 18, 2018 (9:00 a.m. – 3:30 p.m.)

Assembly Hall, Raleigh

AGENDA

STRATEGIC HUMAN CAPITAL MANAGEMENT: GETTING THE BEST AND KEEPING THE BEST	
8:30 a.m. – 8:55 a.m.	REGISTRATION OPENS and BREAKFAST REFRESHMENTS AVAILABLE Participants arrive and register
9:00 a.m. – 9:20 a.m.	WELCOME AND WARM UP
9:20 a.m. – 9:40 a.m.	THE “PUZZLE PIECE” HUMAN CAPITAL FRAMEWORK In this segment a framework for strategic human capital management will be reviewed and the areas of focus for the day will be shared: <ol style="list-style-type: none"> 1. Recruiting (building a strong pipeline) 2. Hiring (for a diverse workforce and teachers who are prepared to work in high need schools) 3. Retention of high performing teachers 4. Compensation (competitive advantage)
9:40 a.m. – 10:20 a.m.	IDENTIFYING THE MOST SIGNIFICANT HC CHALLENGES CENTRAL CAROLINA DISTRICTS MUST DEAL WITH In this segment participants will engage in an activity that will have cross-district groups identifying Central Carolina’s most significant challenges/barriers to strategic human capital management and their root causes.
10:20 a.m. – 10:35 a.m.	BREAK
10:35 a.m. – 10: 50 a.m.	Groups share out their summaries on the human capital challenges and root causes. This work will be shared with the NCDPI.
10:50 a.m. – 12:00 p.m.	BEST PRACTICES OVERVIEW In this segment participants will engage in an interactive review of best practices in key human capital areas, including data that is aligned to the best practices.
12:00 p.m. – 1:00 p.m.	LUNCH
1:00 p.m. – 1:25 p.m.	Best practices overview continues.
1:25 p.m. – 2:15 p.m.	DATA NEEDED TO SUPPORT PLANNING AND PROGRESS IN KEY AREAS Teams will identify strategies to improve their effectiveness in key human capital areas and identify next steps, a goal for each strategy and data that would support their efforts.
2:15 p.m. – 3:00 p.m.	CROSS DISTRICT SHARING AND NETWORKING
3:00 p.m. – 3:15 p.m.	QUICK TEAM TIME TO CONFIRM NEXT STEPS
3:15 p.m. – 3:30 p.m.	END OF SESSION ACTIVITIES AND DISMISSAL