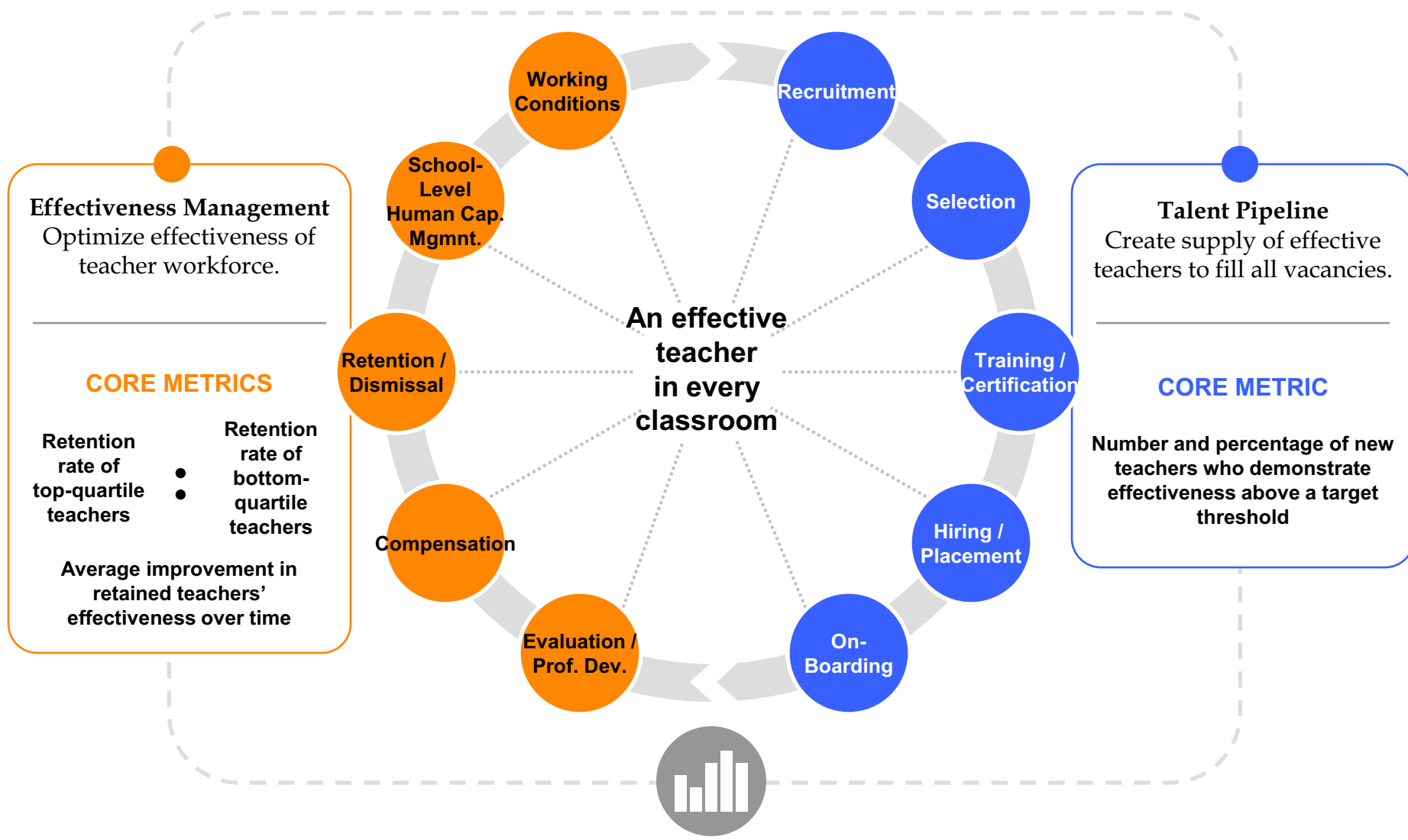


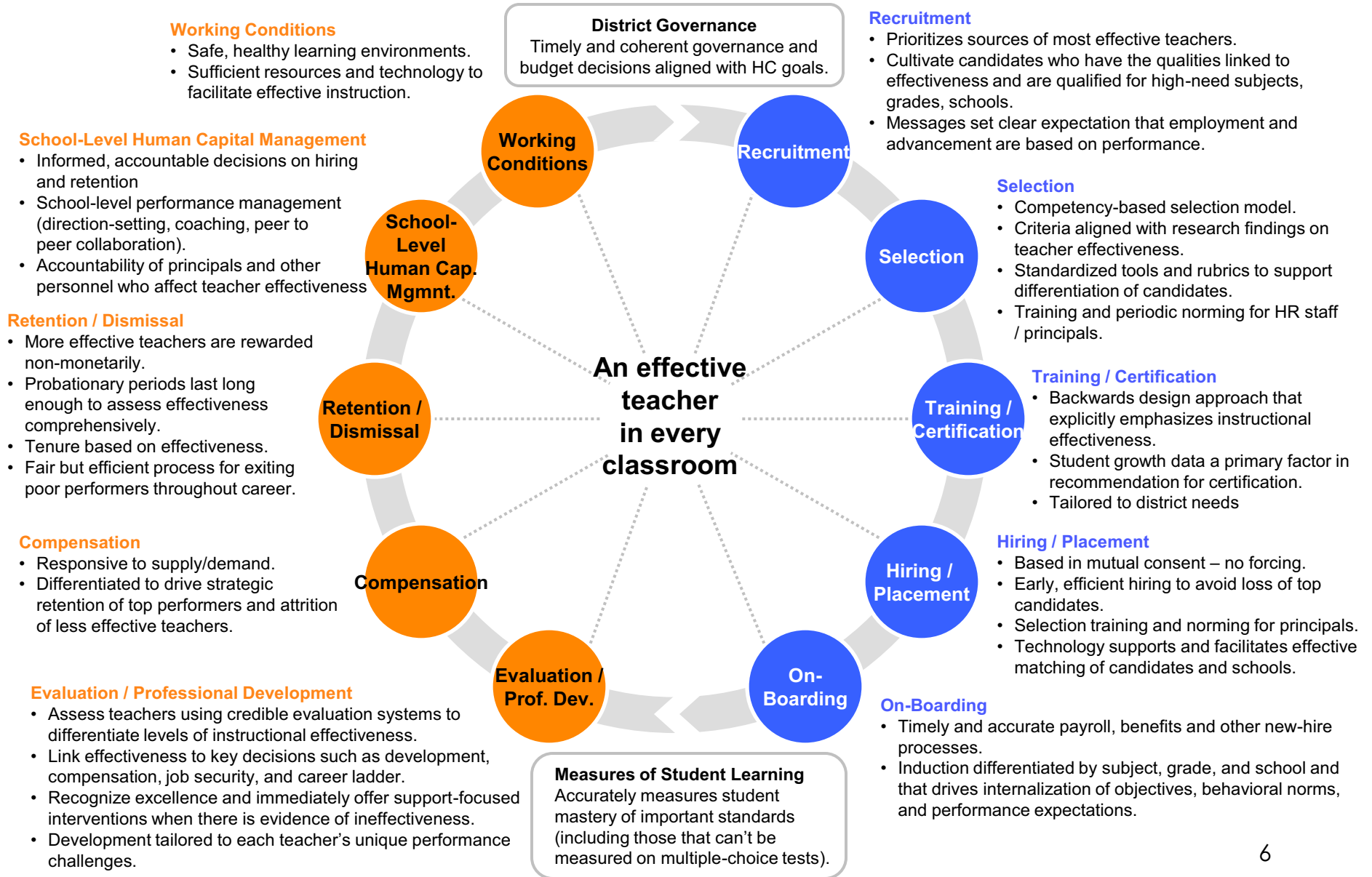


To realize sustainable improvement, effective teaching must be the guiding concern behind all elements of a district's human capital system.





A comprehensive approach to managing human capital will ensure that every classroom has an effective teacher.

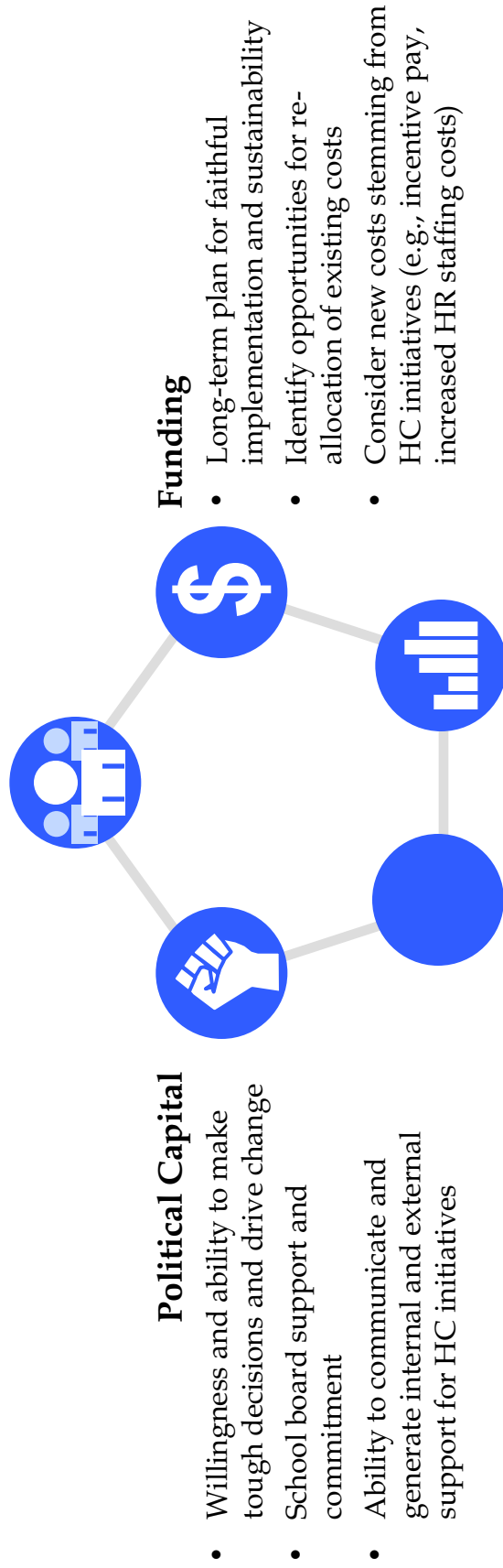




Success Factors for a Comprehensive Human Capital Strategy

People

- Strong, stable leadership
- Coordination of all HC initiatives under one senior-level leader
- Sufficient capacity and commitment to prioritize HC over other projects



Open Policy Landscape

- State laws / regulations amenable to HC reforms
- Possibility of executive action to overcome obstacles
- Opportunities for contract negotiation / amendment
- Opportunities for waivers for pilot projects