

1. Record Nr.	UNINA9910781294503321
Autore	Odden Allan
Titolo	Strategic management of human capital in education : improving instructional practice and student learning in schools / Allan R. Odden
Pubbl/distr/stampa	New York : , : Abingdon, Oxon [England] : , : Routledge, , 2011
ISBN	1-136-85825-3 9786613042361 0-203-83569-7 1-283-04236-3 1-136-85826-1
Descrizione fisica	1 online resource (263 p.)
Classificazione	EDU000000EDU032000
Disciplina	371.2/03
Soggetti	School personnel management - United States Human capital - United States School improvement programs - United States
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	BOOK COVER; TITLE; COPYRIGHT; CONTENTS; ILLUSTRATIONS; FOREWORD; PREFACE; ACKNOWLEDGMENTS; 1 STRATEGIC MANAGEMENT OF HUMAN CAPITAL IN EDUCATION: A Framework; 2 A POWERFUL EDUCATION IMPROVEMENT STRATEGY; 3 STAFFING AND RECRUITING TOP TALENT; 4 PERFORMANCE MANAGEMENT IN EDUCATION; 5 MEASURING TEACHER PERFORMANCE FOR STRATEGIC HUMAN CAPITAL MANAGEMENT; 6 INDUCTION AND PROFESSIONAL DEVELOPMENT; 7 NEW POLICIES FOR LICENSURE, TENURE, EVALUATION, AND DISMISSAL; 8 THE COMPENSATION SIDE OF STRATEGIC TALENT MANAGEMENT; 9 STRATEGIC TALENT MANAGEMENT FOR PRINCIPALS 10 ORGANIZING TO IMPLEMENT STRATEGIC HUMAN CAPITAL MANAGEMENT IN EDUCATION11 THE STATE ROLE IN STRATEGIC MANAGEMENT OF EDUCATION TALENT; 12 THE POLICY AND POLITICAL ENVIRONMENT FOR CHANGE; NOTES; BIBLIOGRAPHY; NOTES ON CONTRIBUTORS; INDEX
Sommario/riassunto	"Strategic Management of Human Capital in Education offers a comprehensive and strategic approach to address what has become

labeled as "talent and human capital." Grounded in extensive research and examples of leading edge districts, this book shows how the entire human resource system in schools--from recruitment, to selection/placement, induction, professional development, performance management and evaluation, compensation, and career progression--can be reformed and restructured to boost teacher and principal effectiveness in ways that dramatically improve instructional practice and student learning. Strategic Management of Human Capital in Education guides educators towards putting more effective teachers, teacher leaders, and principals in the country's schools--especially in poverty-impacted urban and rural communities--equipping those teacher and principals with instructional and leadership expertise, and rewarding and retaining those who are successful in attaining these objectives. Drawing from cases, experiences, and deliberations from a national task force, this book outlines a comprehensive framework for how to transform current human resource management practices into authentic, strategic talent management systems in order to improve student achievement"-- Provided by publisher.
