AI TALENT OPERATIONS DIAGNOSTIC

Purpose: This tool helps assess where your school system currently operates on the spectrum from compliance-driven, manual HR work to strategic talent management designed to attract, develop, deploy, and retain the educators your students need. The four areas below represent high-impact leverage points where thoughtful AI usage can meaningfully improve efficiency, people's experiences in your system, and strategic talent outcomes.

Leverage Areas	Level 1: Mostly Compliance & Manual Focus	Level 2: More Compliance than Strategic	Level 3: More Strategic than Compliance	Level 4: Mostly Strategic Talent Management Focus
Applicant & Candidate Experience	**Impersonal & Repetitive:** Candidates manually re-enter data in application; black hole of communication; generic			**Welcoming & Concierge-like:** Ease in applying and scheduling. Candidates get instant communications and feedback, personalized "nurturing."
Current Employee Experience	**One-size-fits-all**: Generic onboarding and PD; data gathered but not used.			**Personalized & Predictive:** Employees receive custom growth plans and data about individuals is used proactively.
Service to School Leaders	**Basic & Reactive:** Principals call HR for basic info; reactive vacancy filling; no data visibility. Static reports once per year.			**Differentiated & Strategic:** Principals get real-time staffing data and analysis, with individualized hotspots and strategies, as well as scenario planning tools that model different staffing designs/ innovations.
Internal HR Operations	**Focused on transactions:** Team consumed by data entry, paper files, and spreadsheet reconciliation.			**Streamlined & Automated to Free Up Time:** AI agents handle reporting/ workflows; HR focuses primarily on high-value strategy.

Reflection: Debrief Questions

1. **What do you notice about your Diagnostic results?** Where do you have strengths? Where might be a priority area for improvement?
2. **Where do you have the most agency to make change? Pick one area to improve.** What might you try?
3. **How will making change here support your ability to attract, develop, deploy, and retain the staff that your students need?** What will it take?

YOUR ROADMAP

1. Which area are you prioritizing for improvement? (Select ONE) Why?
   a. Applicant/ Candidate Experience
   b. Current Employee Experience
   c. Service to School Leaders
   d. Leveling Up the HR's Team's Work

2. One idea I will try from today is _____.

3. What part of the work feels important to remain with a human?

4. One next step I will take on Monday is _____.