

# From Outdated HR Systems to AI-Ready Talent Operations

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Bridging the Divide

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Educate Texas: AI + Education Leadership Collaborative



<https://ushcacademy.org/>

## WARM UP

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*Using the scale below:*

**When thinking about your HR team's  
time and energy right now...  
where does the majority of it go?**



**Compliance &  
Manual  
Transactions**



**Strategic  
Talent  
Management**

*Are we using technology and AI to shift us to  
the right? →*

# ABOUT USHCA - A NONPROFIT FOUNDED IN 2011

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Ensuring every student gets consistent access to great teaching daily by equipping talent leaders to attract, deploy, and retain staff students need



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# OUR ITINERARY FOR TODAY

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**1. Grounding:** Where are we now vs. What's possible



**2. Diagnostic:** Your HR AI-Readiness Gaps



**3. Peer-Sharing & Problem-Solving:** Gathering New Ideas



**4. Your Roadmap Forward:** Planning for Monday Morning



**5. Final Reflections**

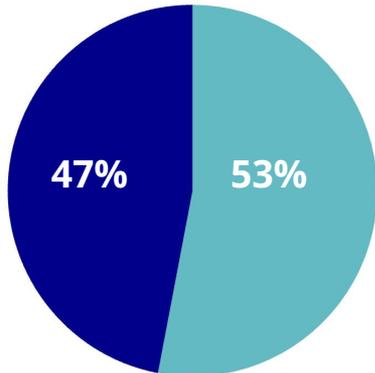
# GROUNDING

# WHAT WE HEAR FROM HR CHIEFS ACROSS THE COUNTRY

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## Compliance is Increasing

53% of Chiefs report compliance has increased for their team in last two years



## Strategy is Crowded Out

Strategy is not what dominates Chief's time:

- 44% Day-to-Day Ops
  - 44% Team Management
  - 33% Crisis Response
- vs.
- 26% Strategic Planning

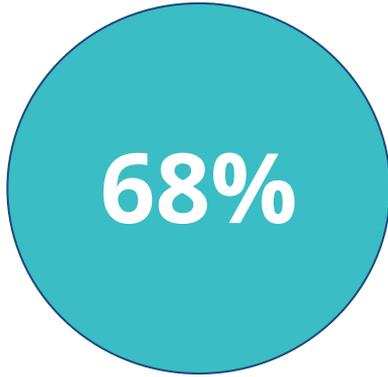
## Chiefs Want Strategy but are Stretched Thin

Desire to think bigger picture

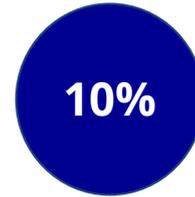
- 69% more time for strategy
- 82% overwhelmed or stretched thin

## AI READINESS GAP ON HR TEAMS

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Want AI  
professional  
Development



Use AI daily  
in their work

**HR Leaders & Teams want to use AI.  
But that's not translating to their day-to-day work.**

# K12 HR SYSTEMS & PROCESSES WERE BUILT FOR A DIFFERENT ERA

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Our HR systems & processes often:

- Are rigid, outdated, undocumented
- Focus on tracking compliance
- Require manual workarounds
- Are paper-based
- Can't be accessed by all

# THE RISKS SCHOOL SYSTEMS COULD FACE CURRENTLY

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## **Layering AI on top of outdated HR systems & processes**

*instead of using AI to advance how we attract, develop, deploy, & retain staff*

## **Optimizing/ Over-indexing for central office/ operational efficiency**

*instead of also improving the candidate, employee, and school leader experience*

## **Unintentionally reinforcing historical staffing patterns**

*instead of challenging them so all students have access to great educators*

# THE WORK OF STRATEGIC TALENT MANAGEMENT

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AI is not separate from this work - it must strengthen it.



**GET THE BEST**  
*Consistently*

Have we recruited the best?  
Do we have enough quality & quantity?



**DEPLOY**  
*Deliberately*

Have we staffed them deliberately across and within our organization?



**RETAIN & DEVELOP**  
*Strategically*

Have we retained them strategically – keeping the best and exiting the lowest performers?



**DELIVER SERVICES**  
*Effectively*

Have we delivered HR services – effectively, specifically to our school leaders?

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# DIAGNOSTIC

# WHAT IS AI READINESS IN K12 HR/TALENT?

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Being able to use AI, intentionally, to better attract, develop, deploy, and retain the workforce your students need

AI Readiness requires:

- **Clarity on where AI supports your goals/ strategy**
- **Intentional choices** about what AI does vs. what people do/decide
- **Buy-in** from stakeholders
- **Guardrails** for bias & privacy

AI Readiness does NOT start w/:

- **Buying** an AI Tool
- **Cleaning** your data
- **Training** staff on prompting
- **Creating** an AI policy

# FOUR AREAS OF HIGH LEVERAGE WHERE AI CAN MAKE IMPACT

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Rather than focus on your outdated systems & processes,  
focus on what you want to improve with AI first

**Applicant/ Candidate Experience**

**Current Employee Experience**

**Service to School Leaders**

**Leveling Up the HR Team's Work**



# QUICK DIAGNOSTIC & SHARE OUT

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## ***Review & Rate on each of the 4 Areas of High Leverage***

- Do this individually
- Where does your system currently fall from Level 1 - Level 4?

## ***Reflect on the Debrief Questions with a Partner***

- What do you notice?
- Where might you focus? Why? What would it take?

## ***Be Ready to Share Out***

- Themes and common challenges
- Surprises
- Questions coming up for you



# IDEAS FOR BRIDGING THE GAP: USE WHAT'S ALREADY AVAILABLE

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AUTOMATE

ANALYZE

DIFFERENTIATE

DATA



What data do you already collect?

What reports do you already create?

Where can you connect existing datasets?

SYSTEMS



What platforms do you already have?

What workflows could be automated in current tools?

Where do staff manually duplicate work?

PROCESSES



What recurring tasks do you do?

What SOPs exist?

Which processes, if addressed, would remove 80% of your challenges?

PEOPLE



Who is already experimenting?

Who understands your work deeply?

How can you lead by example?

## EXAMPLES FROM THE FIELD

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Using **predictive analytics** to:

- Identify days and schools with high absenteeism
- Proactively reach out to subs in advance

Have **AI built into hiring tool Sparkhire**, but not currently using due to experience they want to create

16 Helping principals provide **faster feedback** after classroom observations



Analyzing **intent to return survey results** to:

- Identify trends and hot spots
- Design possible interventions

**Our biggest problems are NOT AI problems.**

- Alex Moseman, KCS



# AI HELPS YOU REACH YOUR GOALS; IT'S NOT SEPARATE WORK!

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1

**CLARIFY your overarching talent GOALS, first and foremost.**

What are you trying to achieve and where AI can be an accelerant or help you do things you couldn't do before?

2

**ARTICULATE the EXPERIENCE you want people to have.**

How will AI/ technology broadly help or hinder that?  
What should STAY human? What might you give up using AI?

3

**PRIORITIZE INSIGHTS along with speed/efficiency.**

Use AI to surface patterns and risks before they become crises and differentiate / personalize your responses, not just do things faster.

# PEER SHARING

# HOW ARE YOU USING AI (OR TECH) CURRENTLY IN THESE AREAS?

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Inquiring minds want to know  
Jot One Idea Per Post it (Name); Place in Key Area

**Applicant/ Candidate Experience**

**Current Employee Experience**

**Service to School Leaders**

**Leveling Up the HR Team's Work**



# GALLERY WALK WITH PURPOSE

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Move freely around the room to explore what other shared

1. What's **one theme/pattern** you notice?
2. What's **one idea** you want to try in the area you prioritized?
3. What **questions or challenges** are coming up for you?

## Just for fun:

Ask AI: Based on common patterns in school districts, which of these strategies will we say we want, but avoid implementing, and why?



# PLACES TO START

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1

## **Start using AI in areas that you know well**

This helps you judge AI's output for accuracy, bias, and hallucination because you're already an expert. It builds your AI supervision skills too and puts guardrails in place.

2

## **Treat AI like a new employee you are onboarding**

What background knowledge and context does AI need to know?  
What guardrails or preferences do you want to share?

3

## **Encourage your team to experiment and share learnings regularly**

This is a practice and advances from basics like writing and documentation, to data analysis and predictive analytics, to autonomous agents. They remain responsible for output.

## SYSTEM-LEVEL QUESTIONS IF YOU'RE THE CHIEF OF HR

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- What **problems** are we actually trying to solve?
- How do we **manage blended human-AI** workflows?
- What work should **stay human** and why?
- How does AI **shift the type of work** people will do? What **roles** do we need now, with what **skills**?
- How do we **train both AI tools AND the humans supervising** them?
- How do we ensure AI **doesn't reinforce historical patterns**? 

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# YOUR ROADMAP

## YOUR ROADMAP FORWARD

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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 \_\_\_\_\_.



## FINAL DEBRIEF

**1. What's sticking with you from this session?**

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# THANK YOU!

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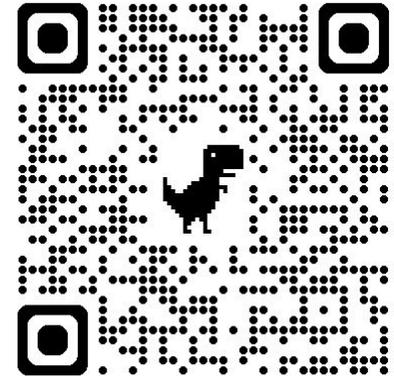
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# APPENDIX

# IMAGINING WHAT COULD BE POSSIBLE WITH AI

People	What We Are Now	What AI/ Tech Could Make Possible
<b>Candidates</b>	Manually re-entering resume data. Long wait times. Generic communications.	AI identifies candidates, personalizes outreach, and nurtures talent before positions open. AI-powered candidate concierge that keeps applicants informed, answers FAQs instantly, and reduces drop-off.
<b>Employees</b>	Annual PD sessions. Generic onboarding. Exit interviews after resignation.	AI builds role-specific growth plans, suggests micro-learning, and flags early retention risk before someone disengages. Predictive retention insights based on workload, tenure, assignment patterns, and support structures.
<b>Service to School Leaders</b>	Calling HR for info. Limited visibility into staffing trends. Managing staffing reactively based on how they've always done it.	Principals get real time staffing data and analysis, with hotspot areas of concern, as well as scenario planning tools that model different staffing designs/ innovations and show trade-offs before decisions are made to ensure all students are getting consistent access to great teaching in their schools.
<b>HR Team</b>	Manual compliance tracking. Spreadsheet reconciliation. Separate systems.	AI agents handle documentation, reporting, and workflow tracking, freeing HR leaders to focus on strategy and school partnership. AI surfaces patterns across systems.