



ACADEMY OUTLINE

The Oakland Schools Human Resource Leadership Academy offers a unique opportunity for Oakland County district employees who are eager to step into human resource leadership roles. This two-year, hands-on program is provided at no cost to participants and is meticulously crafted to mentor and coach aspiring HR leaders within our community.

As a participant, you will benefit from comprehensive training sessions tailored to the demands of school HR. Hands-on experiences that bridge theory with real-world application. Valuable networking opportunities with seasoned HR professionals from Oakland County districts and collaborative environments fostering the exchange of ideas and best practices.

WHO SHOULD APPLY

We are looking for individuals who are committed to developing into dynamic human resource leaders, driven by a passion for making a meaningful impact in the field of education through effective leadership. The ideal candidate is a diverse range of professionals including:

- Human Resource Generalists
- Human Resource Specialists
- Human Resource Assistants
- Building Administrators
- Human Resource Coordinators
- Finance and Accounting Specialists

As a graduate of the Human Resource Leadership Academy, you'll receive a one-year complimentary membership to Society for Human Resource Management (SHRM) and financial support to cover the expenses associated with obtaining the respected SHRM-SCP or SHRM-CP certification exams. Whether you're already immersed in HR roles or seeking to transition, if you're enthusiastic about driving positive change and fostering growth, the Human Resource Leadership Academy is the perfect platform for opportunity.

ACADEMY ELIGIBILITY

- Deep interest in a human resource leadership role in an Oakland County school district.
- Bachelor's Degree preferred but equivalent relevant experience is strongly considered.
- Satisfactory performance evaluations.
- Ability to commit to a two-year residency academy.
- Employed by an Oakland County school district.

HOW TO APPLY

1. Complete application.
2. Attach a copy of your resume.
3. Attach the Human Resource Leadership Academy Recommendation Form.

The first cohort will have a limited number of slots. **Submit materials no later than May 22, 2026** to hr@oakland.k12.mi.us to be considered.



Name: _____

Title/Position: _____

District: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Degree: _____

COMMITMENT

As a participant in the Oakland Schools Human Resource Leadership Academy, you will be engaged in curriculum designed to educate and prepare you for a human resource leadership role in a district. The academy will focus on topics and skills needed to lead a district human resource office.

Year one of the academy will include a curriculum focus with classroom learning opportunities, industry professional presenters and self-guided materials all supported and guided by an academy mentor and facilitator.

The Human Resource Leadership Academy will run from August – May and will comprise a mix of virtual and in-person sessions. Please see the tentative course syllabus at osisd.us/hrla-schedule to ensure your schedule will allow for full participation in the academy.

Year two of the academy will offer hands-on district experiences. Participants will be matched to host districts in Oakland County to shadow human resource functions.

In order to get the maximum benefit of this academy, your full participation and engagement is crucial. Please understand the commitment you are making prior to the submission of this application.

I UNDERSTAND AND COMMIT TO...

- Attend all scheduled sessions; extenuating circumstances will be considered on a case by case basis.
- Actively engage in all activities, discussions, and exercises during the training program to maximize learning opportunities.
- Prepare adequately for each training session by completing any pre-assigned readings, tasks, or assignments.
- Respect the confidentiality of any sensitive information shared during the training program, including the experiences and stories of other participants.

Applicant Signature: _____ Date: _____

1. Why are you interested in the Human Resources Leadership Academy?

2. What professional experience do you have in human resources?

3. How will the Human Resource Leadership Academy help you fulfill your professional goals?

4. What are your expectations of the Human Resource Leadership Academy?

5. If accepted, how will you contribute to the Human Resource Leadership Academy?