Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

EDUCATIONAL LEADERSHIP AND MANAGEMENT

Training Course on Data-Driven HR Decisions in Education

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

- **DURATION**
  5 Days Practical Hands-on
- **DELIVERY MODES**
  In-Person Class & Live Virtual
- **CERTIFICATION**
  Accredited Certificate of Completion
- **INTAKES / DATES**
  Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 21, 2026

Academic & Professional Training Year: 2026

DATASTAT TRAINING INSTITUTE

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Training Course on Data-Driven HR Decisions in Education

Educational leadership and Management • 5 Days Intensive • Accredited Certification

Course Overview

Training Course on Data-Driven HR Decisions in Education empowers education leaders with data-driven human resource management (HRM) strategies that align staffing, recruitment, retention, and performance management with institutional goals.

Key Skills & Software Tools Covered

HR analytics • dashboarding • workforce planning

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
5 Jan 2026 – 9 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
5 Jan 2026 – 9 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Istanbul	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Bangkok	Classroom / 5d	**$5,000 USD / KES 90,000**
5 Jan 2026 – 9 Jan 2026	Accra	Classroom / 5d	**$4,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
12 Jan 2026 – 16 Jan 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 90,000**
12 Jan 2026 – 16 Jan 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 90,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Training Course on Data-Driven HR Decisions in Education

Introduction

In today’s educational landscape, where strategic planning and measurable outcomes dominate policy decisions, making informed HR decisions is essential. Training Course on Data-Driven HR Decisions in Education empowers education leaders with data-driven human resource management (HRM) strategies that align staffing, recruitment, retention, and performance management with institutional goals. Participants will learn how to leverage HR analytics, predictive modeling, and key performance indicators (KPIs) to enhance organizational effectiveness and student achievement outcomes.

By adopting a data-centric HR approach, schools and educational institutions can optimize talent acquisition, professional development, and employee satisfaction while improving student learning experiences. This course is designed to help HR professionals, school administrators, and decision-makers harness educational data systems, apply AI-based insights, and utilize strategic HR dashboards for evidence-based decision-making.

Course Objectives

- Understand HR analytics and its application in education settings.
- Learn to collect, organize, and interpret employee performance data.

- Apply predictive analytics to anticipate staffing needs.
- Enhance teacher recruitment strategies using real-time data.
- Utilize AI in education HR systems for smarter talent decisions.
- Develop data-driven retention plans to reduce staff turnover.
- Measure employee engagement metrics and morale.
- Build customized HR dashboards for educational institutions.
- Analyze trends in workforce diversity and inclusion.
- Align HR decisions with student achievement data.
- Improve professional development planning with performance metrics.
- Comply with HR legal and ethical standards in data use.
- Create an action plan for implementing data-centric HR practices.

Target Audiences

- School Principals
- District HR Officers
- University HR Administrators
- Education Policy Makers
- School Board Members
- Teacher Training Program Coordinators
- Data Analysts in Education
- Educational Consultants

Course Duration: 5 days

Course Modules

Module 1: Introduction to Data-Driven HR in Education

- Define data-driven HR practices
- Explore benefits and risks of data in HR
- Key components of educational HR analytics
- Integration with school improvement planning
- Tools for data collection and visualization
- Case Study: Implementing a basic HR data system in a mid-sized school district

Module 2: Predictive Analytics for Staffing

- Forecast staffing needs using historical data
- Identify turnover patterns and staffing gaps
- Introduction to machine learning models in HR
- Automating recruitment processes
- Linking teacher effectiveness to student performance
- Case Study: Using predictive analytics to reduce turnover by 25% in a charter school network

Module 3: Recruitment Metrics and Optimization

- Analyzing applicant data and hiring trends
- Building performance-based job descriptions
- Reducing bias in hiring using data
- Candidate quality scorecards
- Time-to-hire and cost-per-hire indicators
- Case Study: Revamping teacher hiring using a data-informed model

Module 4: Performance Evaluation and Development

- Aligning evaluation criteria with instructional goals
- Setting data-based SMART goals for teachers
- Using classroom observation tools
- Digital performance portfolios

- Linking evaluations to professional growth plans
- Case Study: From paper forms to performance dashboards in a high school district

Module 5: Employee Engagement and Retention

- Measuring engagement through surveys and data points
- Identifying burnout signals early
- Designing personalized retention strategies
- Impact of culture and leadership on retention
- Correlating satisfaction with performance and tenure
- Case Study: Boosting retention through targeted engagement analysis in a K-8 school

Module 6: Diversity, Equity, and Inclusion (DEI) Analytics

- Using data to assess hiring diversity
- Uncovering unconscious bias through data
- Creating equity dashboards
- Compliance with DEI laws and policies
- Tracking pay equity and promotion trends
- Case Study: Building an inclusive HR data dashboard in a university HR department

Module 7: HR Legal, Ethical & Policy Framework

- Legal standards for employee data collection
- Ethics of predictive decision-making
- FERPA, GDPR, and employee privacy
- Balancing data use and transparency
- Risk mitigation through compliance tracking
- Case Study: Policy reform after a data breach incident in a school district

Module 8: Building an HR Data Strategy

- Assess current HR data capabilities
- Design data collection and management protocols
- Choose the right analytics tools
- Communicate findings to stakeholders
- Implement and monitor an HR data action plan
- Case Study: District-wide HR transformation through strategic data planning

Training Methodology

- Interactive lectures and expert-led sessions
- Real-world case study reviews and discussions
- Hands-on HR dashboard creation workshops
- Group projects with scenario-based HR decision-making
- Pre- and post-assessments to track learning progress
- Supplementary toolkits and downloadable templates

Register as a group from 3 participants for a Discount

Send us an email: info@datastatresearch.org or call +254724527104

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/training-course-on-data-driven-hr-decisions-in-education to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.