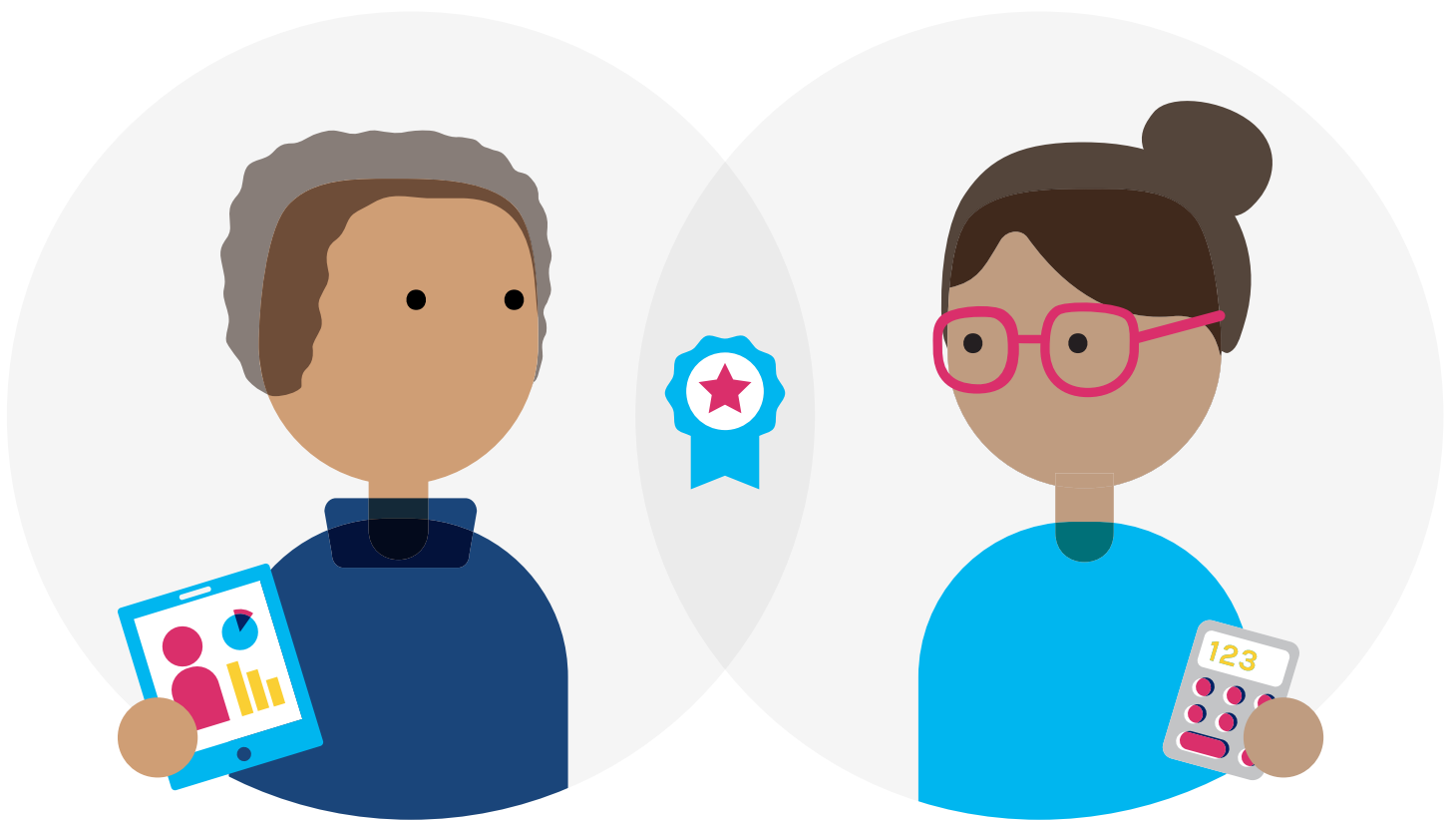


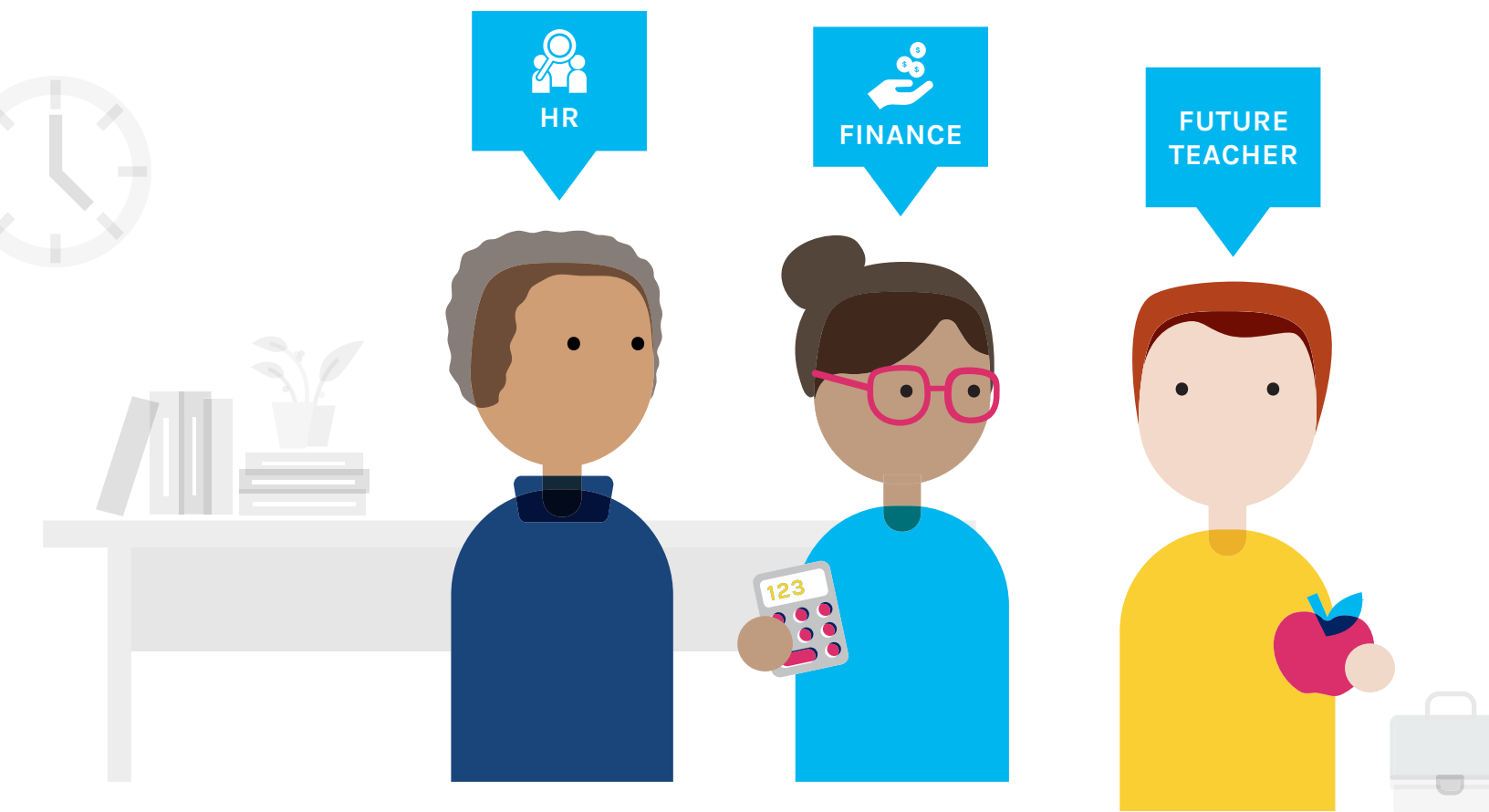
Bringing HR and Finance Together

to Meet Recruiting, Hiring, and Onboarding Challenges



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Introduction

Finding and hiring the right teachers is getting harder. As a worsening teacher shortage hits K-12 schools and districts across the U.S., recruiting and hiring fast is as important as retaining the teachers you currently have.

Many K-12 HR teams find disjointed processes around recruiting, hiring, and teacher retention make staffing their schools more difficult. When clunky processes overwhelm your team, they end up spending more time on rework and fixing data entry issues than working with the people your district needs for driving student success.

With the right strategies, however, you can address tough staffing challenges and give your team more time to focus on people. Of course, streamlining HR means collaborating seamlessly with the finance office since so many tasks are intertwined, from budgeting and approvals to onboarding and managing employees. **The right edtech solution supports departmental alignment and reduces staff workload by sharing data, automating processes, and providing secure, online access from anywhere.**



In this eBook, we'll discuss:

- 1 Recruiting, hiring, and onboarding challenges
- 2 Solutions for ending the piles of paperwork
- 3 Combining HR and finance tools to streamline processes

Troubling Trends in Teaching

The ongoing teacher shortage isn't new. Research shows a well-defined trend over the last couple of decades. Generational shifts combined with increasing strain on educators have accelerated troubling staffing trends.

The first wave of baby boomer teachers hit retirement age during the 2008-09 school year. California schools, for example, began seeing a mass exodus of experienced teachers with that development. By the 2015-16 school year, 125,124 teachers in the state had retired, leading researchers to estimate a third of their most experienced and accomplished K-12 educators would leave the profession by 2020.¹

In addition to an acceleration of teachers retiring, stress and burnout are taking their toll. Research reveals that 44% of new teachers leave the profession within five years for reasons ranging from lack of resources to overwhelming stress.² The stress only gets worse as the teacher shortage deepens. The PowerSchool Education Focus Report: [Top District Priorities and Shifts in PK-12 Education](#) cites that 74% of teachers report filling in for colleagues due to staffing shortages. 80% report that unfilled job openings lead to more work obligations.

Overcoming a nationwide teacher shortage

Districts across the U.S. feel the effects of the teacher shortage. In our [2022 K-12 Talent Index: Education Research Report](#), teacher recruitment was noted as the top priority for K-12 HR professionals. To meet staffing goals and provide students with the quality teachers they deserve, schools and districts can look to technology to help them ramp up recruiting and hiring.

Talented teachers and dedicated staff are the heart of any successful school or district, which is why recruiting, hiring, and retention have become top priorities. However, K-12 HR teams have seen hiring the right people become more difficult in recent years.

With fewer qualified teachers available, **it's more important than ever to start hiring quickly and accurately.** And with this younger workforce, it's critical to make recruiting, screening, and onboarding as fast and easy as possible for everyone. You can't afford to be the last into the talent marketplace or let valuable teachers slip through the cracks.



84% of districts

say that attracting teacher candidates is one of their top three priorities³

Zzz 83% of millennials

admit they sleep with their smartphone still turned on⁴

53% of millennials

say they prefer an employer to use familiar technology⁵



94% of districts

post jobs on district websites, but only 30% on social media²

Millennials stepping up to lead classrooms

The median age for elementary teachers is 42.7 years old.⁶ That means millennials, who begin hitting 42 in 2023, make up a considerable portion of working teachers. It's more important now than ever to update recruiting and hiring practices to appeal to this tech-savvy generation.

As the workforce evolves, HR departments must also adapt. Millennials and members of Generation Z grew up in a digital world of instant solutions. Many have never known adult life without the speed and convenience of managing email on their phones and saving files in the cloud. They use apps to secure a ride from the airport, order lunch, and even enjoy a few minutes of guided meditation.

For this generation, soon to make up most of the workforce, technology has been a seamless part of their lives—through college and in every job

they've had. They trust digital tools and processes to save them time and put them in control of their information. So, when the time comes for them to start their career, they'll naturally prefer employers who promise time-saving tools to help them succeed. By contrast, employers confronting them with bulky applications and stacks of paper forms are likely to be passed up.

New teachers entering the workforce expect easy, online processes. They want to complete an application without writing their name and address on five different forms, and they want to receive updates on their mobile devices. **If your district isn't offering a familiar online recruiting and hiring experience, you're likely missing your target audience for open jobs.** As millennials and Generation Z behind them continue to make up more of the workforce, recruiting, hiring, and onboarding processes must keep pace.

Cutting Through Red Tape with Smarter Strategies



When you're competing for the best talent, breaking down barriers to entry makes you stand out as a potential employer. If the first encounter a young applicant has with your district is a wall of paperwork, they'll likely be lost to a K-12 district offering a more streamlined process. On top of that, paper-based processes overburden HR staff, hamper communication, and are typically more error-prone than integrated and automated systems, which don't rely on staff deciphering hand-written information.

But it isn't just paperwork that's the problem. Delays, inaccuracies, and mistakes that result from disjointed processes and poor communication between teams also hamper efforts to hire the candidates you want. Streamlining applicants' experience is key to beating other schools and districts to the job offer. Identifying gaps in communication, redundant data entries, and other snags helps you create a more seamless experience for applicants and new hires.



“Being more accurate has alleviated the pain of contacting new employees to come back in for corrections or to fill out a missed form. Our digital system also helps us make sure the **first paycheck goes out on time** without being delayed by process.”

LEVI MARTIN | HR Specialist, Kennewick School District, WA

Where to start streamlining your processes

The first hang up most districts face is getting budget approved and allocated appropriately to begin the hiring process. Separate HR and finance systems usually cost days and sometimes weeks as teams try to align on budget, get approval for headcount, and ensure new requisitions are accurately connected to the required fund account.

HR and finance can work together to ensure budgets are immediately and accurately allocated for specific roles. Integrated edtech tools help by automating processes. New requisitions can automatically be tied to the correct budget and fully approved upon entry. This connectivity helps you move forward with hiring faster, easier, and more accurately.

Online applications are another must for schools and districts competing for top talent. Applicants need the freedom to apply when and where it's most convenient for them. Processing applications also needs to move quickly to avoid leaving prospects out in the cold.

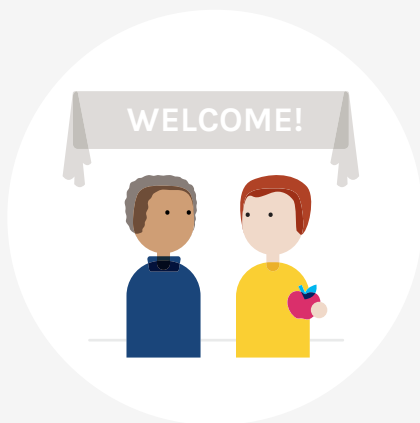
Automated applicant tracking software can help by communicating that an application has been received and making sure the relevant reviewers get alerts.

Clunky onboarding can be the final hurdle in an otherwise smooth process. A stack of forms is no way to welcome new hires. Rather than getting to know them, answering their questions, and introducing them to your school culture, they waste time silently filling out forms, resulting in tedious data-entry tasks for your HR staff to handle later.

Costs of disjointed HR and finance processes:



Losing strong candidates to competing districts that hire faster



Missing opportunities to set new hires up for success during onboarding



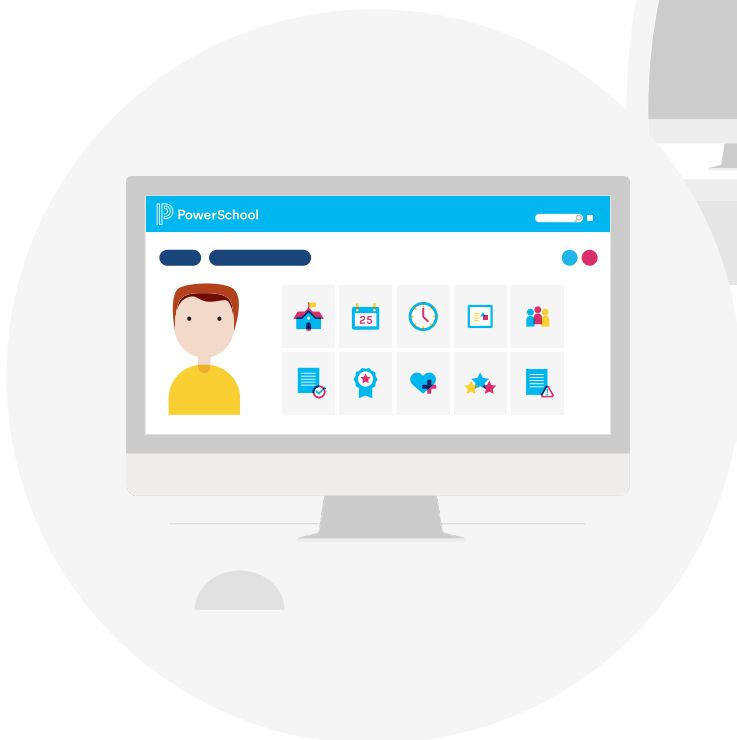
Fixing errors in budget allocations that can slow down hiring

“Our old hiring process had us burning time all over the place. We would spend 45 minutes on paperwork with new hires. Now we’re spending much less time on paperwork and more time on valuable orientation materials and introducing them to our district culture.”

LEVI MARTIN | HR Specialist, Kennewick School District, WA

First impressions matter

Teachers want to focus as much of their time as possible on working with their students. If their first experience with your school or district is a slow and cumbersome process just to apply, they'll only assume this represents what it's like to work there. **To attract high-quality teachers, show them you prioritize their time** by streamlining processes, minimizing paperwork, and communicating clearly.



Meeting the Challenges with Integrated HR & Finance Tools

It's time to leave delays, errors, and paperwork in the dust. Today, technology allows K-12 schools and districts to go entirely paperless and seamless for all recruiting, hiring, onboarding, and HR management tasks. It's about more than just reducing paper usage—connected online tools help teams work together without having to enter the same information over and over. For example, once an applicant enters their information, their data moves with them throughout the entire process, from application to new hire. And since each applicant enters and confirms their own information, there's little chance of errors made by HR staff members trying to decipher hand-written documents.

Getting ahead of the growing teacher shortage requires streamlined processes and connected HR and finance tools. Adopt faster, easier, and more accurate digital tools to get the teachers you need in classrooms, and to keep them long term.

You set the pace

Go from budgeting new positions to paid employee without delays. Integrating your **finance, recruiting, and payroll systems** lets you set the pace of hiring and onboarding based on your required approval and interview processes—no more long delays in job offer approvals that cause you to lose candidates to speedier districts.

You don't have to tell new hires to email any questions they have because your entire session was eaten up by pages and pages of hand-written documentation. **Give each new hire the face-to-face time they deserve** while your connected systems handle the transfer of their HR information over to finance automatically.



“We’ve experienced 10 percent growth in our district over the last four years, but with connected tools for HR and finance, our HR team has only experienced about a five percent increase in workload. We’re also spending more time working with people rather than scanning, filing, and entering data.”

LEVI MARTIN

HR Specialist,
Kennewick School District, WA

Tools for success designed to work together

Streamlined, automated processes between HR and finance give you the speed to be first and the freedom to focus on your people. What you want is seamless connectivity, not improvisation. Consider that just because two or more edtech tools can work together, they may not offer the

ease of use, time savings, and accuracy a more holistic solution provides.

In the end, a digital HR and finance solution should give your team **more time to recruit new teachers, identify top candidates, and welcome them into your district** with an onboarding process that supports teacher success and retention. In other words, more time to focus on people.

With an integrated HR and finance solution, staff and prospective hires enjoy:

Faster, easier hiring processes



Move from budget approval directly into recruiting by **posting jobs with a few clicks**

Easier employee onboarding



Employees hired **get automatically added** as a pending employee in your connected payroll management system

Accurate budget management



When a budget gets assigned, **requests can be approved and moved to HR without re-entry**, eliminating the chance for human error

Conclusion

Taking the Next Step toward Streamlined HR and Finance

Streamlining HR and finance helps you recruit and hire more new teachers, faster. The right combination of tools also reduces paperwork and staff workload by automating processes and eliminating redundant data entries.

Want to see how one district realized these results and more? Check out this on-demand webinar for a real-world success story:



Putting HR in the Fast Lane

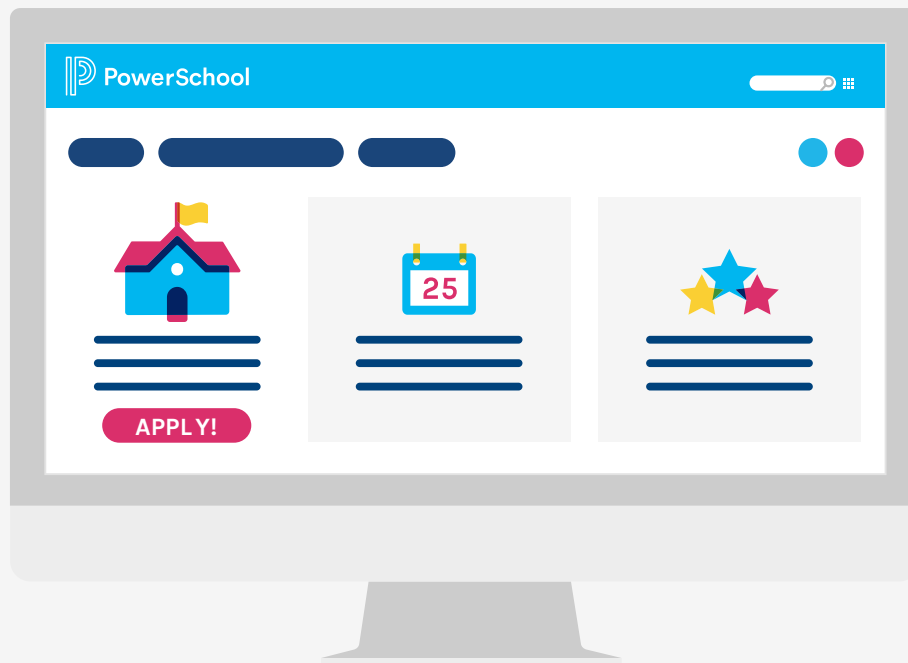
Kennewick School District in Washington combined their HR and finance tools to focus on the human capital of their district.

In this on-demand webinar, HR Specialist Levi Martin explains why his district made the switch, how they implemented the new tools, and most importantly how they:

- Saved their HR team 20-30 hours per week
- Nearly eliminated paper forms, scanning, and filing
- Improved applicant and new hire experiences
- Set new teachers up for success with better onboarding

Ready to see for yourself?

Watch a demo now to see how our HR and finance solutions work together to eliminate paperwork and give your staff more time for people.



Sources

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3. [PowerSchool K-12 Talent Index: Education Research Report \(2022\)](#)
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5. Robert Walters; "Attracting and Retaining Millennial Professionals"
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