



## Workday for K-12

The business function of primary and secondary education has changed significantly in the last decade. With proven links between teacher performance and student achievement, district administrators are tasked with recruiting, observing, measuring, and retaining the best teachers in a highly competitive market. Additionally, district finance offices face mounting pressure to spend less time managing transactions and more time analyzing and measuring data to support operational efficiency—all while working within strict budgetary and regulatory guidelines. Existing legacy systems simply were not designed for these challenges.

The Workday suite of applications spans finance, human capital management, payroll, and analytics to streamline the “business” of education, making it easier for you to find and retain top-performing teachers, minimize administrative work, and use data more effectively—ultimately enabling staff to focus on high-quality instruction for students. Workday has been built from scratch—in this century and specifically for cloud delivery—enabling districts to adapt quickly to change, operate more efficiently and transparently, and better manage their most valuable asset: The workforce.

### Different by Design

Raised on mobile devices and social networks, millennials represent the largest generation in the U.S. workforce today. They expect a level of engagement, collaboration, and ease of use that can't be found in legacy technologies. Workday applications are simple, intuitive, and designed mobile first for the way millennials want to work. Simple enough for the casual user yet powerful enough to handle critical back-office work, Workday delivers built-in business intelligence, diverse organizational structures with modeling capabilities, and more than 300 business processes optimized with best practices. With Workday, you can:

- **Recruit and retain top-level teachers:** Workday provides comprehensive recruiting, onboarding, and performance management tools, and automated business processes that significantly reduce (and often completely eliminate) paperwork and manual tasks. Employees are engaged with career opportunity planning and have visibility into and control over their own information, minimizing errors and streamlining requests and approval times.

### Key Benefits

- Gain visibility into teacher performance and student achievement metrics to support proactive intervention and pay-for-performance models.
- Track and monitor performance, satisfaction, certifications/licensure, and retention risks to better develop and retain top performers.
- Streamline business processes and eliminate manual tasks, making it easier for staff and teachers to focus on student achievement.
- Improve accountability and decision-making with a 360-degree operational view of real-time data, personalized dashboards, and analytics.
- Increase engagement, productivity, and user adoption with an intuitive mobile and desktop interface.

### Financial Management

- Accounting and Finance
- Reporting and Analytics
- Financial Planning
- Expenses
- Procurement
- Inventory
- Projects
- Grants Management

### Human Capital Management

- Human Resource Management
- People Analytics
- Workforce Planning
- Recruiting
- Talent Management
- Learning
- Compensation
- Benefits
- Payroll Management
- Time and Absence

### Prism Analytics

Workday uses internal and external data to analyze talent and retention risk so you can better understand the potential impact and cost of losing high-achieving teachers and take immediate action to retain them.

- **Operate more efficiently and transparently:**

Unlike legacy workflow tools that are rigid and difficult to maintain and upgrade, the embedded business process framework in Workday can be easily configured by workers to meet a wide range of unique needs and requirements. It includes alerts, flags, approvals, collaboration, calculated and custom fields, report generation, and even integrations to reflect business process requirements across the entire platform. Workday offers unparalleled agility and adaptability to keep up with regulatory requirements, new policies, and grants and provides real-time transaction audits for transparent accountability. It enables you to easily track classroom observations, performance history, evaluations, teacher certifications and licenses, and succession planning, and helps align teacher and principal goals to district-wide strategic plans and initiatives. Workday provides a single point of visibility into the budget, operations, and workforce of every school and/or program across the district.

- **Leverage real-time, built-in analytics with delivered reports and dashboards:**

Workday uses a single embedded analytics framework, minimizing the need for a data warehouse and for juggling multiple expensive, often third-party applications to reconcile data across disparate security schemas. It allows data to be pulled from multiple sources, delivering rich insight into various facets of your district. Workday delivers ad hoc custom reporting tools designed for business users (as opposed to requiring IT intervention) and all custom reports are preserved through two annual Workday updates.

- **Gain unparalleled insight into your workforce:**

Workday provides insight into the cost, capacity, capability, and quality of employees to better optimize those resources. It can help you institute targeted programs for retaining top performers such as incentives for teachers that obtain certain credentials or pathways to teacher leadership. Workday features consumer-like search capabilities for finding workers across the district with specific skills (language, curriculum, certifications, licenses, teacher rubric rating, and so on) so open positions and gaps can be filled quickly. You can define and implement the right strategies to achieve your goals—all from a single unified application with a modern, easy-to-use interface.

- **Focus on student achievement and competency outcomes:**

Older legacy systems are not flexible enough to be upgraded or modified to be able to track the data points that new funding sources require. The ability for Workday to adapt coding, reporting, and approval structures of the entire system in a nondisruptive way is a significant advantage for helping your district quickly adjust to any new requirements.

- **Better predict operating costs and leverage resources:**

Workday helps you improve the way you administer and deliver key human resource, benefits, payroll, and financial services to employees. It replaces paper-driven, labor-intensive business processes with configurable, automated workflow, making it easier to submit and track changes, ensure consistency and transparency, and make better decisions using complete, accurate, real-time data. Workday minimizes administrative overhead for all employees and users and enables you to shift valuable resources to more strategic roles.

## Designed for Today and Tomorrow

Workday applications are purpose-built for cloud delivery, offering advantages that are not possible with rigid, on-premise, and single-tenant SaaS systems, including:

- **Continuous innovation and adoption:** Workday eliminates the cost and complexity associated with traditional upgrades by delivering easy-to-adopt automated updates. This multi-tenant cloud delivery model leverages the Power of One—one unified platform, one codeline, one customer community—to open the door for faster innovation, easily consumable enhancements, and shared best practices.
- **Better decision-making:** Built-in reporting tools and real-time, actionable analytics provide a 360-degree view of your district and a more streamlined, cost-efficient way to reconcile data across the entire district.
- **More time to focus on strategic initiatives:** Workday manages all the traditional IT-related aspects of your administrative applications—upgrades, patches, integrations, data security, application availability, backup, disaster recovery, performance tuning, operating system, database, network, storage, and maintenance. IT teams can then spend more time focusing on strategic technology initiatives for your district.

With an innovative, fresh foundation and a multi-tenant cloud delivery model, Workday can grow and adapt with your district in ways your legacy or patchwork hybrid systems will never be able to do. In short, Workday has reinvented business applications to help your district run more efficiently and effectively.



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