



 PowerSchool

Unified Talent™

SUPPORTING SUCCESS, FROM HIRE TO RETIRE

PowerSchool Unified Talent™

Everything an HR leader needs to ensure classrooms are led by amazing educators

Talent—the people behind education—are who drive student success. The PowerSchool Unified Talent™ solution gives schools, districts, and boards the best tools to attract, hire, support, develop, and retain your talent.

Built to grow with your existing systems and processes, for today and tomorrow, **Unified Talent helps you support your talent's success—from hire to retire.**



Find and Hire High-Quality Educators

Use the nation's most popular K-12 job board, research-based candidate assessments, and an easy-to-use applicant tracking system to quickly find and hire great teachers.



Get Transparency into Talent Management

Increase visibility and ensure compliance in personnel management and performance by centralizing HR operations with one, unified solution that brings it all together.



Save Time to Focus on What Matters

Reduce inefficient HR paper processes. Embrace streamlined, automated workflows so your staff can focus on impacting student success.



Target Professional Development to Build Educator Effectiveness

Better identify teacher strengths and opportunities to provide actionable feedback. Deliver ongoing learning to drive student achievement and teacher retention.



Build a Positive School Culture

Transparency into employee documentation and performance management combined with opportunities for targeted professional learning create a school culture where staff can trust leadership and feel supported to focus on student achievement.



The PowerSchool Unified Talent Difference

When you're ready to transform talent management into a data-driven function that helps fuel student achievement, PowerSchool is the one partner you can trust for comprehensive solutions that connect your entire school, district, or board.

- ✔ **One, unified talent management solution with best-in-class products** to span the complete employee lifecycle
- ✔ ERP and talent management products brought together to **align employee processes and data across HR and Finance**
- ✔ **Tailor professional learning by using student performance data**, such as award-winning Performance Matters
- ✔ Our **world-class support and services team partners with you** to ensure you always have what you need to succeed
- ✔ **Products that operate openly** with your choice of data sources and partners
- ✔ A **flexible, configurable solution** that easily adapts to your district's specific approach to staff effectiveness

“Ultimately, we're about students and that's really a focus for me. How can we, in everything we do, make sure that it's benefiting students? With Unified Talent, **the time savings, the focus, and the integration** has really given administrator time and teacher time back to the students.”

TRICIA MOONEY
Superintendent, Hermiston
School District, Oregon

FOR HR LEADERS, SUPPORTING STUDENT SUCCESS Begins with Supporting Instructional Leaders



"Bob"
The Principal

As the instructional leader of my school, I play a large role in **ensuring my educators have the support and resources they need to drive student achievement.** To accomplish that, I have to manage many complex areas while leading my team of educators.

Here's a look at one aspect of my job and what I need to be successful.

A **comprehensive, unified talent management system** enables me to do every aspect of my job as an instructional leader—easier and faster. With an open, connected system I can efficiently find the right staff for my school and ensure they have the resources they need for success—so everyone can stay focused on driving student achievement.

I need to **create a pipeline of candidates** year-round to help ensure I have the applicants I need to fill next year's open positions. A job site with national visibility and over 500K unique visitors per month helps our jobs reach a wider audience.

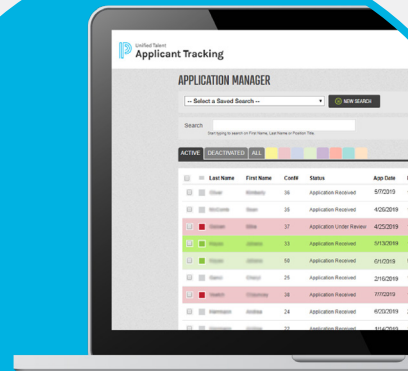
I need an easy way to objectively find the most effective applicants to ensure my students have educators with the best chance of supporting student success. A **research-backed candidate assessment tool** helps me quickly spot candidates with proven cognitive abilities, teaching skills, and attitudinal factors so I can leave guesswork behind.

I need to make sure I have quality teachers in all my classrooms on day one. An **integrated applicant tracking system** that can automate reference checks and employment history verifications while centralizing applicant information helps me stay organized and simplify hiring.

SCHOOLSPRING
JOB BOARD



CANDIDATE
ASSESSMENT



RECRUIT & HIRE
IMPACTFUL
CANDIDATES



APPLICANT
TRACKING

“One of our principals shared with me that she appreciates Unified Talent Perform because it allows her to spend more time collaborating and having powerful conversations with her teachers about student learning.”

RESIA BROOKS, PH.D.
HR Coordinator, Shelby County Schools, Alabama

I want to provide a **proactive teacher induction process** so my new hires can stay focused on preparing for the school year. Through an automated workflow and document management system, I can focus on personalizing the induction experience and ensure my new educators have what they need to succeed.

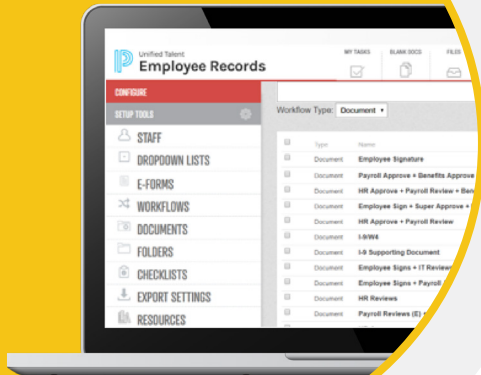
For my first-year teachers, I need to be able to coach them from day one. A **blueprint for development** based on their automated and unique professional development profile would give me a clear outline for how best to help them succeed.

To support educator effectiveness, I need an easy-to-use, **transparent way to conduct observations and provide fair feedback**. When I do my classroom observations, I want to have a built-in scripting tool that allows me to focus on the teacher and less on the forms. I'd like a way to encourage learning right from within the observations I take.

EMPLOYEE RECORDS



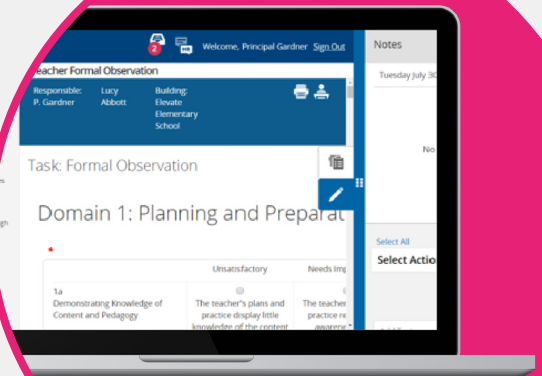
TEACHER INDUCTION & SCHOOL SUPPORT



CANDIDATE ASSESSMENT



PERFORM



DEVELOP & RETAIN EDUCATORS



PROFESSIONAL LEARNING



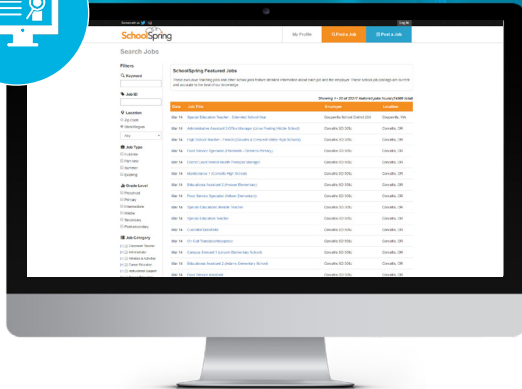
ABSENCE MANAGEMENT

I need to ensure that learning goes uninterrupted for students at my school. With a **flexible absence management system**, we can find the qualified substitutes we need so learning can continue.

As the instructional leader of my school, I need to coach my teachers and provide growth opportunities to help retain them. Through a **streamlined professional development management system**, I can keep track of professional development credits and support school staff with continued growth and development.

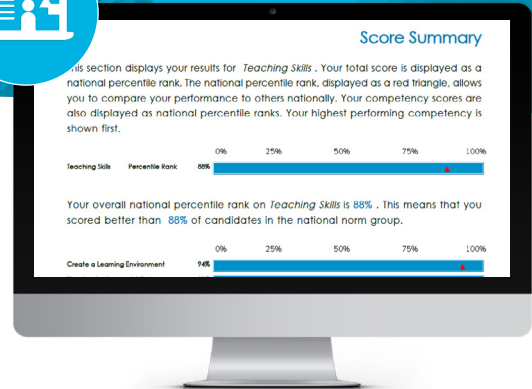
Talent Management Tools

TO SUPPORT SUCCESS FROM HIRE TO RETIRE



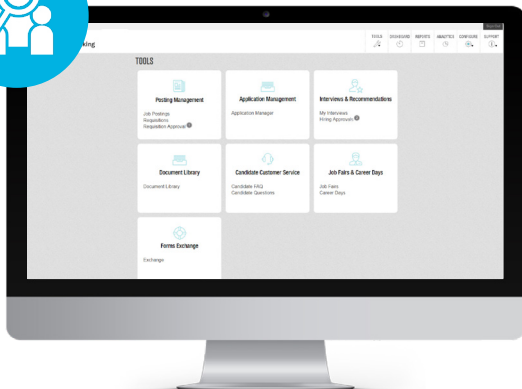
SchoolSpring Job Board

As the nation's most popular K-12-specific job board, SchoolSpring Job Board **attracts over half a million unique visitors monthly** and helps you connect with educators via a nationwide candidate database.



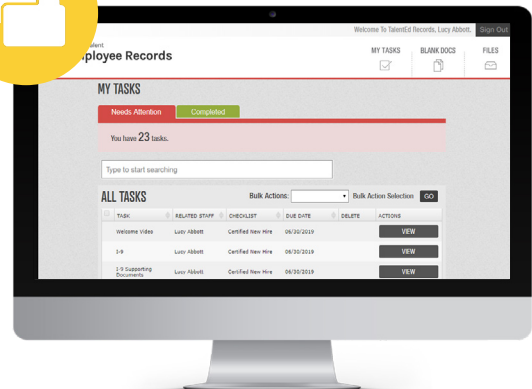
Candidate Assessment

Candidate Assessment helps you effectively identify the ideal candidates for your school based on predictors for student success—so **you can hire and nurture educators** while they drive student achievement.



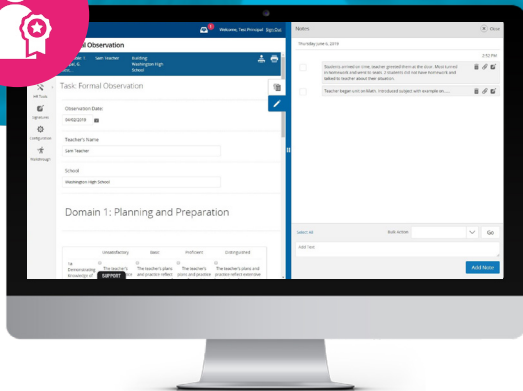
Applicant Tracking

Applicant Tracking provides easy-to-use tools to help you **efficiently manage every aspect of the hiring process** from start to finish.



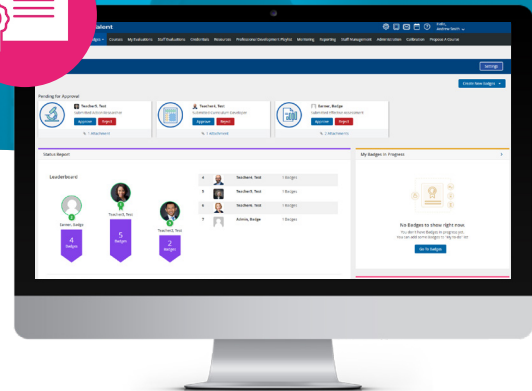
Employee Records

Employee Records is an intuitive online process management product that **streamlines and automates HR workflows and organizes employee documentation**.



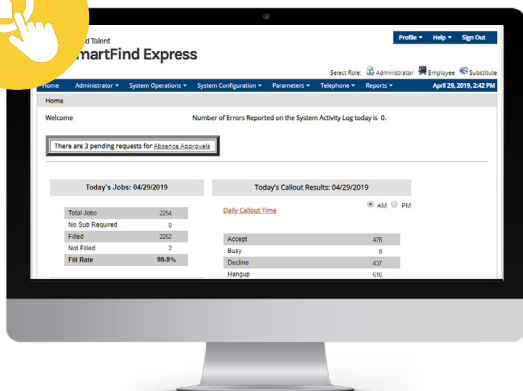
Perform

Perform is a **comprehensive performance evaluation system** designed to facilitate all K-12 employee evaluations, from teachers and principals to support staff and beyond, while ensuring transparency and enhancing collaboration.



Professional Learning

Professional Learning provides a convenient professional development management platform that **encourages adult learning and makes tracking it simple.**



Absence Management

Absence Management delivers an **automated callout system and online absence management portal** to help you quickly and easily source available, qualified substitutes for your daily absences.

Using PowerSchool Unified Talent, customers reported:

- ✓ 50% less time spent placing substitute teachers
- ✓ 50% less time spent on onboarding tasks
- ✓ 50% reduction in printing and copying costs
- ✓ 80% less time tracking evaluation task completion

Source: Hobson & Co, 2016, Talent Management's ROI in K-12 Education

Experience you can trust.

30+
years in K-12
experience

PowerSchool Group, LLC



9 of 10
largest U.S.
districts

13K
schools &
districts

8M
professional
development
courses taken*

PowerSchool Unified Talent™ solution



4.1M
job board
users*

2.1M
observations
completed*

16.5M
absences
filled*

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*During average year

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