

# Funding for the Future

## PowerSchool Employee Records



This document outlines how a sustainable investment in PowerSchool’s Employee Records solution can be achieved using long-standing federal funds, COVID emergency relief funds, and unique state grants.

Funding Source	Alignment to PowerSchool Employee Records
<b>ESSER</b>	ESSER funds are used to meet district needs arising from the COVID-19 pandemic, including accelerating learning and ensuring continuity of operations. If a digital solution for applicant tracking addresses local impacts of COVID-19, such as needs to quickly hire and onboard qualified candidates in response to staff attrition and shifting student needs or to reduce the administrative burden of hiring processes, particularly those complicated by interruptions to in-person operations, then funding PowerSchool Employee Records using ESSER is allowable.
<b>Title II Part</b>	The intent of Title II Part A is to aid in the recruitment, retention, and development of instructional leaders and teachers who are highly-effective in improving student outcomes. To the extent that the PowerSchool Employee Records solution streamlines and improves processes of hiring, onboarding, and development of skilled staff, Title II Part A funds can be applied.
<b>Title IV Part A</b>	Title IV funds may be leveraged, with limits, towards improving technology infrastructure, including purchasing software applications and platforms such as PowerSchool Employee Records.
<b>Title V Part A</b>	Title V funds, or "REAP" funds, are made available to rural districts to supplement their other federal grants. These funds may be used towards any of the allowable uses of other Title funds, including hiring and onboarding highly effective staff.
<b>Competitive State Grants</b>	Many states make competitive grants available to school districts to aid in addressing high-priority needs. State grants for addressing hiring challenges may be leveraged towards an investment in PowerSchool Employee Records.
<b>General Funds</b>	Districts may choose to leverage their general funds towards systems that improve student outcomes, reduce demands on staff, and yield cost savings. A digital platform to make hiring practices more efficient can have significant impacts on achievement, workloads, and costs.