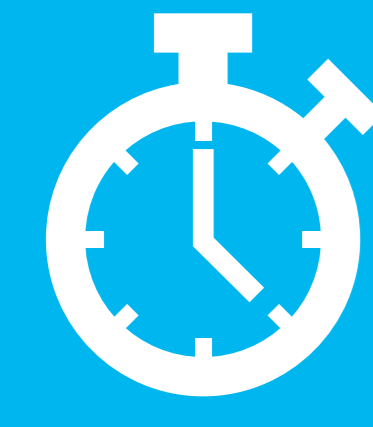


# What High-Performing K-12 HR Teams Do Differently

We worked with research firm Strategy Analytics to survey over 300 K-12 HR leaders and educators at districts across the U.S. for our [2022 PowerSchool K-12 Talent Index: Education Research Report](#). In it, we identify common attributes of districts who report high performance across a range of indicators, including faster hiring and onboarding, better retention, and data-driven teacher support through personalized professional development (PD).

## WHAT WE FOUND

High-performing K-12 districts in our study report:



**5** minutes or less to find decision-driving data



**5** days or less to onboard new hires



**96%** teacher and staff retention



## HOW DO THEY DO IT?

This year's report takes a closer look at what separates these top districts from others with opportunities to optimize hiring, onboarding, retention, and day-to-day efficiency.

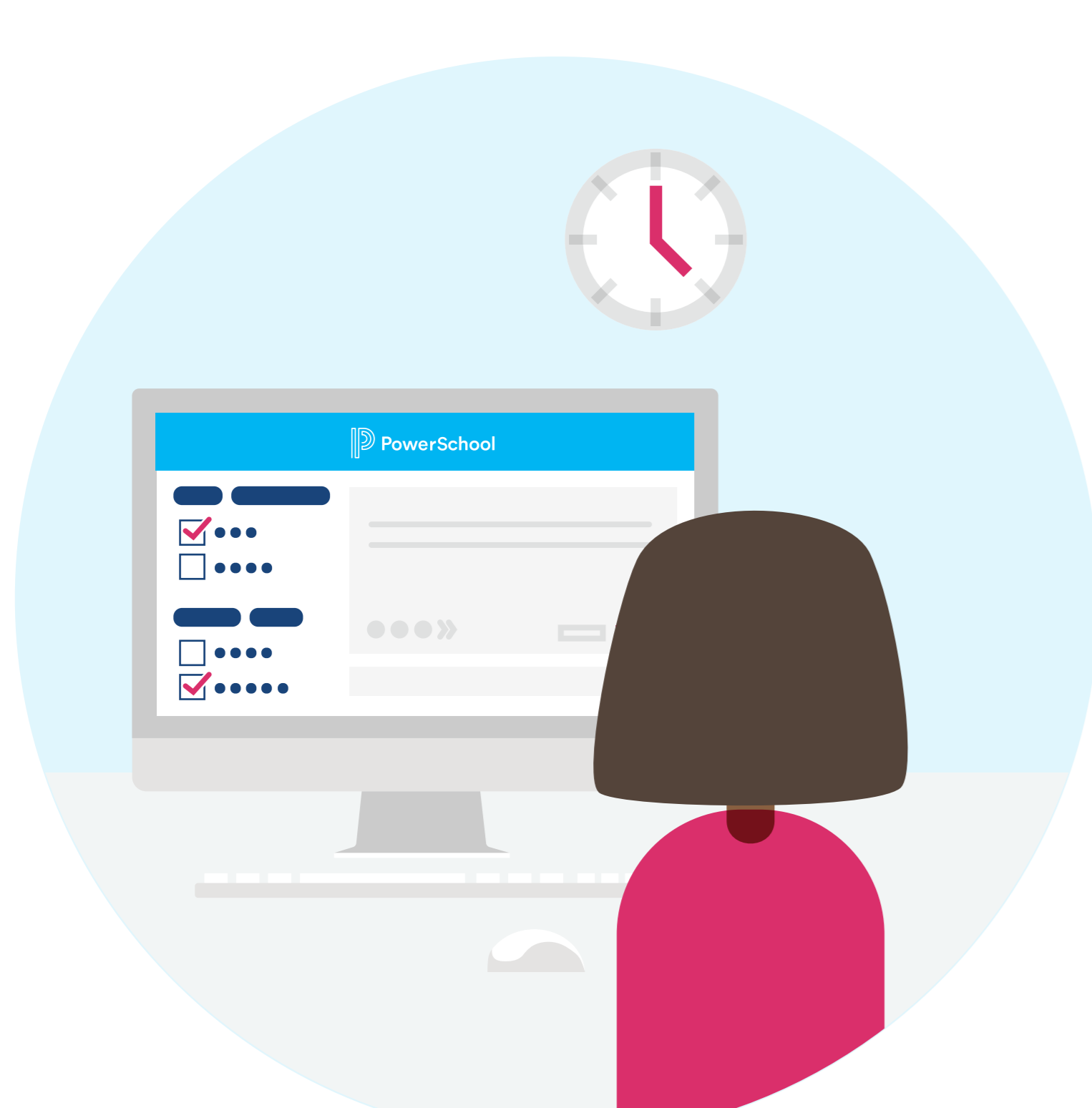
Here are 5 things top-performing districts do differently, according to our 2022 K-12 Talent Index Report:



## Automate workflows with digital systems

Top districts make hiring, onboarding, and contract renewals fast and easy by using technology that saves time and keeps workflows moving.

**70%** of high-performing districts use automated onboarding checklists and forms



## Integrate processes and tools

When systems work together, leaders report they rarely re-enter data and experience problems with a process less than 10% of the time.

**50%+** of high-performing districts use integrated systems for analytics and reporting

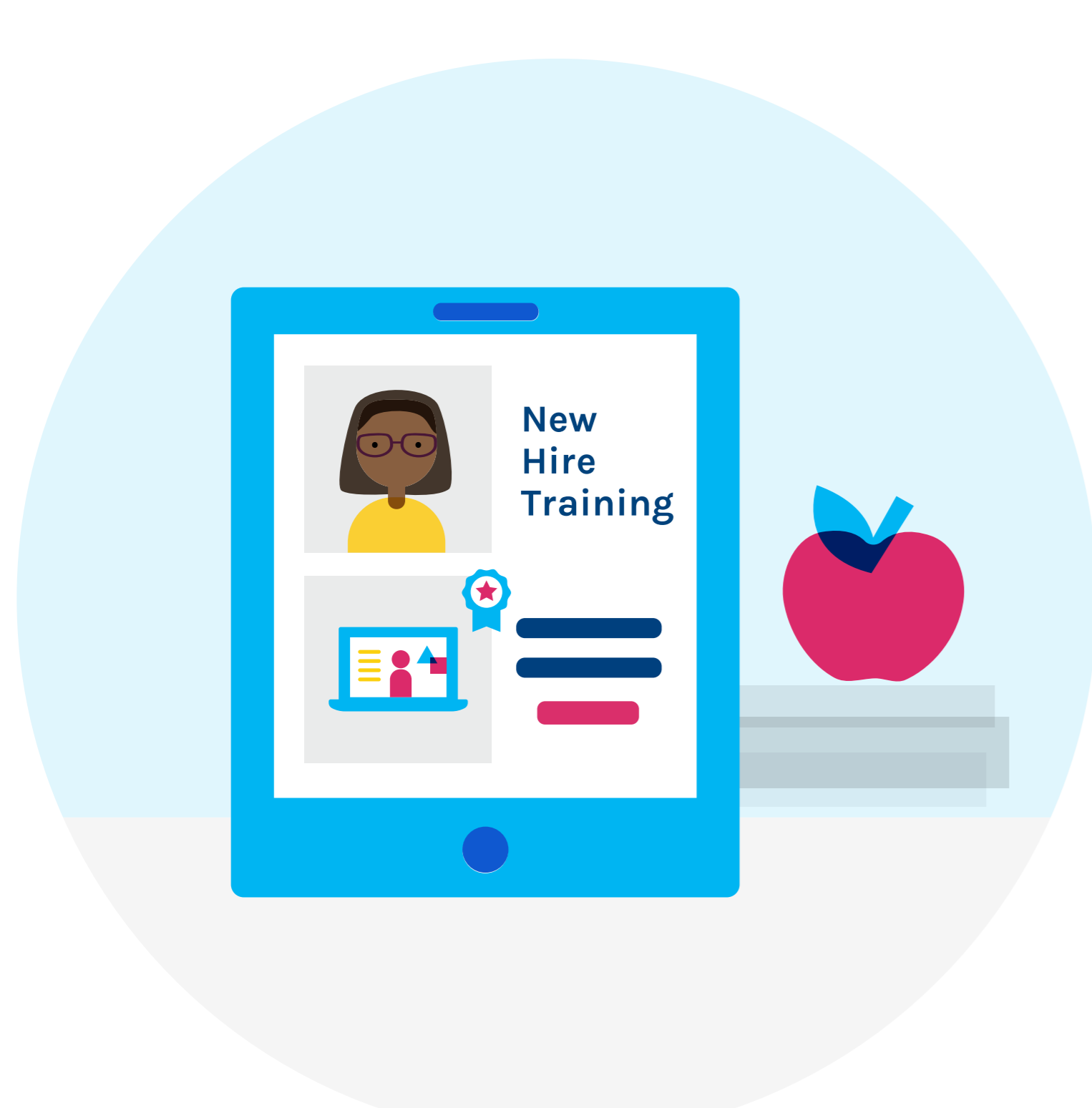


## Enable team members to instantly find the data they need

They can find the data they need in 5 minutes or less with easy-to-navigate digital systems and comprehensive dashboards that put vital information at their staff's fingertips.

**70%** of high-performing districts report that staff finds data they need instantly (5 minutes or less)

Only 16% report frequently re-entering data



## Eliminate paperwork with digital records

Online records, forms, and contracts mean employees can be onboarded in less than 2 days, and they complete their contracts in less than a month.

**3-week** average for high-performing districts to complete the contracts process



## Inform decisions with data and insights

Top districts make data-driven decisions based on valuable insights, like referring to student performance data and past evaluations feedback to personalize teacher PD plans.

**50%** more likely for high-performing districts to prioritize past evaluation feedback in PD plans

### REPORT

Want to learn more about what sets top K-12 districts apart when it comes to hiring, onboarding, and staff retention?

Check out the 2022 PowerSchool K-12 Talent Index: Education Research Report. Learn how your district can drive better outcomes by supporting teacher and staff growth.

[K-12 Talent Index](#)

[Get the Report](#)