DON'T GET CAUGHT IN
THE CHURN

Future Ready Professional Development

Why you need an employee disaster recovery plan

As if the ongoing plague of turnover in K-12 wasn't bad enough, did you know that the staff you do retain is underperforming and being less productive because of an overall lack of digital skills? It's a problem that's costing the American economy $1.3 trillion every year, according to a recent article from *Entrepreneur*.

You don't have the time or the budget to add enough professional development days on the calendar, but something has to give. In the long run, the cost of the status quo is just too high.

Goodbye to high-performers. The confidence that comes with knowing how to effectively use technology to be more productive and have a greater impact is crucial to any positive work environment. The alternative is an organization where employees feel as though they are left to sink or swim on their own.

It should come as no surprise that, according to the National Business Research Institute, 23% of employees leave due to a lack of development and training. These aren't just any employees, either – more often than not, they're the employees who are most passionate about making a difference and getting the job done right.

Crippling budget ramifications. When you lose a teacher, the cost to hire, onboard, and train a replacement is upwards of 20% of the departing teacher's salary. That's not good. The kicker here is that teachers are actually on the low end of the turnover cost spectrum – your other employees, from technology staff to the business office experts you rely on to keep the machine running, can cost you more than 38% of their base salary, to say nothing of the very specialized experience they bring with them when they go.

Stagnation and underperformance. All that said, the conversation about professional development should not start and stop with turnover numbers. The bigger problem is the chronic, day-to-day effect that inefficiency can have on everything from student achievement to budget management.

Would you believe that 90% of teachers "rarely to never" use online professional resources, despite having more available content to draw from than almost any other profession? What about your bookkeepers, guidance counselors, and office administrators?

Technology is a foundational component of school district operations, and that's not going to be changing any time soon. As baby boomers continue to leave the workforce, later generations are being brought in to fill the gap, but many lack the experience and familiarity with the processes you have in place, and it's hard to spend enough time bringing them up to the level you have become accustomed to.

It's time to rethink traditional training and development models and move toward a future ready solution that your students, your staff, and your leadership team can all get behind. It's time to move forward with an employee disaster recovery plan so you can be prepared the next time one of your experts retires or leaves for a better opportunity.

Skyward's Professional Development Center

It's not enough for your training plan to consist of direct instruction and a flurry of on-site vendor visits when you implement new technology. Skyward's Professional Development Center was designed to put the knowledge into your hands from the start and reduce your dependency on costly refresher training.

The PDC offers essential knowledge transfer through a variety of mediums on a tiered foundation, so your team can become familiar with the day-to-day before exploring next-level features. Self-paced, engaging content will keep your staff productive, efficient, and eager to learn even more. Full transparency will give your managers the insights they need to monitor and coach even more effectively.

The Benefits

Change is a terrifying thing. Whenever you adopt new technology, you're going to encounter pushback from the people who are familiar with and comfortable in your legacy systems. With the PDC's Quick Start courses,

you can bring anybody up to speed on their fundamental tasks before you ever have to ask them to start using Skyward.

> **"Seriously, I could almost hear angels singing. The experience in simulations – the ability to actually put hands on, click and type – is invaluable. I need that. My users need that."**
>
> - Randy Brison, Student Data Manager, Dickson County School District

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Imagine the implications from an onboarding perspective – you no longer have to spend weeks putting together technology training notes and job shadowing schedules – just

give your new employee their PDC login and let them have at it.

But personal growth doesn't stop with onboarding, despite traditional training models that say otherwise. With mastery level courses and the option for feature-specific certification, you'll finally have an opportunity to provide defined digital development goals for your staff.

You'll even be able to lighten the workload for your tech department – districts that use the PDC submit an astounding 38% fewer service calls to Skyward. That's significantly less troubleshooting for your IT staff and many headaches averted for your end users.

Summary

Technology is only as valuable as your team's ability to use it. Stop relying on silos of experts and start empowering everybody to do more. You already have a disaster recovery plan for your data; isn't it time you set one up for your staff?