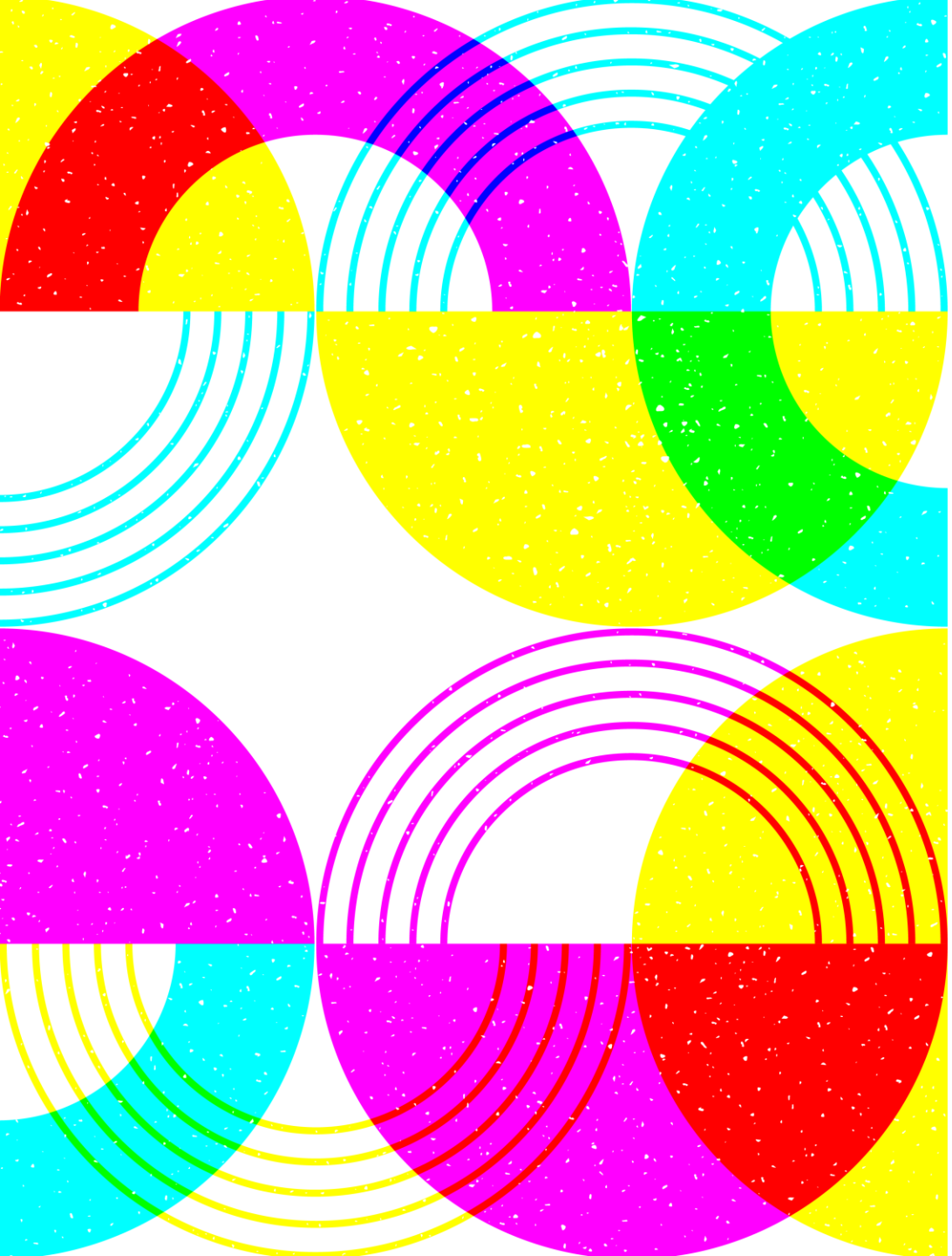


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Brewing Data Connections

Jake Breneman: Product Line Manager – Business Suite

Ali DeGeorge: Product Line Manager – Student Suite



SIS Mic Drop Moments

- Can’t make it to the final session, or not always comfortable speaking up in a group?We still want to hear from you! Please take a moment to complete this survey. We’ll review the results before the SIS MIC Drop sessions on Friday morning.

Employee VERSUS Staff



Required Data on Add

Employee

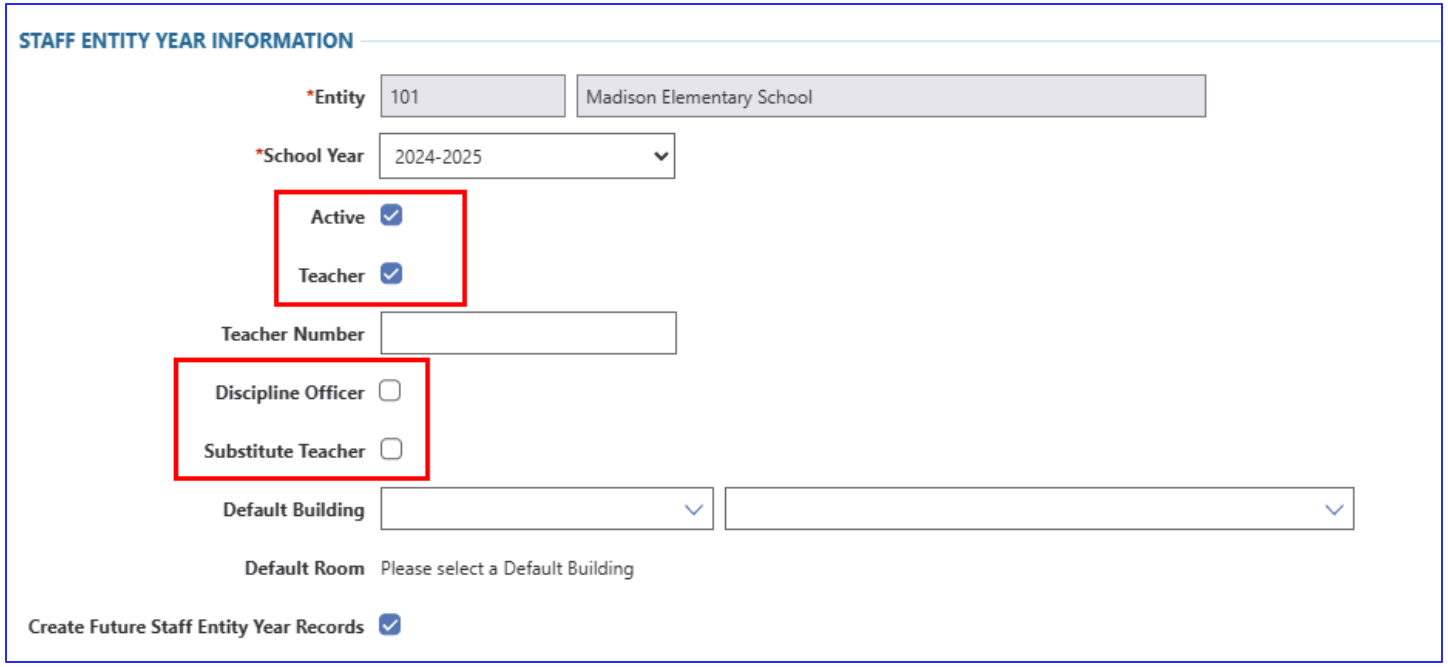
- Last Name
- First Name
- Birth Date (warning)
- Address
- Employee Number
- Start Date
- Hire Date
- Federal Minimum Race/Ethnicity Reporting Category

Staff

- Last Name
- First Name
- Staff Number
- Entity
- School Year

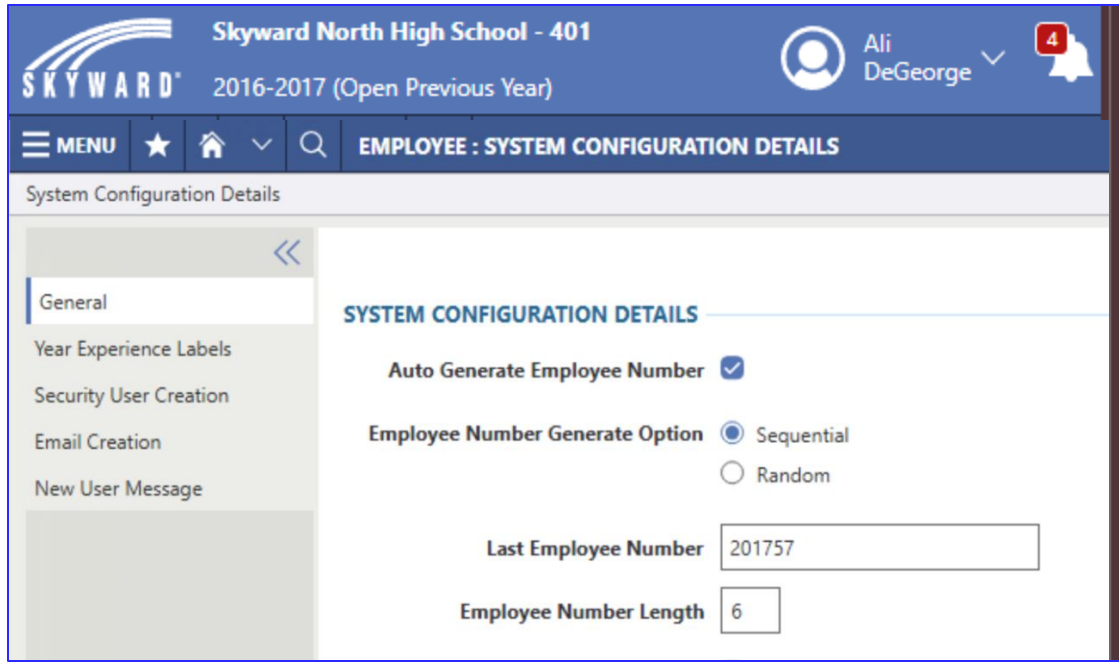
Staff Entity Year Information

- Cross walking staff
  - Position Type = Staff Type?
  - Placements = Staff Type?
- All local code tables
  - All separate code tables

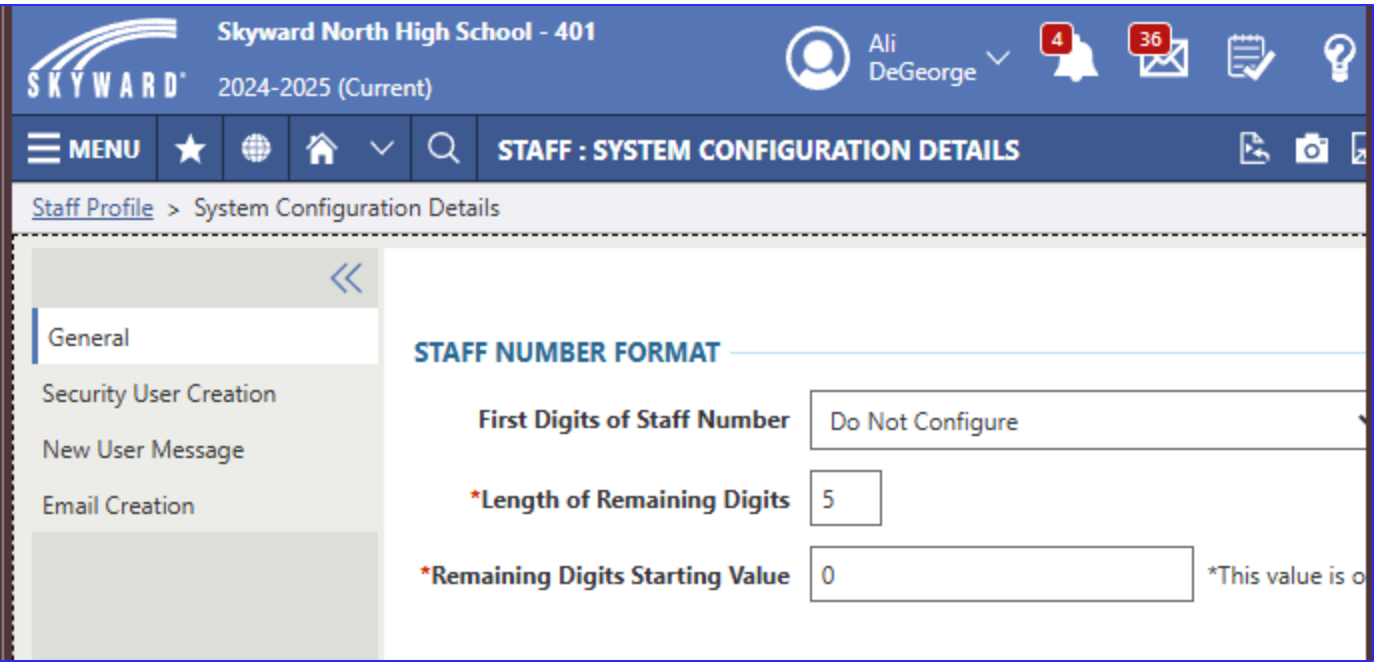


System Configuration Details

Employee



Staff

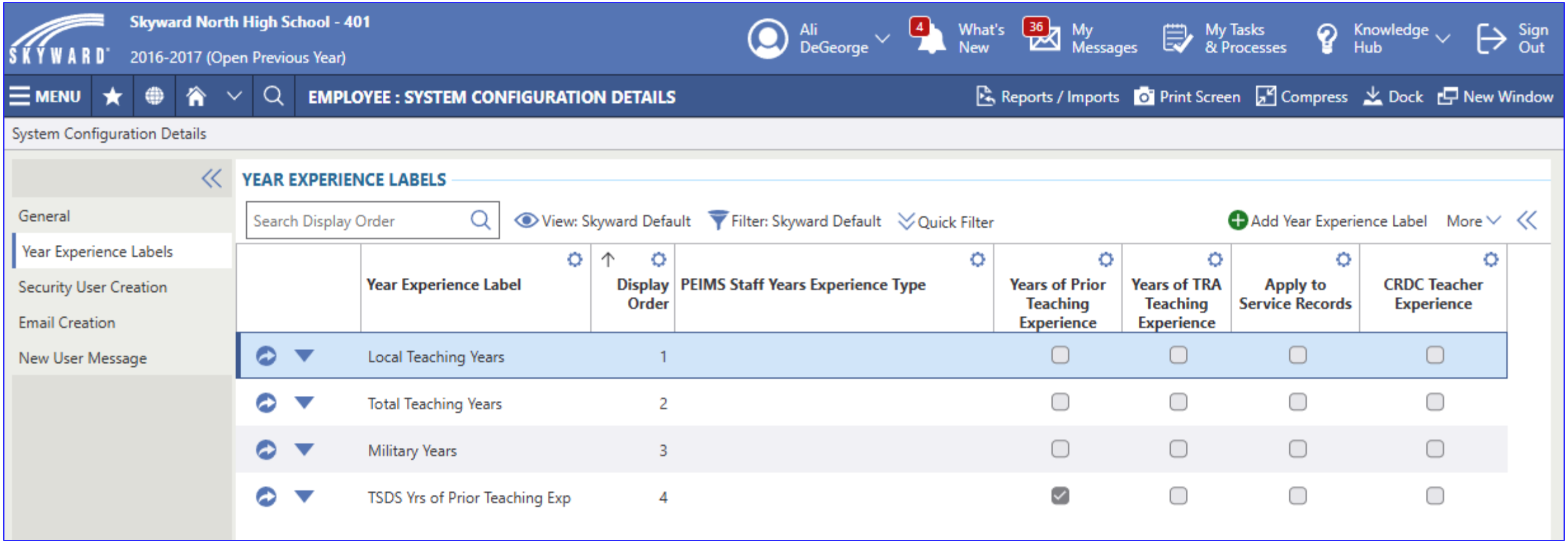


Things to consider:

- Employee Number = Staff Number?
- Employee Email = Staff Email?

System Configuration Details

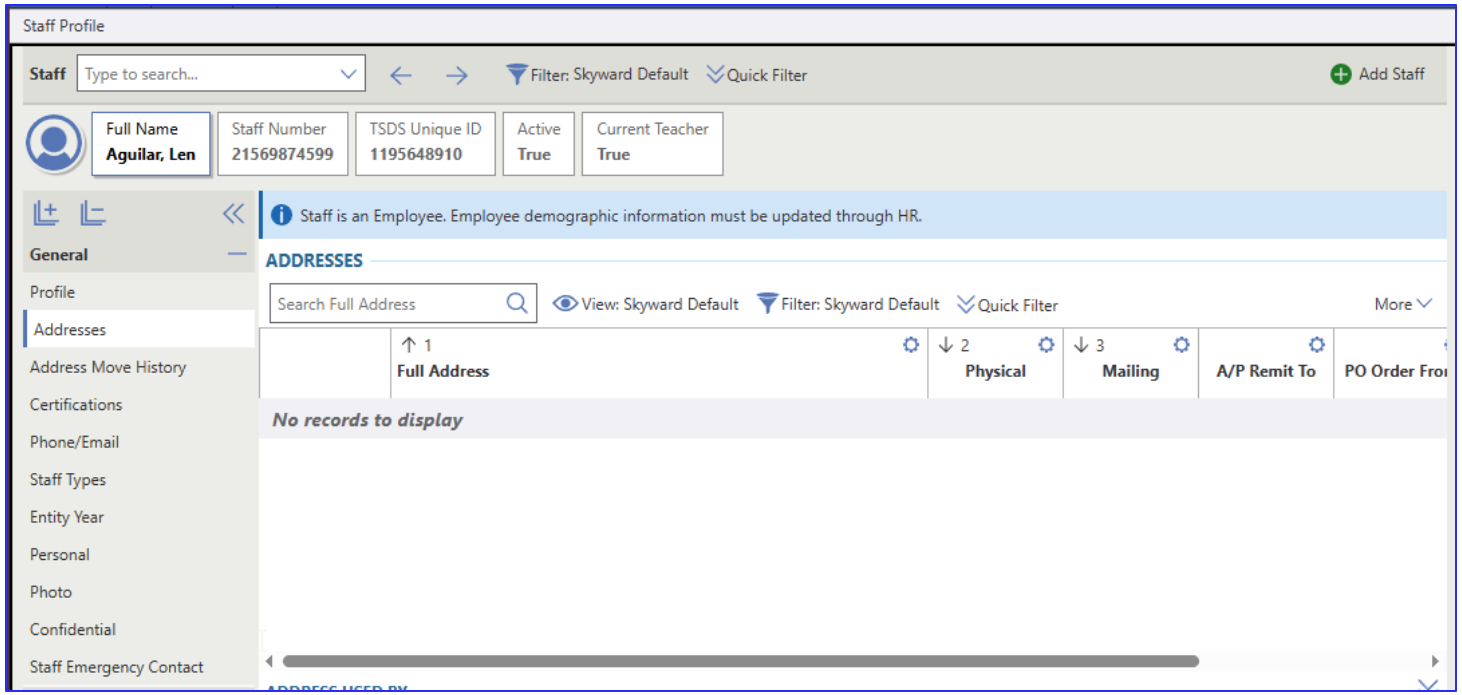
Employee



Aligns with some State Reporting on Student Side - Texas

Shared Local Code Tables

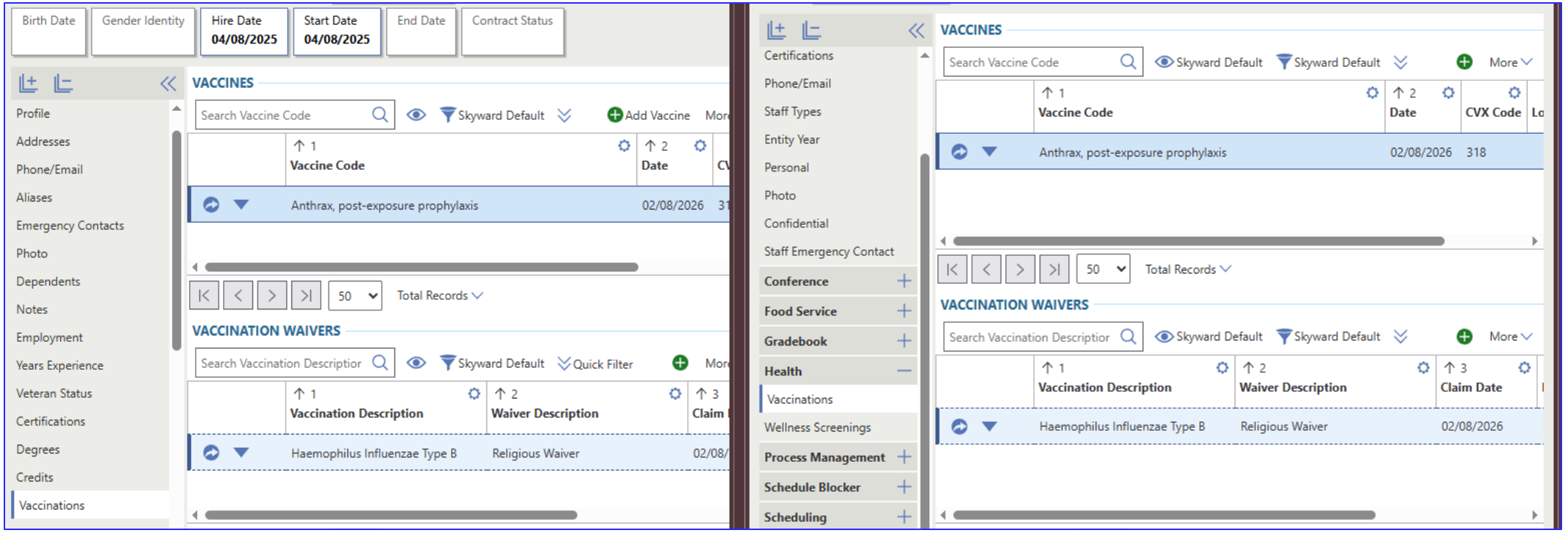
- Combined Environments share code tables.
  - Non-combined:
    - Addresses
    - Phone Type
    - Email Type



Vaccinations & Wellness Screenings

Employee

Staff



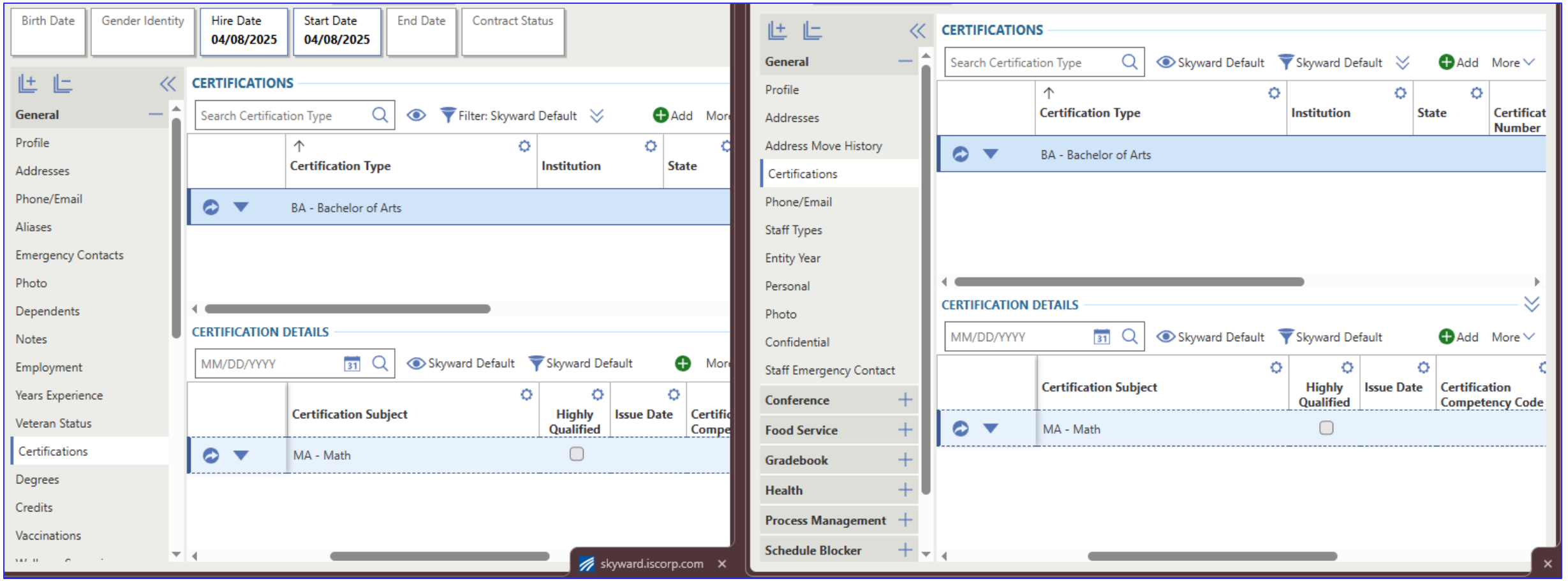
Combined: You update one, the other updates.

- Any reason why these would ever be out of sync or control who can make updates?

Certifications

Employee

Staff

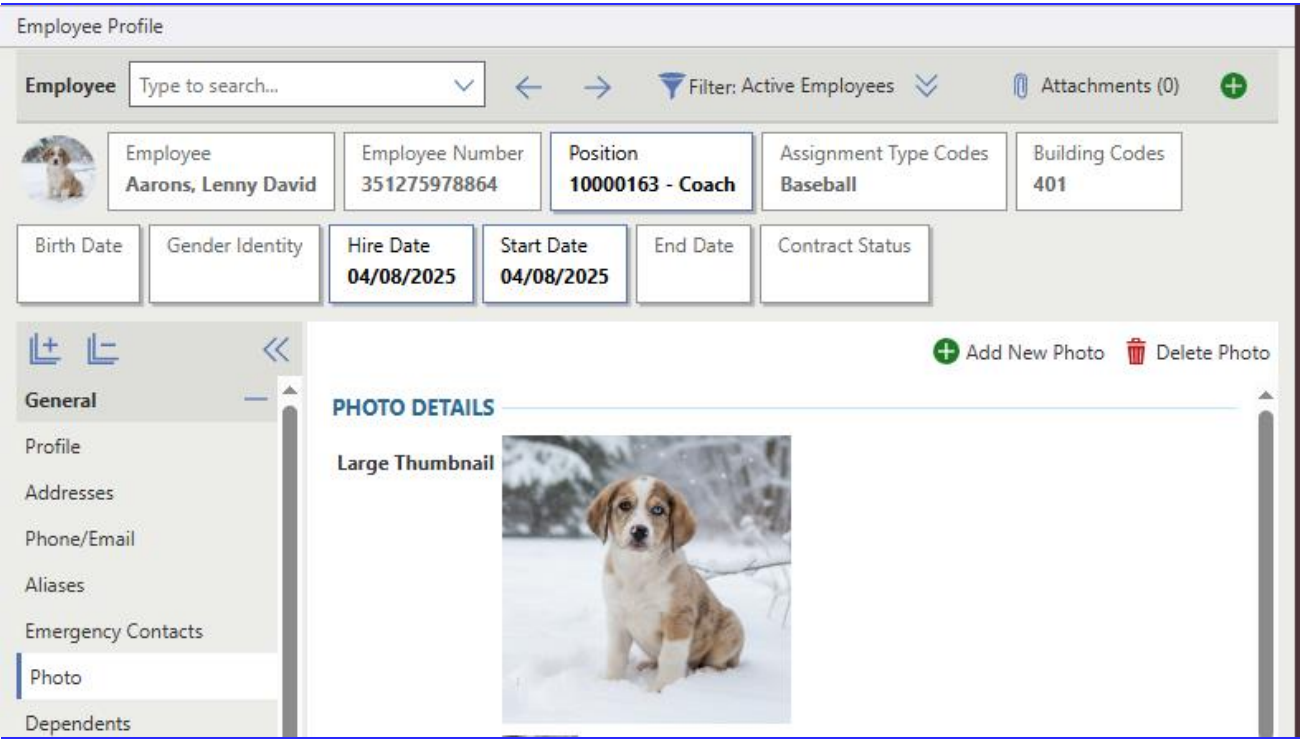


Combined: You update one, the other updates.

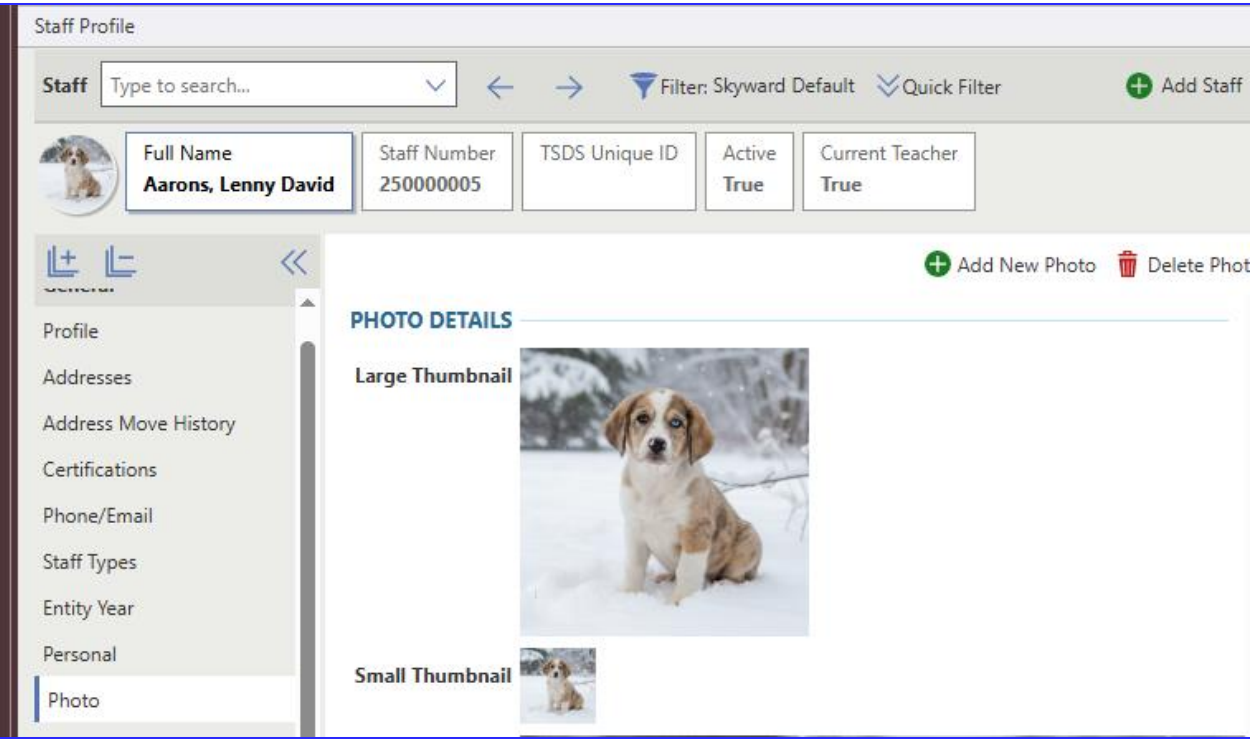
- Any reason why these would ever be out of sync or control who can make updates?

Photo

Employee



Staff

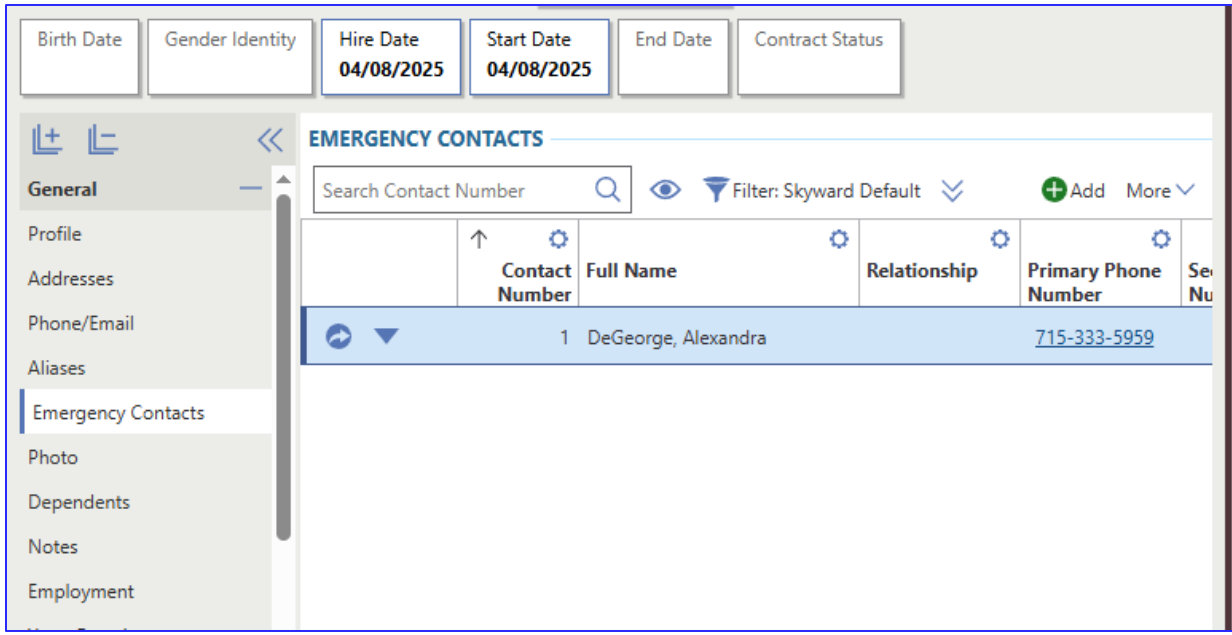


Combined: You update one, the other updates.

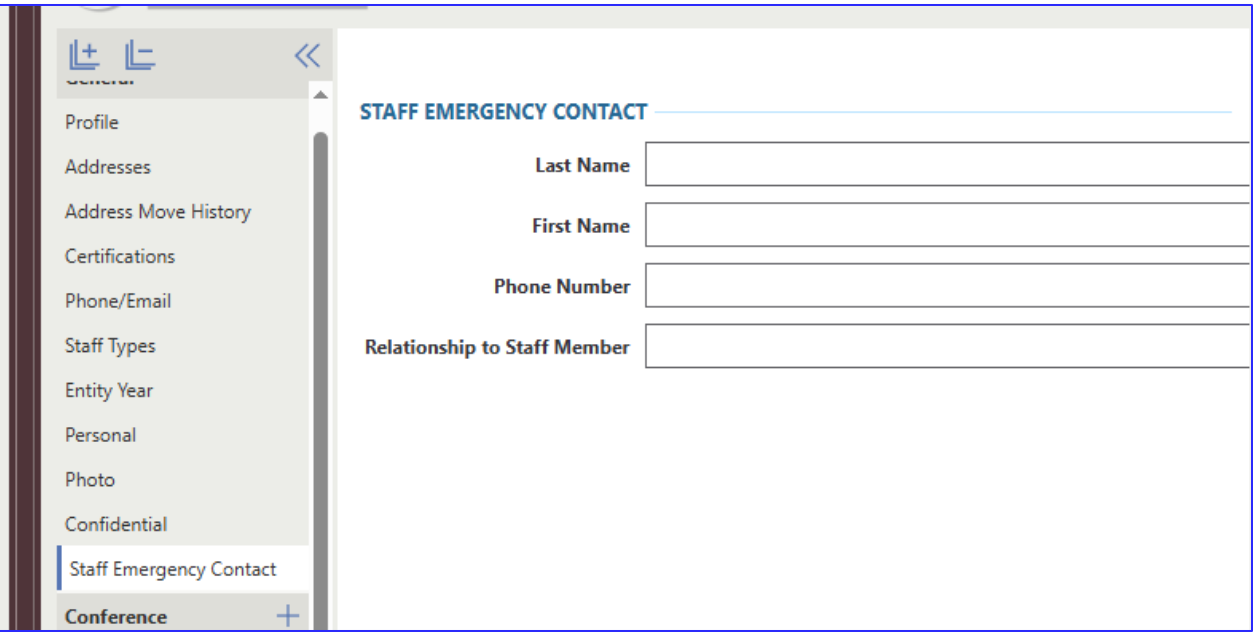
- Any reason why these would ever be out of sync or control who can make updates?

Emergency Contact

Employee

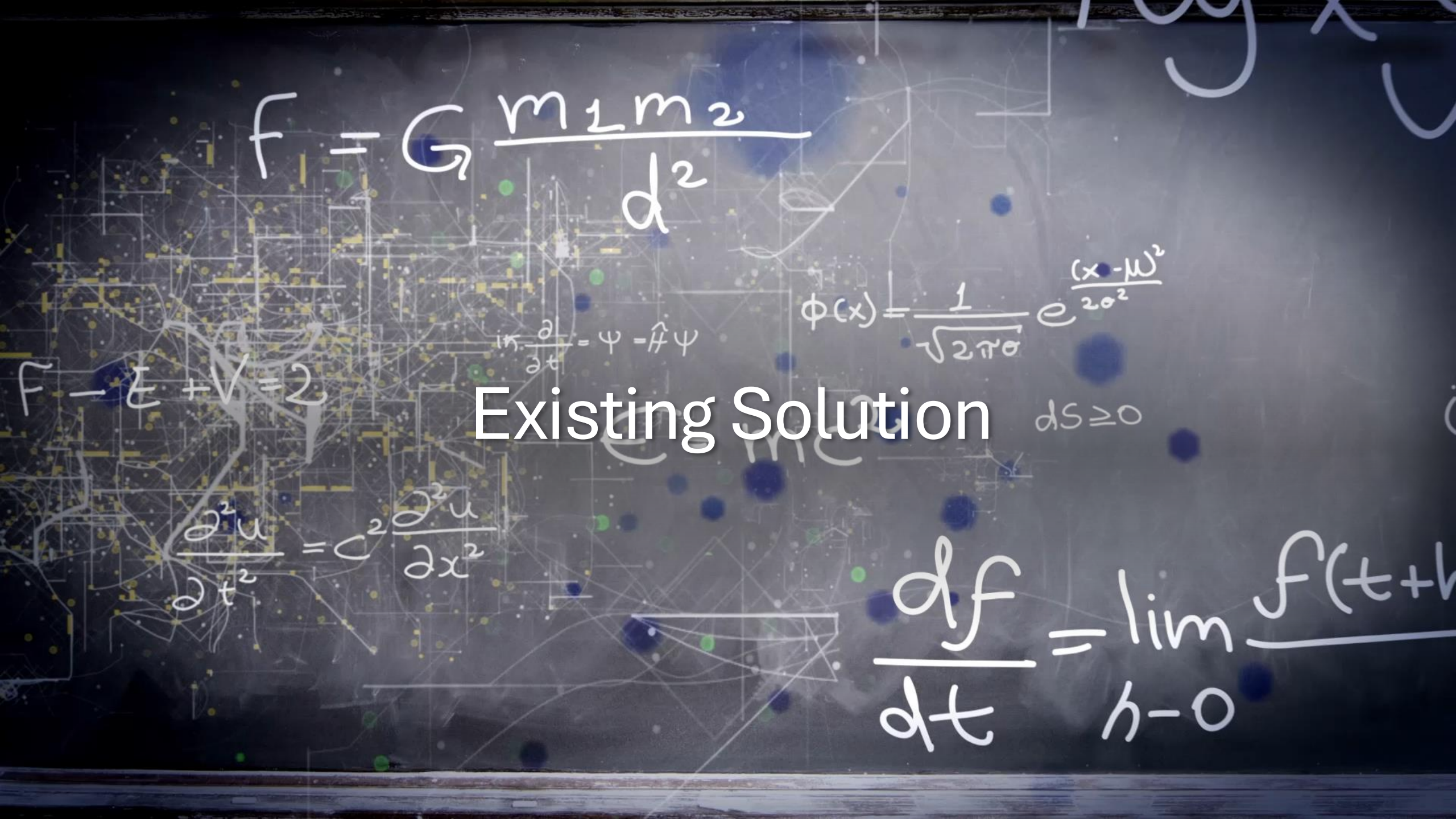


Staff



Employee ties to name record, staff is freeform

- Will not auto update even in combined
  - Should staff be freeform?


Existing Solution

User Import

- Security > User Import
  - File Template

- Why use this template?
  - Create users, staff, and group memberships in bulk
  - Update existing records cleanly and consistently
  - Delete or deactivate users during transitions
  - Save time on onboarding/offboarding
  - Reduce errors through standardized and validated data
  - Maintain secure, accurate access for all staff across multiple buildings


Open Discussion

Data Ownership & Source of Truth



Who should be the authoritative source of truth for staff and employee data—HR/ERP or SIS?

Should this differ depending on the type of staff (teacher, sub, long-term contractor, volunteer)?



Are there any scenarios where the SIS should ever override or update the ERP—why or why not?

For example, when a teacher's assignment changes.



Do districts see "staff" in SIS and "employees" in ERP as the same concept—or fundamentally different entities that just happen to overlap?

Update Flow & Timing

How quickly do changes made in the ERP (HR) need to flow into the SIS?

Is nightly sync enough? Do you need near-real-time?

Should every update trigger an automatic push, or should certain high-impact changes require human approval?

Examples: job changes, building reassignments, terminations, credential updates.

What types of changes would cause operational issues if they are NOT synced quickly?

Notification & Approval Workflows

If a change in the SIS requires HR's attention (e.g., teacher roles, course assignments, leave status), should the ERP receive a notification or queue the change for approval?

Do you envision a world where the SIS could generate "suggested updates" for HR to review—such as changes that originate from scheduling or building-level decisions?

Should the district have a clear audit trail of who changed what, where, and when across both systems?

Handling Exceptions, Edge Cases & Non-Traditional Staff



What categories of people in your district don’t fit neatly into employee vs. staff?

Examples: coaches, student workers, contractors, volunteers, SROs.



How should non-payroll people be handled across SIS and ERP?

Do they belong in both systems? Only one? Should their data sync?



What pain points do you experience today when a person’s status changes (e.g., sub becomes permanent, teacher moves buildings mid-year)?

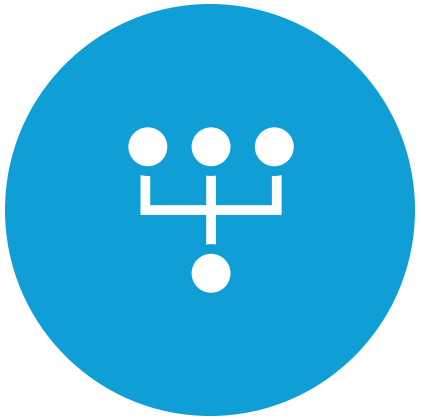
Vision for the Future



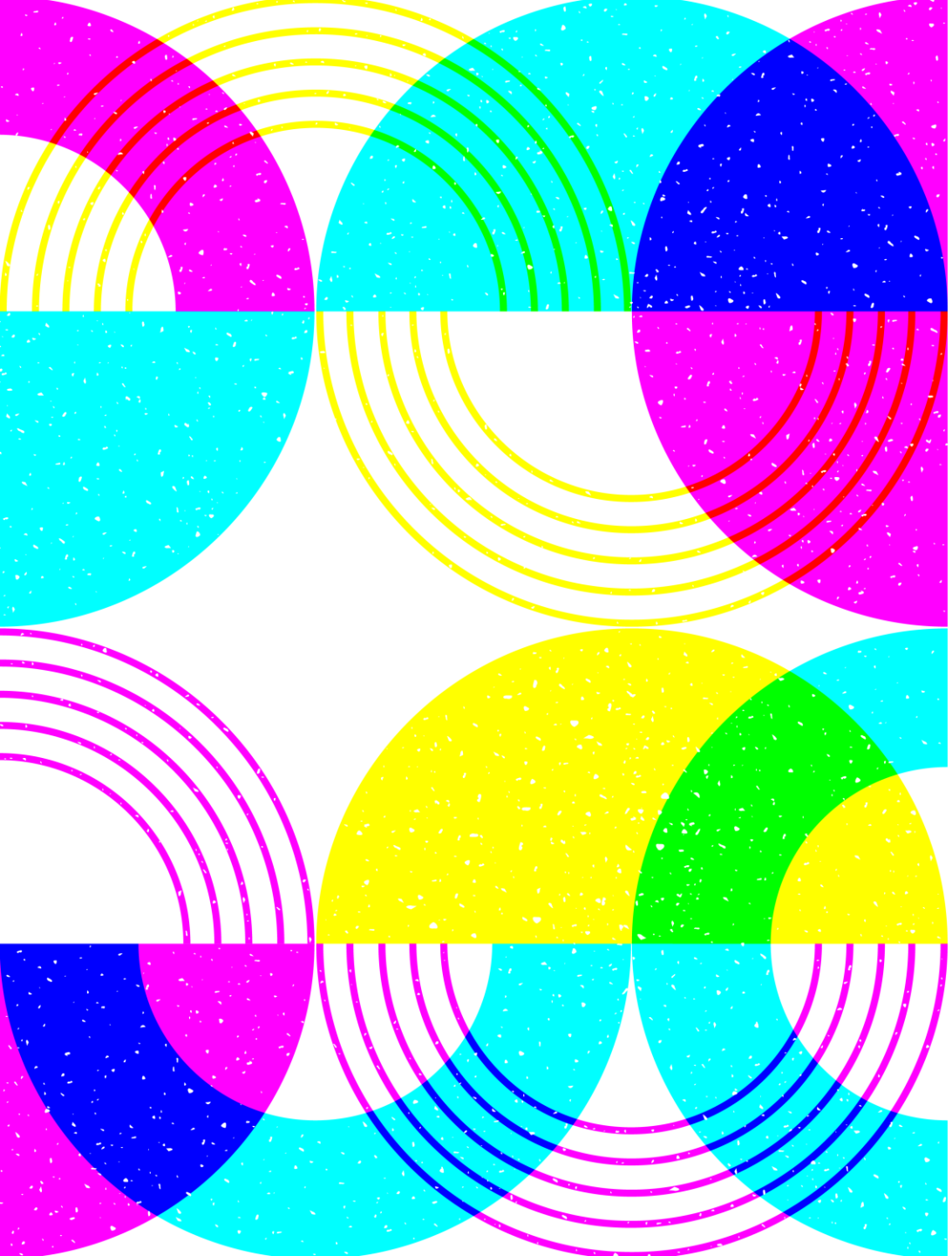
IF YOU COULD REDESIGN THE SIS ↔ ERP RELATIONSHIP FROM SCRATCH, WOULD IT BE ONE-WAY OR BI-DIRECTIONAL—AND WHY?



WHAT DATA POINTS OR WORKFLOWS DO YOU MOST WISH THE TWO SYSTEMS COULD “TALK TO EACH OTHER” ABOUT TODAY?



WHAT WOULD A “PERFECT” INTEGRATION LOOK LIKE FOR YOUR DISTRICT? INSTANT? AUTOMATED? FULLY HUMAN-REVIEWED? ROLE-BASED?



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thank you!