

A Fast Growth Texas District Conducts Staffing Audit to Adjust Payroll Costs Effectively

THE SITUATION

Located in North Central Texas, this Independent School District is home to more than 4,000 staff members and 20,000+ students sprinkled across multiple large city areas. Serving a diverse community, the district is committed to not only providing an exceptional educational experience, but committed to operating efficiently and effectively as an organization. Identified as a fast growth district, this ISD was experiencing a decreasing student to teacher ratio, reflecting in consistently overbudget payroll costs. That's when the Chief Financial Officer knew he had to investigate the district's historical staffing trends to communicate to his team potential concerns and proposed courses of action for resolution.

Organization Type:
K-12 Public School

Enrollment:
20,000+

Location:
North Central, Texas

This district serves a diverse and fast-growing community, and while keeping pace with the ever-changing landscape the district holds true to its history of excellence. The district serves more than 20,000+ students.

The district employs more than 4,000 staff members including just over 2,700 classroom instructional employees. Everything employees do is focused on providing an exceptional educational experience for students whether it be teaching in the classroom, maintaining the facilities our students use, or offering support and guidance for students and staff alike.

THE SOLUTION

The CFO first heard about Forecast5™ from the Texas Association of School Business Officials (TASBO). Forecast5 is a proud partner with TASBO and together they collaborate on how Texas school administrators can leverage the Forecast5 decision support system for key operational and strategic projects. The CFO became a regular user of the data and peer comparison tool, 5Sight™ and quickly jumped into the platform with his Relationship Manager, Maddie Hidalgo, to begin his staffing audit. Together they drilled into three building groups – elementary, middle, and high school to identify which campuses had the lowest staffing ratios. They were determined to identify key patterns and data points to better understand why the district was not maintaining a consistent staffing ratio, which would reflect an appropriate increase in staffing. **“Before I was managing challenges with personal prayer. Now, I can gather data from the past ten years and benchmark with over 1,000 districts to conduct analyses.”** *District Chief Financial Officer*

THE RESULTS

Using 5Sight, the CFO specifically identified which campuses had the lowest staffing ratios. In this exercise, he coincidentally discovered that these specific campuses also had the highest payroll expenditures per student. The ability to breakdown this data at the campus level and compare to peer districts allowed him to uncover where the issues were originating from and what courses of action were needed for resolution. Partnering with Maddie, they produced a presentation to communicate findings to the Superintendent and administrative team. He states, “Data helped to create a rich conversation that helped the financial side teach the educational side of the district.” The ability to present the information with clear, simple, and attractive visualizations allowed for greater understanding and awareness of the situation. For this CFO, he understands the power of using data visualizations for uncovering and communicating a district's financial story. For those considering Forecast5 Analytics tools, he says, “Jump on board! Forecast5 is very professional and thorough.”