WEBVTT

69

00:12:08.490 --> 00:12:19.320

dgrayson: Thanks. Awesome. Alright, we'll go ahead and get started. So just a minute or two after me. So thanks and welcome everyone. Thank you for joining us today.

70

00:12:19.860 --> 00:12:28.290

dgrayson: Many of you on the line with us today know frontline as we work with the majority of the districts in Florida with many of our solutions.

71

00:12:28.890 --> 00:12:45.540

dgrayson: Some you know in our recruiting and hiring area with our outcome tracking or absence manage management solutions, but they saw. And of course, professional development with our online management systems and resource libraries and such, we also

72

00:12:46.650 --> 00:12:56.460

dgrayson: Work with integrations with all of your system. The RP systems with all of our, our solutions to push information in and out to help eliminate a lot of double entry so

73

00:12:57.210 --> 00:13:03.000

dgrayson: We're, we're embedded pretty deeply with most of the districts in Florida, and we do appreciate you and your business.

74

00:13:03.780 --> 00:13:21.810

dgrayson: And as you probably are aware of, maybe not on a national level frontline has been in the education business for a little over 20 years we're in all 50 states and serve about 80,000 schools currently in our database and about two and a half million 8 million educators

75

00:13:23.100 --> 00:13:32.670

dgrayson: So today is many of you are working, of course, on various ways to move forward as much as possible online and virtually, we know that

76

00:13:33.300 --> 00:13:43.830

dgrayson: Looking at options for managing a business virtually is is pretty important. And you're looking for ways to maximize that. And just ideas as we all are.

77

00:13:44.280 --> 00:13:52.020

dgrayson: And schools, of course, across the board, or looking at various ways to open and when blended models are straight up opening and

78

00:13:52.680 --> 00:14:01.650

dgrayson: Who knows what two weeks after we opened, it'll look like. Yeah. So we're, we're all in this together and trying to figure out ways to manage business as much as we can remotely and virtually

79

00:14:03.900 --> 00:14:10.860

dgrayson: So today we've got Susan Walters, so you see her lovely that's not a glamour shot that's really hard.

80

00:14:11.820 --> 00:14:25.470

dgrayson: presenting today, some of the solutions and answering questions myself Dave Grayson. And of course, Brian Hoyer who see a picture of as well there with frontline so will be available to answer your questions you have, by Chad and any follow up discussions as well.

81

00:14:28.050 --> 00:14:29.160

dgrayson: So today, the

82

00:14:30.270 --> 00:14:33.690

dgrayson: Theme of working from your desk at work or at home.

83

00:14:34.710 --> 00:14:40.620

dgrayson: To continue your business is really falls into four main buckets that will will address

84

00:14:41.010 --> 00:14:47.910

dgrayson: And talk through and certainly looking forward to your feedback and questions as well because it helps us learn. We can be a better partners for you as well.

85

00:14:48.630 --> 00:14:56.460

dgrayson: You can see the first one. There's is some general recruiting and hiring with which what a challenge. That is right. That's always a challenge for your district.

86

00:14:56.940 --> 00:15:06.150

dgrayson: Much less now that things like in person job fairs and gone away, for the most part, and how do you expand that pool of candidates and conduct.

87

00:15:07.020 --> 00:15:12.900

dgrayson: virtual job fairs and interviews. We have a lot of tools that help do that and a lot of experience, helping districts in that area.

88

00:15:13.770 --> 00:15:30.390

dgrayson: And then we'll touch a little bit on on the experience for your employees. How to streamline the onboarding and records management experience electronically, things like Contract Manager was sending your contracts out and bringing them back. Yeah, and all your onboarding paperwork.

89

00:15:31.770 --> 00:15:39.330

dgrayson: Just different things like that that you're having to interact with employees and current and new employees and how do you get them back up and running for the year.

90

00:15:39.930 --> 00:15:49.200

dgrayson: And also just touch on how all of this can integrate with your current system. The RP systems, eliminating multi entries and we can address that issue as well.

91

00:15:49.980 --> 00:15:57.990

dgrayson: Another bucket is depression alerting on the district, not just for your teachers, but all of your administrative employees are classified employees.

92

00:15:58.560 --> 00:16:12.120

dgrayson: And how to offer online learning limited opportunities on site with with groups virtually or in person and also continuing feedback through that process.

93

00:16:12.780 --> 00:16:23.340

dgrayson: Observations can be recorded can be administered virtually we have some partnerships major universities in the United States that have developed some virtual

94

00:16:23.910 --> 00:16:31.680

dgrayson: Evaluation instruments that we've included in our professional learning management offering. So we thought we would just make those available, so you get that knowledge as well.

95

00:16:32.580 --> 00:16:46.320

dgrayson: So those are the four main buckets that we want to address today. And of course, if there's any questions or anything else you'd like to touch on please chat in and Brian will pick up on those. So with that, I'll turn it over to Susan

96

00:16:47.070 --> 00:16:57.810

Susan Walters: And as just as a starter. There is a question in chat. It says, Which of these topics are the most important to you. We do have about 3536 people here today and so

97

00:16:58.110 --> 00:17:06.240

Susan Walters: We want to make sure that we are addressing your needs. So if there is something that, in particular, you're interested in. I see already someone did

98

00:17:06.600 --> 00:17:23.040

Susan Walters: Kind of point out that they're interested in the virtual classes and information and how to conduct a professional learning online and what are some of those options will be happy to spend a little bit more time on those topics and make the adjustments on the fly.

99

00:17:24.600 --> 00:17:32.610

Susan Walters: So one of the things, and thank you, keep those keep those keep coming in and we see a lot of professional learning onboarding

100

00:17:33.210 --> 00:17:42.750

Susan Walters: When we think about the times and how things have changed a lot. Most of the time when we're providing professional learning or we're looking for candidates.

101

00:17:43.560 --> 00:17:53.610

Susan Walters: My experience was to go to a job fair a job fair allowed me the ability to see the district to talk to someone to get that first impression.

102

00:17:54.330 --> 00:18:02.190

Susan Walters: To see if there is, you know, if there was an opportunity for me to apply and i can i can do some research online and see what jobs, you've posted

103

00:18:02.580 --> 00:18:08.700

Susan Walters: But a lot of people really like to have that connection with people and one of those

104

00:18:09.330 --> 00:18:16.320

Susan Walters: job fairs was one of those things that we did that were face to face. And that's how you could get a lot of candidates from other areas.

105

00:18:16.680 --> 00:18:27.600

Susan Walters: So as we're looking and expanding out. What are some of the ways in which you could use frontline to create a job fair, so I'm going to share my screen. I'm going to steal this from you, Dave.

106

00:18:28.140 --> 00:18:28.440

Sure.

107

00:18:30.090 --> 00:18:35.550

Susan Walters: One of the things that's available that is quite interesting. And a lot of our

108

00:18:36.780 --> 00:18:42.480

Susan Walters: Clients really enjoys the ability to make their frontline page.

109

00:18:42.960 --> 00:18:53.640

Susan Walters: configurable to them. And as you can see here, one of the things that's really good to highlight is your virtual hiring. So you have the ability to create this

110

00:18:54.060 --> 00:19:05.670

Susan Walters: You know newsletter to let it be out people are putting up there. Hey, let's do virtual hiring we're doing zoom. I used to say, face to face was always two people sitting in the same room, and that's not the case anymore.

111

00:19:06.060 --> 00:19:11.070

Susan Walters: Face to face is also on zoom now. So how can we utilize that

112

00:19:11.790 --> 00:19:22.470

Susan Walters: Well, you don't want to put out a full job posting because, you know, putting out a job posting is very specific. And you might miss a candidate that might be looking for another position.

113

00:19:22.800 --> 00:19:27.210

Susan Walters: Or maybe you haven't posted all your positions yet and you're just looking to build out your candidate pool.

114

00:19:28.440 --> 00:19:34.200

Susan Walters: Well, you can create what we call a virtual job fair posting. And what it allows you to do is

115

00:19:34.770 --> 00:19:45.630

Susan Walters: Put out that ability to gather candidates, let them see let you promote your district and be able to see, you know, what you have to offer very low key.

116

00:19:45.900 --> 00:19:58.470

Susan Walters: The ability for maybe if Brian is part of the special ed department he could leave this and and talk to some of those candidates and really get an idea of what are they looking for before you actually apply

117

00:19:59.160 --> 00:20:05.490

Susan Walters: My having this on there, you can go ahead and, you know, hit that apply button, it pulls up a very simple

118

00:20:05.790 --> 00:20:14.010

Susan Walters: What we call is a job fair forum and it would also allow you to be able to fill that out if you have an account.

119

00:20:14.280 --> 00:20:28.950

Susan Walters: So one of the things about frontlines recruiting and hiring is that once you start and have an account, it will allow you to be able to add another job posting a virtual job fair within that account and not have to apply again.

120

00:20:30.120 --> 00:20:36.330

Susan Walters: Now, if you put this as a job posting. One of the other benefits going out to social media, you now have the

121

00:20:37.770 --> 00:20:48.810

Susan Walters: Ability to post out to Facebook to LinkedIn to Instagram to other job boards and have those those candidates actually applying and conduct that job fair

122

00:20:49.470 --> 00:21:00.600

Susan Walters: One of the other benefits of being able to do this is once you get those job fair requests you would be able to actually schedule interviews and we call them HR appointments

123

00:21:00.900 --> 00:21:12.420

Susan Walters: And what they would allow you to be able to do is organize all of what your applicants or those people that are interested in using for your job fair

124

00:21:12.840 --> 00:21:23.670

Susan Walters: And organize them in a way to set up sessions and remotes. One of the things that with hiring is always difficult. I always had to pick up the phone and call people and say, hey,

125

00:21:23.970 --> 00:21:32.430

Susan Walters: You know, can you meet at this time, can you meet at that time. Right. And then I would have to organize people and put them in different rooms and pieces of that as well.

126

00:21:33.240 --> 00:21:41.190

Susan Walters: What this allows me to be able to do is still organize that in a virtual way and create session that are there as well.

127

00:21:41.820 --> 00:21:51.750

Susan Walters: So one of those things that you'd be able to do, you know, is to be able to create a virtual job fair, be able to organize your whole organization.

128

00:21:52.020 --> 00:21:59.520

Susan Walters: Be able to set up those first level appointments and then from there, be able to actually invite people to apply.

129

00:21:59.820 --> 00:22:10.350

Susan Walters: It's a little different than doing a face to face job fair, but then still does allow you to be able to reach out to people, establish that personal connection.

130

00:22:10.680 --> 00:22:22.980

Susan Walters: And then be able to make sure that you're getting the right types of, you know, of those people that are interested in your district. So Brian. I'm going to pause there. I know you've been watching chat and people

131

00:22:23.010 --> 00:22:23.430

Brian Royer: Get those

132

00:22:23.760 --> 00:22:27.690

Susan Walters: Things that were interesting to them. So let's take a moment to reflect them up.

133

00:22:28.710 --> 00:22:38.310

Brian Royer: So we've got a couple of requests for professional learning and onboarding to talk about that. We had some about integrations with the RFP for talking about skyward.

134

00:22:39.510 --> 00:22:53.190

Brian Royer: And focus CRP so and just one thing. There was a few times your screen. Got a little garbled so just to make a heads up in case we had a refresh periodically. We got blocked from some new screen.

135

00:22:53.850 --> 00:23:02.490

Susan Walters: Let me know if that's still happening so that I can. You can give me the thumbs up and let me know that because I, I was not jumbled

136

00:23:03.510 --> 00:23:05.250

Susan Walters: Zoom also tells on you so

137

00:23:05.460 --> 00:23:14.730

Brian Royer: Yeah and there's, it's a bandwidth issue, but that's fine but um yeah so maybe I'll address some of the the professional learning and onboarding and then we can go into the integration with the RP

138

00:23:15.300 --> 00:23:25.710

Susan Walters: Absolutely perfect so with onboarding. And one of the things from our recruiting and hiring software into the actual central you're able to transfer information from your applicant.

139

00:23:26.040 --> 00:23:32.880

Susan Walters: Into the onboarding process. So one of the things as you're collecting information from your candidates.

140

00:23:33.150 --> 00:23:44.370

Susan Walters: You would want to be able to collect you know the resume all of those important types of information as a candidate right because you're kind of gathering information and data.

141

00:23:44.790 --> 00:23:56.160

Susan Walters: Once you find the right candidate, you're able to actually hire them. Now, when you go to hire them. It would save a lot of time to be able to take that data and information and transfer it over.

142

00:23:56.610 --> 00:24:05.370

Susan Walters: So if I was to hire my actual candidate here I would be able to do that now. You're also able to do what we call is

143

00:24:06.450 --> 00:24:13.410

Susan Walters: Virtual onboarding so think about your candidates where you're getting them from and as they move to employees.

144

00:24:14.070 --> 00:24:20.910

Susan Walters: You know, a lot of districts. We're having people actually come in and saying, well, you know, once you're hired. We're going to have you come in.

145

00:24:21.120 --> 00:24:26.730

Susan Walters: And you're going to fill out this paperwork. We have the W four we have your contract. We have all those important information right

146

00:24:27.480 --> 00:24:36.570

Susan Walters: Well, in, in what we're now if you could actually send that out to the employee and have them be able to start the minute that you hire them.

147

00:24:36.960 --> 00:24:45.870

Susan Walters: They can already be within the system. They can already have the set of forms that are relevant to them and you could get them started immediately.

148

00:24:46.410 --> 00:24:52.890

Susan Walters: So what would that look like right if I was David and we hire, David, he would have his own account.

149

00:24:53.790 --> 00:25:01.770

Susan Walters: And now he would have this very simple dashboard that would tell him, hey, there's seven things that you need to be able to do for onboarding

150

00:25:02.400 --> 00:25:06.960

Susan Walters: And he would have each one of those different types of forms that are available for him.

151

00:25:07.470 --> 00:25:17.670

Susan Walters: This also helps for you to establish a little bit of your branding of your district as well. We have a lot of districts who will, you know, want to give that personal touch.

152

00:25:17.970 --> 00:25:30.660

Susan Walters: But this is now electronic right. So how do we do that well there's ways to be able to say, hey, let's send them a welcome letter that includes a video that's part of what is our school and culture all about

153

00:25:31.530 --> 00:25:41.730

Susan Walters: We had, you know, a district that had a new teacher program and they would have a video of their own employee that was welcoming them to the district.

154

00:25:42.120 --> 00:25:47.280

Susan Walters: And that was really powerful for people to be able to understand and see what type of

155

00:25:47.970 --> 00:25:53.760

Susan Walters: You know what type of district that they're coming to they're already really nervous and that kind of helps to settle that

156

00:25:54.480 --> 00:26:03.060

Susan Walters: But what you can do with electronic onboarding is include videos right those videos that you want to be able to do that message that personal message.

157

00:26:03.420 --> 00:26:18.120

Susan Walters: And then they can even sign up has a digital signature. You know that they've received it very simple for them it's keeping track for you. And then they can go through and complete all of those onboarding things in a very simple and easy way

158

00:26:19.350 --> 00:26:32.460

Susan Walters: So if you think about all of the different forms, all of the different things that you have people to be able to do providing an easy experience, giving them that first impression of your district is super important.

159

00:26:32.940 --> 00:26:44.100

Susan Walters: So some of the other things that you can do with electronic onboarding, of course, you always have a handbook that you want to be able to make sure that they have received and acknowledged.

160

00:26:44.400 --> 00:26:50.130

Susan Walters: But there's also those forums that they fill out that you're going to need to have is government forums like the W for

161

00:26:50.640 --> 00:26:52.920

dgrayson: Susan, are you showing some of the forums on your screen.

162

00:26:53.280 --> 00:26:55.740

Susan Walters: I am coming, is it

163

00:26:56.280 --> 00:26:57.180

Brian Royer: There you go.

164

00:26:57.240 --> 00:26:57.810

dgrayson: There you go.

165

00:26:58.230 --> 00:26:59.670

Susan Walters: All right. There we go.

166

00:27:00.720 --> 00:27:05.940

Susan Walters: So I'll go back to that other forum in a minute, which shows the video thank you David for catching up.

167

00:27:07.140 --> 00:27:19.170

Susan Walters: So one of the other things. Is this w four form right I you know as smart as I am. Sometimes it's really hard to fill those out right there, their information and forums and when I used to

168

00:27:19.650 --> 00:27:26.880

Susan Walters: You know, have new employees, we would actually highlight the forums and let them know what they needed to be able to fill out.

169

00:27:27.480 --> 00:27:32.580

Susan Walters: This essentially as you're highlighting it gives you all of the important information.

170

00:27:32.880 --> 00:27:41.220

Susan Walters: That is there if you hadn't been for recruiting, hiring it pre populates all of that data and information over so they can only verify it.

171

00:27:41.580 --> 00:27:51.420

Susan Walters: And it pre fills it out for them. So imagine as a employee. I don't get so silly. It's like I have to type my address 15 times we already have that information right

172

00:27:51.900 --> 00:27:55.980

Susan Walters: With electronic onboarding and getting that virtual you wouldn't have to do that.

173

00:27:56.520 --> 00:28:06.240

Susan Walters: Now, it makes it simple so I can come here, fill it out, you know, be able to put in all of the important information I can include information pieces for them.

174

00:28:06.510 --> 00:28:19.620

Susan Walters: You want to provide that information for them. So what are the instructions with those links and all while it's actually filling it out in that PDF form. So if I come over to here, I can now see

175

00:28:20.400 --> 00:28:29.340

Susan Walters: That all of that information that I filled out on that web form is filled out here. So if you have other PDFs and other forms, you can use

176

00:28:29.670 --> 00:28:39.660

Susan Walters: Because the PDF overlay make it easy for all of your employees to be able to fill out that web form and then of course they now have a copy of this as well.

177

00:28:40.680 --> 00:28:52.920

Susan Walters: So a lot of those times that you know that is spent maybe within that HR office filling those things out the electronic onboarding would allow you to be able to do these things, even things as teacher contracts.

178

00:28:53.490 --> 00:29:07.320

Susan Walters: We had a district that sent out over 2000 teacher contracts and got almost 1000 of them back within the same day because this went to them. They were able to login quickly sign it had their important information and they were able to move on.

179

00:29:07.860 --> 00:29:09.570

Brian Royer: Susan give a quick refresh, please.

180

00:29:10.350 --> 00:29:12.150

Susan Walters: Alright, let's try that again.

181

00:29:13.890 --> 00:29:23.790

dgrayson: Susan while you're doing that. Just one comment to the questions on integration, a number of the fields that are in these files such as

182

00:29:24.480 --> 00:29:36.210

dgrayson: salary or a salary increase for current employees or step increase or address change or anything you can think of in the onboarding forums or contracts, etc.

183

00:29:36.870 --> 00:29:47.760

dgrayson: We can build or and do build have built file transfer programs to transfer over to your current earpiece system. So it will populate that information automatically

184

00:29:48.690 --> 00:29:55.050

dgrayson: update it. And those updates can of course be set up Daily Nightly weekly however you you see it so

185

00:29:55.500 --> 00:30:02.100

dgrayson: A lot of you currently are probably in the in the paper shuffling business when contracts are coming in and all these forms are coming in, you have to

186

00:30:02.670 --> 00:30:09.660

dgrayson: You have to make sure that they're filled out correctly, then your teams are having to go into your other system and enter information.

187

00:30:10.110 --> 00:30:21.030

dgrayson: For us, or send over packets via or office mail or what have you. This does all that for you and it pushes it all over into your, your current earpiece system and updates all those records.

188

00:30:24.120 --> 00:30:38.850

Susan Walters: Thank you, Dave for addressing that. And I saw one more. Other question will address that as we go on over into the management part from the district. Right. So as an employee right I have all of those forums that I'm filling out. I know where I'm going to

189

00:30:40.650 --> 00:30:46.770

Susan Walters: Do and set due dates and of course you know you have different levels of employees or different types of employees.

190

00:30:46.980 --> 00:30:53.820

Susan Walters: So you can build different types of packets that would allow you to send out two groups of employees and then you're going to have those one offs as well.

191

00:30:54.090 --> 00:30:59.310

Susan Walters: So part of that can be done also within here that would help you to manage all of that quickly.

192

00:31:00.300 --> 00:31:03.660

Susan Walters: Also as an employee. There's one thing that's super important.

193

00:31:04.080 --> 00:31:13.500

Susan Walters: Those copies. I used to have to make tons of copies and people would have to I'd have to sit there and have to make the copies of the forums that they filled out and then I would have to send to them.

194

00:31:14.220 --> 00:31:25.440

Susan Walters: Now with this. They filled out their forms the immediately have all of their completed forms already and they can access them view the form and then print them out as well.

195

00:31:25.890 --> 00:31:33.660

Susan Walters: So this gives that ability for your employees to actually have all the copies and everything that they need for that as well.

196

00:31:34.440 --> 00:31:49.980

Susan Walters: So if you think about the virtual onboarding why why is it so important. Well, number one, it's immediate. Your, your employees have the ability to see in all of their information that they need to fill out. And so that they can get started on their job.

197

00:31:50.640 --> 00:32:01.290

Susan Walters: The second part of that is, you know, having those forms of standard forms. Some of the government forms we have those available for you. I'll show you some code forms in a moment.

198

00:32:01.980 --> 00:32:08.700

Susan Walters: So all of that form design. We have some of those standards for you, but just remember, you can also configure your own

199

00:32:09.060 --> 00:32:17.130

Susan Walters: My guess is you guys have a bunch of packets of information and that information and being able to configure it so that it meets your

200

00:32:17.490 --> 00:32:30.840

Susan Walters: Type of information that you need for onboarding is also important. So with all of that you also even have a due date. So your employees know when that information needs to be in. And then you can manage that as well.

201

00:32:31.740 --> 00:32:36.750

Susan Walters: So that's onboarding from the employee side. Right. What does it look like for them.

202

00:32:37.290 --> 00:32:47.220

Susan Walters: Now as an employer as the district. There's going to be certain benefits for you as well. So what you're able to do is manage all of that.

203

00:32:47.910 --> 00:32:54.870

Susan Walters: One of the things at frontline is that these all of our solutions are connected from the platform. So I can

204

00:32:55.200 --> 00:33:12.840

Susan Walters: You know, transfer from recruiting and hiring to professional growth to frontline central and that would allow one easy login for all of your members one password which I know I have 5 million of them. So as many as I can reduce it's always important to be able to do that.

205

00:33:13.860 --> 00:33:26.220

Susan Walters: So as a district. One of the things that you know is always challenging is making sure you know where all of those forums where they are and how there are there are there.

206

00:33:26.610 --> 00:33:33.480

Susan Walters: So for example, I can see here that there's 16 urgent forms of people who, you know, need to be able to do that.

207

00:33:33.780 --> 00:33:40.140

Susan Walters: Sydney Miller, she's really overdue and I really need her to sign this contract and I'm going to send her another reminder

208

00:33:40.440 --> 00:33:49.860

Susan Walters: I know the last time I sent her a reminder, and I can send her another. So being able to ensure that those forms get filled out in a very timely manner.

209

00:33:50.430 --> 00:33:58.200

Susan Walters: Making sure that I know when they're due and then I can even drill down and see all of the different stages of those forums.

210

00:33:58.590 --> 00:34:09.060

Susan Walters: Now, a lot of the forums. I know you're probably saying, hey, those have workflows attached to them, right, you have two or three people that will need to be able to see them.

211

00:34:09.750 --> 00:34:16.800

Susan Walters: You'll have two or three people who need to approve them and added information and you can actually set that up.

212

00:34:17.160 --> 00:34:24.600

Susan Walters: And then I can use my filter here to be able to load, you know, and see where they are so Gilbert Pope

213

00:34:24.900 --> 00:34:34.260

Susan Walters: You know, I can see here, he was supposed to fill it out and then it was supposed to go to Tom and any part of that workflow. I can even send a notification for that.

214

00:34:34.920 --> 00:34:48.960

Susan Walters: So having a temperature check knowing exactly where all those forums are where they are in the process that would allow for you to be able to do that in an efficient way. Right, make sure that they're in the way that they are

215

00:34:49.620 --> 00:34:59.460

dgrayson: Susan gotta jump in here just a minute to. So as you can see, you're starting to build one central location for all forms management.

216

00:34:59.940 --> 00:35:08.070

dgrayson: Contracts, can you name it whatever forums travel forums update forums permission forms, everything can be housed in here.

217

00:35:08.520 --> 00:35:19.950

dgrayson: And a process built out throughout your, your district to move those formed around get them approved wherever approval flows, you need recording such one other item we have added because we've been asked.

218

00:35:21.420 --> 00:35:31.050

dgrayson: To do this, and it's it's working pretty nicely and we're building on it is the ability to pull in historical records as well.

219

00:35:31.830 --> 00:35:39.420

dgrayson: We do have that capability and in relation to FOIA requests. There are, of course, all of you have some sort of file system. You keep

220

00:35:40.350 --> 00:35:50.670

dgrayson: With another company, whether it's in file folders or electronically and we do have the capability with this system to pull those in and housing in here.

221

00:35:50.970 --> 00:36:03.570

dgrayson: So they are available here as well in one place, not having again to go out and hunt and two or three systems or maintain two three systems in, you know, on your us in your district, it can all be house here.

222

00:36:06.240 --> 00:36:07.260

Susan Walters: Awesome. Thank you, Dave.

223

00:36:08.880 --> 00:36:21.000

Susan Walters: Um, one of the things besides managing all of your onboarding piece is that information that you have that you've collected along the way from recruiting and hiring from onboarding moving forward. Right.

224

00:36:21.510 --> 00:36:34.320

Susan Walters: So all of that would be available here as well. And one of you asked about certifications to so can certification information actually be included with in here. And the answer is yes.

225

00:36:34.740 --> 00:36:42.150

Susan Walters: So, you know, you're going to have personal information, you're going to have employment information, who reports to whom

226

00:36:42.810 --> 00:36:55.470

Susan Walters: The past of where they've been and then of course there's also a credential spot as well. Now some people use this credential spot for actual certifications. Some people actually create their own as well.

227

00:36:56.100 --> 00:37:02.310

Susan Walters: So for example, if you have a Google certification that you would like to be able to manage and track.

228

00:37:02.640 --> 00:37:08.160

Susan Walters: You can actually create your own system that would allow you to be able to do that.

229

00:37:08.490 --> 00:37:21.090

Susan Walters: So, you know, there's a few ways to use that as certification and credentials, but then also safety and compliance Google certification other certifications or credentials that you would like to be able to track.

230

00:37:22.260 --> 00:37:36.540

Susan Walters: And then all of those documents would be stored within here. So here's your pre employment information your contracts the payroll all of those you know forms that you use for for your employees would be here as well.

231

00:37:37.560 --> 00:37:46.620

Susan Walters: So with the virtual onboarding and you know you're talking about the employee experience. And then as a district, you're able to manage and monitor

232

00:37:46.920 --> 00:37:57.510

Susan Walters: You're able to, you know, collect information about your employees their certification and all of those documents are located in one central location.

233

00:37:58.230 --> 00:38:03.180

Susan Walters: One of the also benefits of having this information or this data centrally

234

00:38:03.390 --> 00:38:20.670

Susan Walters: Is that if you create a form, you have the ability to pre put that information in. So if you remember when I was talking about the W for their name. You can decide whether or not that's editable or read only saves time on the employee, but also keeps your data, all in one place.

235

00:38:21.780 --> 00:38:23.850

Brian Royer: You can give a quick refresh. When you have a chance

236

00:38:24.270 --> 00:38:24.900

Short

237

00:38:26.400 --> 00:38:29.100

dgrayson: While you're doing that too. Just to mention, when you look at this

238

00:38:30.150 --> 00:38:38.700

dgrayson: It's of course built to handle your classified and administrative personnel as well. If you're tracking CPR certification see DL certifications for drivers.

239

00:38:39.300 --> 00:38:43.410

dgrayson: Safety and compliance courses that happy. It has to be administered and finished.

240

00:38:44.190 --> 00:38:59.280

dgrayson: Particularly your operations areas and such. All of that those forms can be housed here with the administrator of that department or managers direct or indirect being able to track that and see it and and follow through with the information and make sure it's it's updated.

241

00:39:01.530 --> 00:39:11.190

Susan Walters: And someone asked about importing data we have a data importer as well. So if you wanted to bring in information you would be able to do that as well.

242

00:39:11.730 --> 00:39:21.720

Susan Walters: We have templates and we have reoccurring so that you can make sure that all of your data is up to date as you're doing probably a lot of different types of employees changes.

243

00:39:23.310 --> 00:39:33.660

Susan Walters: So after they have filled out all of their important information and you have on boarded them we're moving into how do we support your employees. Right.

244

00:39:34.770 --> 00:39:43.920

Susan Walters: Professional development takes place in many different structures and in many different ways. And for many different purposes. So one of the things

245

00:39:44.490 --> 00:40:02.310

Susan Walters: That is available is something that we are actually releasing as we speak today and throughout the next week is the ability to move all of your professional learning in capture that professional learning not only face to face professional learning

246

00:40:03.360 --> 00:40:18.150

Susan Walters: workshops and information that you need. But then also, how can you provide online learning experiences so that when your employees do all of their professional development. It's all located in one solution.

247

00:40:19.350 --> 00:40:26.250

Susan Walters: So there's something here called the resource library, the resource library is something that sits across all of our solutions.

248

00:40:26.640 --> 00:40:44.490

Susan Walters: And what it does is gives you a repository and a place for all of the important information that you want to be able to share with your employees. So, for example, handbook information professional development. It does help articles.

249

00:40:45.840 --> 00:40:47.130

Susan Walters: If you are

250

00:40:48.660 --> 00:40:57.030

Susan Walters: Using video. One of the things that is always important is you know people want to see teachers or employees from their own

251

00:40:57.420 --> 00:41:06.480

Susan Walters: No districts teaching their own students and building out a library of that. So what you have the ability to do is create your library.

252

00:41:07.140 --> 00:41:20.580

Susan Walters: You can use even videos from YouTube or Vimeo. We have an interface with that that would allow you to take those videos and put them in here and now all of your employees have one location to go for information.

253

00:41:21.060 --> 00:41:32.910

Susan Walters: For videos for links for help articles and all of these library items can be grouped together or individually to begin to track.

254

00:41:33.390 --> 00:41:40.890

Susan Walters: You can even see here we have an integration with Canvas. And this is actually a two way integration which streamlines that registration process.

255

00:41:41.250 --> 00:41:59.820

Susan Walters: As well as once they're finished the completion status. So I know a lot of districts are looking now at different types of student, you know, online solutions canvas, etc. We have the ability to use that for professional development as well.

256

00:42:01.020 --> 00:42:10.260

Susan Walters: So with this library. If you think about your employee they've now been virtually on boarded now you can virtually provide them professional learning

257

00:42:10.770 --> 00:42:21.090

Susan Walters: So my, my friend David. Let's go back to him for a second. David has what he was the person who was doing his onboarding right

258

00:42:21.450 --> 00:42:33.960

Susan Walters: Now he's going to go into his professional development and professional growth and one of the pieces that is there now is that he can take his safety and compliance courses.

259

00:42:34.740 --> 00:42:45.300

Susan Walters: So he has what we call is a learning plan and that learning plan allows for both professional learning and for evaluations to live and sit in the hand in hand.

260

00:42:45.720 --> 00:42:54.810

Susan Walters: So what are those types of things that he's doing for PV, as well as getting his feedback so I can see here, David was sent an email.

261

00:42:55.230 --> 00:42:59.790

Susan Walters: He was registered in the onboarding safety and compliance yearly requirements.

262

00:43:00.510 --> 00:43:09.780

Susan Walters: He knows that it is something that he's doing that is online because it's a cloud and he even knows that there's an evaluation piece and he has a due date.

263

00:43:10.440 --> 00:43:23.880

Susan Walters: It's going to be do on this day, so he can come in. Let me make that a little bit bigger for you so you can see that he can come in. Now go to his onboarding safety and compliance your requirements.

264

00:43:24.750 --> 00:43:39.990

Susan Walters: He can launch that activity directly from here and he can see all of his courses together. So, for example, he has to take blood borne pathogens and CPR. He has a video from the OSHA standards which actually came off of YouTube.

265

00:43:40.560 --> 00:43:50.940

Susan Walters: He has some other courses that are there. So if you think about when you provide you know that virtual onboarding and then there's no safety and compliance courses you may have

266

00:43:51.210 --> 00:44:01.770

Susan Walters: Courses, of course, we have those in frontline in which you can utilize you might develop your own your own PowerPoints, your own links out to other courses.

267

00:44:02.100 --> 00:44:16.920

Susan Walters: And he can come through here and go through them one by one, all in one activity. So you're not tracking six or seven of those different activities, you're actually tracking them in one, and he can see his progress as you go through

268

00:44:18.180 --> 00:44:33.270

Susan Walters: So I'm going to pause there for a second. I saw that there was a few questions in chat and we're going to just take a moment to if you can go ahead and chat and say how, you know, how have you been kind of doing your virtual online learning.

269

00:44:35.610 --> 00:44:45.750

Susan Walters: And I can address the survey five report, we do have districts and we have a special configuration for Florida in what we call our professional learning management.

270

00:44:46.380 --> 00:44:59.460

Susan Walters: That allows you to collect data points for your survey five reporting. We do have many districts across the state that do have our professional learning management and that do meet that type of requirement.

271

00:45:00.210 --> 00:45:12.660

Susan Walters: Our implementation team is very versed in the types of information that you need to collect for that. So there's going to be a special configuration that would allow you to be able to collect information for that reporting.

272

00:45:15.360 --> 00:45:26.700

Susan Walters: Okay. If you have any other questions and such, we do want to make sure that this isn't interactive. So if there's anything that you would like to be able to put in there, please feel free to be able to do that.

273

00:45:28.500 --> 00:45:41.610

Susan Walters: Now with this ability to link online learning together. If you think about other types of programs that you have at your district, you may have classified staff or certified staff.

274

00:45:42.360 --> 00:45:50.340

Susan Walters: We've been working with a lot of districts who right now. They, they have a great new teacher program, but they're not

275

00:45:50.850 --> 00:45:57.510

Susan Walters: They're really unsure of whether or not they're going to be able to do that, face to face, right, and provide that

276

00:45:58.200 --> 00:46:05.280

Susan Walters: There's another district who was really looking at online learning, but they were

277

00:46:05.700 --> 00:46:15.120

Susan Walters: You know they they didn't know how many credits, they would be able to offer. How would they be able to put those together and they wanted to link videos and things like that.

278

00:46:15.600 --> 00:46:22.230

Susan Walters: So within the actual professional learning catalog, you're able to create those types of programs.

279

00:46:22.620 --> 00:46:31.890

Susan Walters: So for example, I want to be able to look at and build out a new teacher program and you can loop those things together. Right.

280

00:46:32.340 --> 00:46:45.960

Susan Walters: If you had a canvas. You could put a Canvas course and loop that together and this catalog allows people to be able to search for information on their own. But of course, there's information that you can also assign out to people.

281

00:46:46.440 --> 00:46:52.980

Susan Walters: So if you really think about, you know, professional learning how would that be able to work from that. Right.

282

00:46:54.780 --> 00:47:07.320

Susan Walters: One of the questions is talking about uploading videos from Skype zoom teams, things like that. Absolutely. So there's a few things in there, right, number one, everybody says, Where's the zoom link.

283

00:47:08.490 --> 00:47:24.780

Susan Walters: So with that being said in when you create an activity within professional learning, you're actually able to put the link or the URL in there so that when they go to do a professional learning. They have the link for them right for that part of it.

284

00:47:25.830 --> 00:47:38.580

Susan Walters: A lot of people will also upload it and put the actual recording because I i've said to a lot of people you know you're doing the zoom this is being recorded, you have those recordings

285

00:47:38.910 --> 00:47:54.270

Susan Walters: That can actually be put in your resources as what we see is a link so you know that recording can be used there and think about this, you can create an activity, manage and track to make sure that those people who've done those

286

00:47:54.600 --> 00:48:05.160

Susan Walters: Online learning activities have actually completed it. So that is part of it. That's one of the beautiful parts about being able to upload your own resources.

287

00:48:05.580 --> 00:48:13.680

Susan Walters: And then of course you know if you're looking for what we would be ready to use resources in the resource library frontline has

288

00:48:14.310 --> 00:48:26.790

Susan Walters: Different tools that you would be able to use as well. So if you think about it, you have learners that learn in many different ways. You have learners that are very self sufficient.

289

00:48:27.180 --> 00:48:33.870

Susan Walters: And they can do what we call our courses right they can sit down with a cup of coffee on a Saturday.

290

00:48:34.530 --> 00:48:42.240

Susan Walters: They, they know that they really want to be able to work on their assessment within the classroom and they can take a course.

291

00:48:42.960 --> 00:48:54.810

Susan Walters: They can start and stop it whenever they want. There's quizzes and tests that are built in. It's very self, self serving right I could come in search for what my needs are and complete that piece.

292

00:48:55.920 --> 00:49:04.230

Susan Walters: We have a lot of other districts who would like to have resources to supplement a lot of their face to face.

293

00:49:04.560 --> 00:49:14.610

Susan Walters: Or see examples of right and I'd mentioned video and video being part of that this would also allow you to create some of those activities.

294

00:49:14.880 --> 00:49:26.130

Susan Walters: With video along with maybe some links and some web pages. And now you're creating your own type of online learning experience that's focused on the actual application of learning.

295

00:49:26.970 --> 00:49:37.050

Susan Walters: And then, of course, some people are very social. And they want to be able to learn from each other. They want to be able to share in that experience watch a video together.

296

00:49:37.410 --> 00:49:41.550

Susan Walters: And collaborate and so those group structures are also there.

297

00:49:41.910 --> 00:49:56.430

Susan Walters: So if you think about accommodating for all of your different types of learners, you would have multiple ways for you to be able to, you know, provide those resources and also be able to manage and track them and group them together.

298

00:49:57.510 --> 00:50:00.300

Susan Walters: I'm going to pause there um

299

00:50:02.580 --> 00:50:12.840

Susan Walters: Okay, so someone said, so you can create your own library and include manuals videos. Yes, absolutely, you're spot on.

300

00:50:13.320 --> 00:50:22.260

Susan Walters: Create that that own library that one source for people to be able to go to. And then if you need to manage and track that. And, uh, you know, have

301

00:50:22.590 --> 00:50:28.860

Susan Walters: That kind of accountability for that or make sure that people have, you know, completed those activities you can do that as well.

302

00:50:29.640 --> 00:50:45.870

Susan Walters: And we do have several districts in Florida that are using that Dave is has his email here if you want to be able to kind of reach out to him and maybe Dave, you could put that in there and we can we can send her some of the other districts that she may want to be able to check out

303

00:50:47.850 --> 00:50:48.270

Susan Walters: Awesome.

304

00:50:50.970 --> 00:50:55.350

Susan Walters: So one of the last pieces we talked about providing

305

00:50:57.900 --> 00:51:06.120

Susan Walters: Professional or course you know in frontline. You can also do your face to face learning. We also have a very robust work.

306

00:51:06.630 --> 00:51:13.680

Susan Walters: Like if they're going to workshops. There's a workflow and approval process. So the goal is that all your professional learning is in one location right for that piece.

307

00:51:14.490 --> 00:51:24.690

Susan Walters: One of the other things that a lot of districts have now changed a little bit of of how their press processes are is going to be through the use of feedback.

308

00:51:25.290 --> 00:51:29.340

Susan Walters: There's a blog actually coming out in front line talking about

309

00:51:29.880 --> 00:51:39.450

Susan Walters: gathering data and looking at the trends of professional learning and what has happened since March. Right. Are we doing more professional learning or less professional learning

310

00:51:39.660 --> 00:51:47.730

Susan Walters: And it's rather interesting to see how that's all shaking out right but a lot of teachers are now having to pick up skills that they didn't

311

00:51:48.180 --> 00:51:53.970

Susan Walters: They didn't necessarily use all the time before, right, or there's actually new skills for that.

312

00:51:54.870 --> 00:52:04.500

Susan Walters: So providing them feedback on those new types of skills is really important, along with the professional learning right and you can put that professional learning in here.

313

00:52:05.100 --> 00:52:13.620

Susan Walters: But being able to have that feedback, knowing what's you know, how can we do virtual types of observations and pieces.

314

00:52:14.100 --> 00:52:20.730

Susan Walters: That has been something that we really seriously considered as well. So if you think about it.

315

00:52:21.330 --> 00:52:36.270

Susan Walters: One of the things that we've made modifications and changes to is how can we now encourage and still promote evaluations and feedback, but also make sure that it is something that is flexible, right.

316

00:52:37.080 --> 00:52:45.420

Susan Walters: If you're providing formal observations. One of the most important things is having that opportunity to meet

317

00:52:45.750 --> 00:52:54.570

Susan Walters: Right, if you're going to do a virtual observation or a zoom observation, you're going to need a zoom meeting to to have that first conversation.

318

00:52:54.810 --> 00:53:05.550

Susan Walters: So if I'm meeting with the teacher and I want to talk about their lesson plans. I can actually put the zoom link the you know the team link, whatever it may be right in here.

319

00:53:06.060 --> 00:53:19.620

Susan Walters: Now, the good part about this is that once this is scheduled. There's actually a di CSV file and an email notification that will go to both you and to your employer. So your teacher your staff member

320

00:53:20.520 --> 00:53:25.080

Susan Walters: And in that email notification is this link and yes it's clickable.

321

00:53:25.380 --> 00:53:32.940

Susan Walters: So one of the things that you can be sure as you can go on to your calendar. When you go into your calendar invite you know where that zoom link is

322

00:53:33.180 --> 00:53:43.470

Susan Walters: And now, you know, you don't have to worry about getting on the phones and and creating a new zoom link or a new team link, it can all be in one location and you can continue to give that feedback.

323

00:53:44.760 --> 00:53:51.480

Susan Walters: The other part of that is, it might be things that you're looking for that are not within your formal evaluation process.

324

00:53:52.260 --> 00:53:57.420

Susan Walters: You know, a lot of the evaluation information the rubrics that are being used.

325

00:53:58.080 --> 00:54:07.170

Susan Walters: Do lend themselves for observable components in a physical classroom. Right. But now we're actually looking for other types of information.

326

00:54:07.800 --> 00:54:14.850

Susan Walters: So we worked with the University of Southern California, and they've been doing virtual observations for a while, and they had

327

00:54:15.480 --> 00:54:24.420

Susan Walters: A rubric that they were happy to share with us and with this rubric. It allows you to still collect information about practices.

328

00:54:25.050 --> 00:54:36.480

Susan Walters: I think I might have to refresh. Again, best practices about those types of things that have changed in instructional plan is going to be an instructional plan, but how they plan is going to be different.

329

00:54:37.080 --> 00:54:43.530

Susan Walters: How they maximize their time is going to be different. The climate, the presentation.

330

00:54:44.250 --> 00:54:57.930

Susan Walters: How and what they're using for the actual presentation may change. So this is a rubric that is available and that we're offering to all of our customers to help them to provide that piece.

331

00:54:58.890 --> 00:55:11.130

Susan Walters: Some of our customers that you know they were, they were like, to the rubric, very much. But one of the things that was very clear, is they're not ready for a rubric, yet they're not ready for those different levels.

332

00:55:11.460 --> 00:55:18.600

Susan Walters: So how can we now have the ability to provide feedback, but it's not on a rubric level.

333

00:55:19.410 --> 00:55:28.380

Susan Walters: And so that same type of observation and information that you're looking for can now be more like a checklist. Right. These are the things that I had seen

334

00:55:28.740 --> 00:55:38.640

Susan Walters: The instructor has clearly planned for that virtual instruction. They're making use of their online course applications that they have. Right.

335

00:55:39.030 --> 00:55:51.420

Susan Walters: Getting that same feedback and also having a narrative, but making a little bit less than a rubric, because we're still building what those expectations are for those virtual observations.

336

00:55:52.410 --> 00:56:05.010

Susan Walters: You'll probably even notice. I went to two different locations to even to be able to do this. So within frontline we do understand that there are formal observation processes that need to be happening.

337

00:56:05.370 --> 00:56:10.560

Susan Walters: But there's also an informal observation processes still happening and getting that feedback.

338

00:56:10.980 --> 00:56:22.590

Susan Walters: So all of this will allow you to keep giving that feedback to your employees, make sure that you have that those processes like the zoom links and the meeting links available.

339

00:56:22.860 --> 00:56:35.040

Susan Walters: And visible for everybody so it makes it easier for people. Once they're notified on their calendar and then give you different options that have best practices that may have been the change of instruction.

340

00:56:36.510 --> 00:56:41.850

Susan Walters: So I'm going to pause there. Um, I know we have a few more people in chat.

341

00:56:44.340 --> 00:56:51.030

Susan Walters: And the launch has been pushed back. So, that is that is wonderful. So we're able to do that as well.

342

00:56:52.080 --> 00:56:56.130

Susan Walters: That, for me, too, because I was like, Oh, I wonder if we can see the lodge. Perfect.

343

00:56:57.000 --> 00:57:04.440

Susan Walters: So we want it to be able to give some time for you as well, to be able to ask questions. I know you've, you've seen a

344

00:57:04.710 --> 00:57:16.200

Susan Walters: Lot. And if you think about the lifecycle of an employee right how to be able to recruit and hire an employee in a virtual world be able to have that virtual experience still that relationship building

345

00:57:16.830 --> 00:57:24.960

Susan Walters: Make sure it's advertised so that you're getting those people out there and having them come to you right and building that relationship. Prior to them actually having a candidate.

346

00:57:25.530 --> 00:57:33.450

Susan Walters: Being able to organize that information, you know, probably a lot of different people in that process and how do we schedule those appointments

347

00:57:34.320 --> 00:57:43.680

Susan Walters: Looking at the virtual onboarding, how can we make it easy for our employees to fill out that information where they don't have to come into the office.

348

00:57:44.190 --> 00:58:00.390

Susan Walters: Make it easy for them to understand what they need to fill out and by what dates need to be there, but also give you as the district, the ability to organize that piece right to make sure that you know where they are in that process and all that paperwork and management is getting done.

349

00:58:01.620 --> 00:58:10.650

Susan Walters: And then moving into how do we support them, because one of the best important pieces about having our employees go through professional learning and providing that feedback.

350

00:58:10.890 --> 00:58:23.760

Susan Walters: Is we're establishing that relationship with our employee to retain them. We want them to stay with our district and when they get that opportunity to learn in their own way, whether it's independently or with each other.

351

00:58:24.480 --> 00:58:39.600

Susan Walters: Online and making sure that they have that support and that feedback we're building that employee that that ability to grow and develop to feel important to make sure that they're doing their job well done. And then we don't have to

352

00:58:40.680 --> 00:58:50.190

Susan Walters: Go back to that recruiting recruiting piece and find another teacher. Right. We want them to stay with us so we're going to pause there. I see there's a few pieces in chat.

353

00:58:54.780 --> 00:58:55.020

Okay.

354

00:58:57.300 --> 00:59:11.040

Susan Walters: Um, one of the things that you probably may or may not know is that with frontline of we did put together what we call is a coven 19 support resources for any of our

355

00:59:11.490 --> 00:59:24.360

Susan Walters: Any of our solutions. So you can see here a lot of what I've shown you today recruiting and hiring in central within professional growth. Do I need to stop.

356

00:59:25.530 --> 00:59:26.430

Brian Royer: just refresh again.

357

00:59:27.000 --> 00:59:29.490

Susan Walters: All right. Thank you, Brian.

358

00:59:29.670 --> 00:59:30.360

Brian Royer: No, no problem.

359

00:59:32.910 --> 00:59:34.740

Susan Walters: All right, here we go.

360

00:59:36.030 --> 00:59:44.310

Susan Walters: A lot of the things I showed you today about, you know, the virtual aspects of that are here, the professional growth we spent some time within their

361

00:59:44.640 --> 00:59:52.080

Susan Walters: All of that new functionality we were talking about our is here to be able to show you, as well as some of the help pieces.

362

00:59:52.290 --> 01:00:03.210

Susan Walters: So whether you're a customer or you're just looking to be able to kind of see the types of information that we have or virtual learning, you'll be able to come in here and be able to access that as well.

363

01:00:04.530 --> 01:00:08.370

Susan Walters: One of the other things. And this is just my educator

364

01:00:09.000 --> 01:00:21.030

Susan Walters: Within me I am always looking for ways to improve right it's just it's in my blood, and I want to hear from other people. I want to hear what other people are doing in

365

01:00:21.240 --> 01:00:27.360

Susan Walters: You know, not just in Florida, but I want to hear what they're doing in New York. I want to hear what they're doing in Wisconsin in California.

366

01:00:27.660 --> 01:00:34.860

Susan Walters: Because the more that I get exposed to what people are doing and what are working. I can make modifications and adjustment as well.

367

01:00:35.700 --> 01:00:51.870

Susan Walters: free resources that are available. Of course, we have webinars and case studies that you can learn more about. But if you really want to hear from people like you and what they're doing this podcasts are extremely

368

01:00:52.950 --> 01:00:58.560

Susan Walters: well received. There are clients. They're talking about the thing

369

01:01:00.060 --> 01:01:06.540

Susan Walters: For them. So is your professional development working what modifications on. Can you make or just with that.

370

01:01:07.080 --> 01:01:12.450

Susan Walters: Working with families in special ed. We did a three part equity series before

371

01:01:12.960 --> 01:01:17.190

Susan Walters: You know everything that had recently happened within the last few months.

372

01:01:17.520 --> 01:01:29.220

Susan Walters: And we're hearing from other people and and people like you that really tell us. These are the things that I had to consider. These are the things that work. These are the things that didn't work. I needed to redo right so just for all of you.

373

01:01:29.760 --> 01:01:46.470

Susan Walters: It's something that, you know, we really like to be able to highlight a lot of our customers and share those ideas so that is on our official website as well as some of those things that we heard today for the for the virtual, you know, moving to more of a virtual world.

374

01:01:48.510 --> 01:01:51.420

Susan Walters: So we're going to leave it open for some questions.

375

01:01:53.520 --> 01:02:07.860

Susan Walters: I you know what. Yeah, I agree. I think it's something within administrators and educators HR specialists. They always are looking for ways to improve right so it is always interesting to hear what other people are doing.

376

01:02:09.060 --> 01:02:30.690

Susan Walters: Awesome. Um, any other, feel free to put in the chat questions. Of course, if you Dave put his email address up there as well, because we had some people who wanted to have some, you know, more questions are references very specific questions to their district and any other type of question.

377

01:02:32.910 --> 01:02:47.340

Susan Walters: I'd also like to hear from you have which part of those four pieces the recruiting, hiring onboarding the professional development or the, you know, evaluation feedback was the most important to you until a little bit why

378

01:02:52.050 --> 01:02:53.280

Susan Walters: Will give you a moment for that.

379

01:03:03.900 --> 01:03:13.020

Brian Royer: Susan. While they're doing that, maybe if you just shrunk. And then maybe enlarged your screen again because there is a little bit on the right hand side of distortion.

380

01:03:14.460 --> 01:03:16.410

Brian Royer: Perfect. It just went away.

381

01:03:16.860 --> 01:03:17.760

Susan Walters: Okay, perfect.

382

01:03:19.290 --> 01:03:21.630

Susan Walters: I think it's a Mac thing, honestly.

383

01:03:22.350 --> 01:03:23.670

Brian Royer: Oh, yes.

384

01:03:24.780 --> 01:03:25.920

Brian Royer: Is it. There we go.

385

01:03:26.130 --> 01:03:27.540

Susan Walters: We're back to make that a little bit more

386

01:03:31.680 --> 01:03:41.310

Susan Walters: Perfect, thank you for those of you that were putting in for the chat. I think the library is one of the things that we find a lot of our districts

387

01:03:41.790 --> 01:03:51.990

Susan Walters: Like to be able to have as well. You know, if you think about where you store your resources. A lot of people will say, Oh, we have a one drive or we have a Google or we have Google and OneDrive.

388

01:03:52.620 --> 01:04:01.230

Susan Walters: Being able to have that one location and then making sure that if there is something that you need to be able to do that, that's there as well.

389

01:04:10.020 --> 01:04:12.630

Susan Walters: I agree, keeping up with PD is always important.

390

01:04:17.460 --> 01:04:28.890

Susan Walters: Um, one last piece just so that you do know we have built a lot of forms in Central. I know we were talking about Central as onboarding

391

01:04:29.460 --> 01:04:46.410

Susan Walters: But one of the other things that we have done is we have built out forms in central for coded like a coven survey back to school survey or an FM la request or a request for being able to

392

01:04:47.310 --> 01:04:52.980

Susan Walters: You know, take some time, because of course you know your child is sick and those types of things.

393

01:04:53.460 --> 01:05:06.870

Susan Walters: So those are predetermined forms or pre generated report forms that are there and available for you to use as well. So if you see that on our website. That is also something that is part of our central

394

01:05:13.440 --> 01:05:32.430

Susan Walters: Alright, well, any last, you know, comments, questions, please feel free to put those in Dave if there's anything else that you would like to be able to kind of take a little moment to refresh your con and then maybe we'll be able to call it a day and and get ready for that launch

395

01:05:32.760 --> 01:05:42.390

dgrayson: Sure. So again, thank you everybody for taking some time and spending with us today. There's a lot of other things you can be doing right now, you probably have a list a mile long.

396

01:05:42.780 --> 01:05:53.310

dgrayson: To get back to tomorrow. So we do appreciate what you do and spending time with us today and hopefully you've seen some flow and process flow and opportunities to

397

01:05:53.940 --> 01:06:06.270

dgrayson: An integrated system that that really is a higher to retire system that we've built to help you run your business in person and virtually is as we're going to have to do more of

398

01:06:07.140 --> 01:06:18.210

dgrayson: One last thing I will mention to I don't want to let it escape is, as many of you know because we work with you that frontline is a growth by acquisition company.

399

01:06:18.690 --> 01:06:26.880

dgrayson: And as we acquire companies. We don't go out and buy five companies in the same space and try to mash them all together, we look for.

400

01:06:27.660 --> 01:06:36.030

dgrayson: Someone who can accentuate what we have and bring them into the fold quickly to add on say their product or their processes.

401

01:06:36.840 --> 01:06:45.060

dgrayson: With us and one item we have added here in the not too recent past has been the acquisition of an AARP company.

402

01:06:45.720 --> 01:06:58.500

dgrayson: And we do have Florida reporting and all those aspects in place. So if you're interested in how that all works. And we can certainly get you that information as well, just wanted to mention them.

403

01:06:59.790 --> 01:07:05.580

dgrayson: So that's all I had today. And if there was any other questions. I'm not looking at the chat right now. Susan and Brian

404

01:07:05.610 --> 01:07:06.780

Brian Royer: Do you see I think we're good.

405

01:07:07.290 --> 01:07:08.460

Susan Walters: Okay, and

406

01:07:09.150 --> 01:07:19.650

Susan Walters: Our other Brian was going to give away one of the prizes. So I think he was going to do a random selection for that as well.

407

01:07:20.130 --> 01:07:24.540

Brian Boyd: Yes, so I just looks like. Anyway, so

408

01:07:29.940 --> 01:07:30.660

Brian Boyd: All right. There we go.

409

01:07:30.720 --> 01:07:34.890

Brian Boyd: So I spin the wheel and as everybody can see Amanda, the winner was our winner.

410

01:07:35.100 --> 01:07:36.330

Brian Boyd: So congratulations.

411

01:07:36.960 --> 01:07:42.810

Brian Boyd: Congratulations, you have won our echo.so congratulations to Amanda

412

01:07:44.640 --> 01:07:46.290

Susan Walters: I can ask Alexa about the weather.

413

01:07:49.980 --> 01:07:50.520

Brian Royer: That's awesome.

414

01:07:51.900 --> 01:07:53.100

Susan Walters: Congratulations, Amanda.

415

01:07:53.310 --> 01:07:57.180

dgrayson: Yes. Well, folks, again, thank you for your time. We really appreciate it.

416

01:07:58.080 --> 01:08:10.200

dgrayson: Hang in there where we're all in this together and we're here to help you. And even if you don't currently work with us. If you just want some information or bounce some ideas off of us. We would love to do that and just

417

01:08:10.950 --> 01:08:18.390

dgrayson: Put you in touch with other colleagues around the country, if possible, if that's something that you need. We're more than happy to do those types of things as well.

418

01:08:22.440 --> 01:08:23.850

dgrayson: Awesome. All right.

419

01:08:24.180 --> 01:08:25.470

Brian Royer: Thank you very much. Have a great day.

420

01:08:26.190 --> 01:08:28.920

Susan Walters: Will happen. We just got some bad weather here.

421

01:08:30.030 --> 01:08:30.480

Brian Royer: Oh,

422

01:08:31.530 --> 01:08:31.890

Susan Walters: Yeah.

423

01:08:32.850 --> 01:08:38.430

dgrayson: Well, looks like there's what 10 minutes to launch. Somebody said, so we have time to bug out and try to catch it.

424

01:08:39.150 --> 01:08:47.820

Susan Walters: Hey, thank you, Tina. Yes, please post your pictures of the launch on the on the conference page. That would be awesome and thank all of you for attending today.

425

01:08:50.520 --> 01:08:51.750

Brian Royer: Thank you everyone. Have a great day.