



Customer Profile

Denver Public Schools boosts teacher performance with Infor



Setting the strategy

At exactly 5,280 feet elevation, the city of Denver is nicknamed “The Mile-High City.” So, it should be no surprise that the Denver Public Schools (DPS) would aim for increasing teacher performance and student achievement to heights never before reached in that district. Driving this ambitious effort is the Denver Plan, originally enacted in 2005.

Execution of the initial plan resulted in thousands more students becoming proficient in reading, writing, and mathematics. The 2005 plan showed more academic improvement on state assessments for the Denver schools than the state average and better results than any other major school district in Colorado. The 2005 plan doubled the number of high school students who take Advanced Placement (AP) courses or concurrently enroll in college programs. It also reduced the drop-out rate by one-third and graduated 200 more seniors than in 2001.

The 2005 plan was updated in 2010 with the adoption of five-year, measurable goals to ensure that:

- All students will graduate from the Denver Public Schools prepared for postsecondary success.
- All students will demonstrate at least one year’s growth in the core content areas and meet or exceed state standards.
- The number of high-performing schools as measured by the School Performance Framework will increase.
- All students will have access to full-day kindergarten.
- Enrollment will continue to increase in the Denver Public Schools.

Facts at a glance

Product: Infor Talent Management

Industry: Public Sector

Country: USA

"The functionality was critical. We have an extremely complex system, starting with compensation. We have a pay-for-performance model that is unique within the K-12 sector. So, when we were looking at Infor Talent Management, we heavily reviewed the functionality that was available within compensation to make sure that it could handle the rules for our ProComp systems."

**—Carolyn Henzel,
Director of HR Systems and Processes,
DPS**

About the organization

Denver Public Schools is the second-largest district in Colorado, with 13,087 teachers and employees serving 79,423 students in 162 schools. DPS serves both the city of Denver and Denver County.

The relationship between DPS and Infor™ dates back to 1996 when the district purchased its first Infor product. The relationship grew in 1999 with the purchase of Infor solutions in the areas of human resources, payroll, and benefits. In 2003, DPS implemented Infor Employee/Manager Self-Service. Satisfied with how all these solutions and associated Infor professionals performed, it was natural for DPS to call on Infor once again for its products, services, and support to meet the goals set out in the Denver Plan.

DPS officials know that successfully reaching its ambitious goals is intimately tied to teacher performance as it relates to student achievement and that a process would need to be put in place to improve both. As an existing customer, district officials turned to Infor to determine if it possessed a software solution to aid in collecting, organizing, securing, and managing all the data necessary for the process to work.

Getting business specific

The Infor Talent Management Suite became the leading contender for helping DPS put together a process that not only would aid in increasing teacher performance but also would assist in documenting growth in student achievement. Late in 2010, DPS contracted with Lawson to purchase core Infor Talent Management applications, including:

- **Global Human Resources**, which will help reduce the time, effort, and expense district authorities need to spend on day-to-day HR administration tasks.
- **Talent Acquisition**, which will help the district better manage the recruitment, on-boarding, and retention levels of teaching staff.
- **Compensation Management**, which will help reward strong performers by linking compensation to individual benchmarks, organizational objectives, and performance.
- **Performance Management**, which will help track state and district assessment and school-wide performance measures and set benchmarks or make comparisons with other central staff, showing progress over time.

There were many factors involved in the decision to go with Infor Talent Management. Carolyn Henzel, director of HR systems and processes for DPS, explained some of them this way: “One was that we have a very small IT support (capability) and a very small support staff in general. So, from an operational perspective, the integrations that were built in were very attractive to us.”

After doing extensive demos with the system and replicating the most complicated payroll scenarios of DPS, the Infor system proved to be as robust as the district needed it to be. Some functionality was added that district officials hoped for, but didn’t think would be available. “In looking at the competition,” Henzel said, “there were no other systems that were available that could even come close to what we got within compensation (management). We also looked at performance and goals. The Goal Management application is important to us. (Now we will be) able to cascade down goals, starting with the Denver Plan and how we track back throughout functional areas.”

Seeing the results

When all is said and done, it comes down to capitalizing on the link between teacher performance and student achievement. The district’s 2010 Denver Plan aims to give every student a strong chance for success by retaining, rewarding, and recruiting the most qualified teachers and administrators, and through strategic management of financial resources. The new Infor system will help improve district efficiency as administrators work toward tracking, measuring, and rewarding teacher effectiveness to ultimately help improve student outcomes in the district. The school district of the “Mile-High City” is aiming to reach what might seem to be stratospheric achievement goals. Infor will be there, on that journey, to help reach those goals every foot of the way.



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About Infor

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