

Project: **READY 2 ExCel**

Weekly Updates

READY 2 ExCel:

The objective of the project is to increase all students' academic achievement through establishing an effective human capital management system (HCMS) and performance based compensation system (PBCS) at each target school to: ensure highly effective educators are apparent and retained; foster development of educators who are eager to advance; and recruit and retain high-quality educators eager to learn and teach.



Fort Worth Can Academy Lancaster

HUMAN CAPITAL MANAGEMENT SYSTEM (HCMS)

Talent ED has been purchased, and we are currently implementing the application in the district.

The solution includes 4 areas: Recruit and Hire, Onboarding, Records, and Performance.

Implementation Timelines are shown below:

Activity	May 5-2017	August 1-2015
Recruit and Hire		
Onboarding		
Records		
Performance		

DATA VERIFICATION

Teachers' data verification process commenced Monday, March 24, 2017.

This process ensures that all classroom data required for the Performance-Based Compensation System (PBCS) is acquired accurately. The data will consolidate the baseline data for the system.

Teachers have received a google drive shared file listing their students who were enrolled on the last Friday of October (Snapshot date). Teachers are to verify that the students listed were indeed enrolled in their class. Data is available for validation up to 30 days after it is shared with the teachers.

1. Process:

- Generate teacher data
- Teachers validate data
- Principals validate data after teacher's validation
- READY to ExCel leadership will verify the data
- Superintendent office will review data for final verification
- HCMS will receive the data for compensation calculations
- PBCS will approve final compensation
- HCMS will transfer compensation details to payroll

Questions? Visit us at:
www.texanscanstaff.org/grants



Our Students

Contact Us

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GRADUATE TRACKING

ALUMNI

The READY to ExCel team has selected the Almbase application to establish an Alumni system where all the current and future graduates can record their current career and college activities. This system is currently in the implementation stage and will be available on our Texans Can website.

STUDENT MANAGEMENT SYSTEM

The services that our campuses provide to our students can now be documented in our Student Management System solution. Advisors can collect all student data needed in a single digital environment. As an advisor, you can access the application by visiting our intranet site (texanscanstaff.org) and clicking *Specialty Sites*. The new application will be fully ready on May 15, 2017. For this school year the analysis of the data will be a manual process, but with the new system, which will launch in the new school year, the analytical process will be completely automated.

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