



Frontline Human Capital Analytics

Built specifically to help school leaders make decisions driven by their district data

Make more informed human capital decisions with data

School districts have a wealth of data at their disposal. It's standard practice to use this data to inform things like budgeting and curriculum decisions. But there's another crucial area where data makes a difference: in the Human Resources department.

Analyze your district's personnel data.

Explore your Frontline Central data to gain insights about your faculty, staff, and their assignments

- Review employee assignments, experience, benefits, and compensation to make data driven improvement plans to enhance employee satisfaction and retention.
- Enable effective workforce planning by uncovering over – or understaffing based on employee experience, certifications, and expertise.
- Analyze how your personnel has changed over time by reviewing your current, and past, employee bases and their assignments.

Understand your district's staff absences.

Access unique insights from your data in Frontline's Absence Management.

- See absence trends over time to anticipate your need for substitutes.
- Analyze fill rate metrics to understand the depth of your substitute pool and where more coverage is needed.
- Inform policy and personnel decisions by identifying how absence lead time affects your substitute fill rate.

Why Frontline?

Since our launch in 1998, Frontline has supported operational excellence in over 80,000 schools. Today, we are proud to offer HR professionals in education a solution that finally connects every single dot, from recruiting to retirement.

Stop wasting time on manual, paper-driven processes. Have confidence in your data.

Assess your recruiting and hiring landscape.

Get an advantage with Frontline Recruiting & Hiring data around open positions, applications received, and recruitment efforts and results.

- Analyze open positions to identify patterns or areas of need.
- Explore trends in the applicants your district attracts, and how they align with your DEI&B initiatives.
- Anticipate teacher and support staff shortages and communicate your district's staffing story to key stakeholders.

Get quick, detailed analyses of professional development activity.

Use Frontline Professional Growth data to inform and refine your professional development program.

- Monitor compliance with professional development requirements and drill into district offerings and teacher participation details.
- Understand how your faculty and staff spend their professional development time and easily report findings to key stakeholders.
- Ensure professional development resources are aligned to district goals and impact student outcomes.

What are HR professionals saying?

"Human Capital Analytics allows you to access an extraordinary amount of data in a very quick, easy-to-understand platform. You're able to zero in on different focus areas that you're interested in within a couple of clicks, and that's not something you typically can find within various data platforms."

Keegan Bassett - Director of Human Resources