

# Advance™

A valuable new tool to assess organizational capacity and plan for and manage succession, replacement and development of employees

In the face of rapidly increasing retirement rates and decreasing educator retention rates, it has never been more critical to identify and develop talent within district organizations. SchoolNet's Advance provides districts with the tools they need to measure and develop educational leadership capacity and maximize the investment in their employees.

From identifying qualified talent to creating tailored succession planning programs and measuring participant outcomes, Advance provides districts the data-driven means to monitor, manage and optimize their human capital investment.

Advance also helps to improve retention and reduce vacancies by presenting individualized career path options for every employee, and creating a talent bench to fill projected vacancies for key positions. This talent bench can help districts optimize staff utilization and ensure that the best-qualified educators and staff are placed where they are needed most. (over)



## Key Features and Benefits:

### Administrators can:

- Develop and staff ideal candidates for critical vacancies by proactively analyzing candidate pipelines before talent shortages occur
- Objectively compare candidates for positions or developmental programs and select the individuals with highest probability of success
- Publish customized career path options, providing district employees with visibility into the potential for advancement

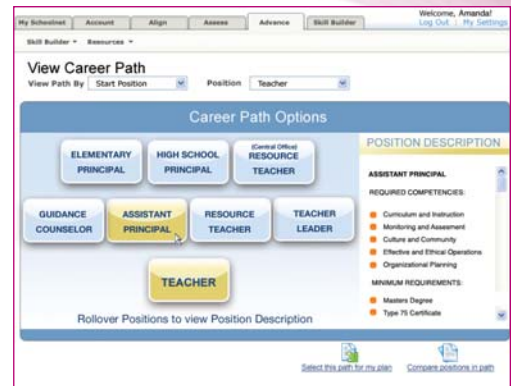
### Employees can:

- View options for career advancement and create a personal career plan
- Determine the skills they need to develop and find relevant development opportunities for career path advancement
- View program requirements and track their progress towards successful completion

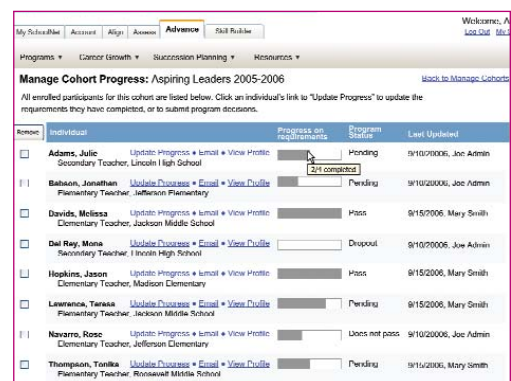
## Technical Specifications:

SchoolNet's open and interoperable applications are designed to industry standards.

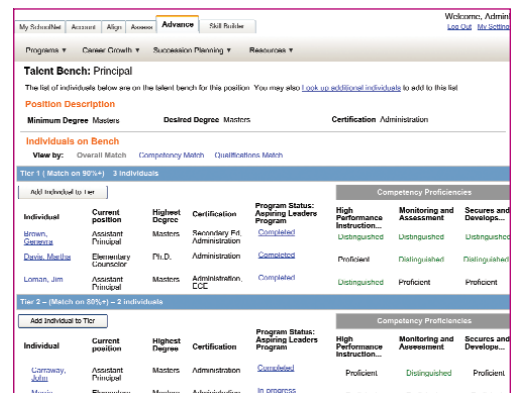
- .Net Framework
- Internet Explorer 6.0 and higher, Apple Safari 1.3 and higher, or Mozilla Firefox 1.0 and higher
- MS SQL Server 2005



The Career Path enables administrators to identify high-potential employees using competencies and qualifications.



The Cohort Progress screen allows educators to view career path options.



Administrators use the (district-wide) Talent Bench to manage cohort progress for development programs.