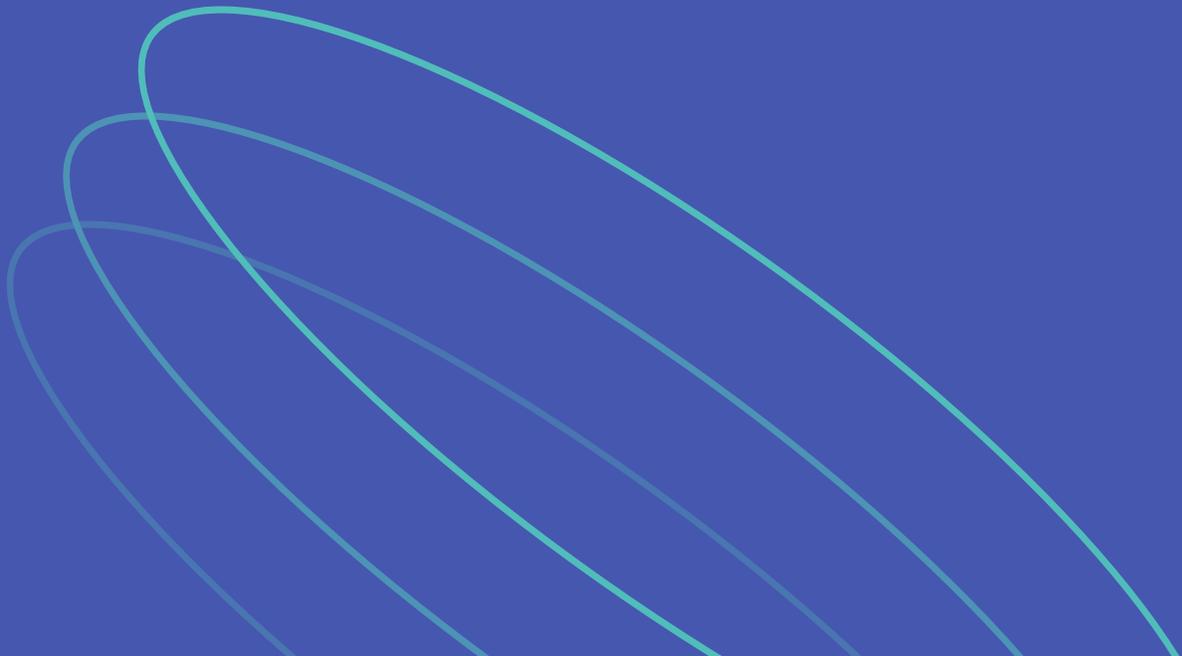# Informed KI2

ERPs Aren't Built for K–12 Complexity

Understanding the Limits of ERP Systems and the Role of Process Orchestration in K–12 School Districts
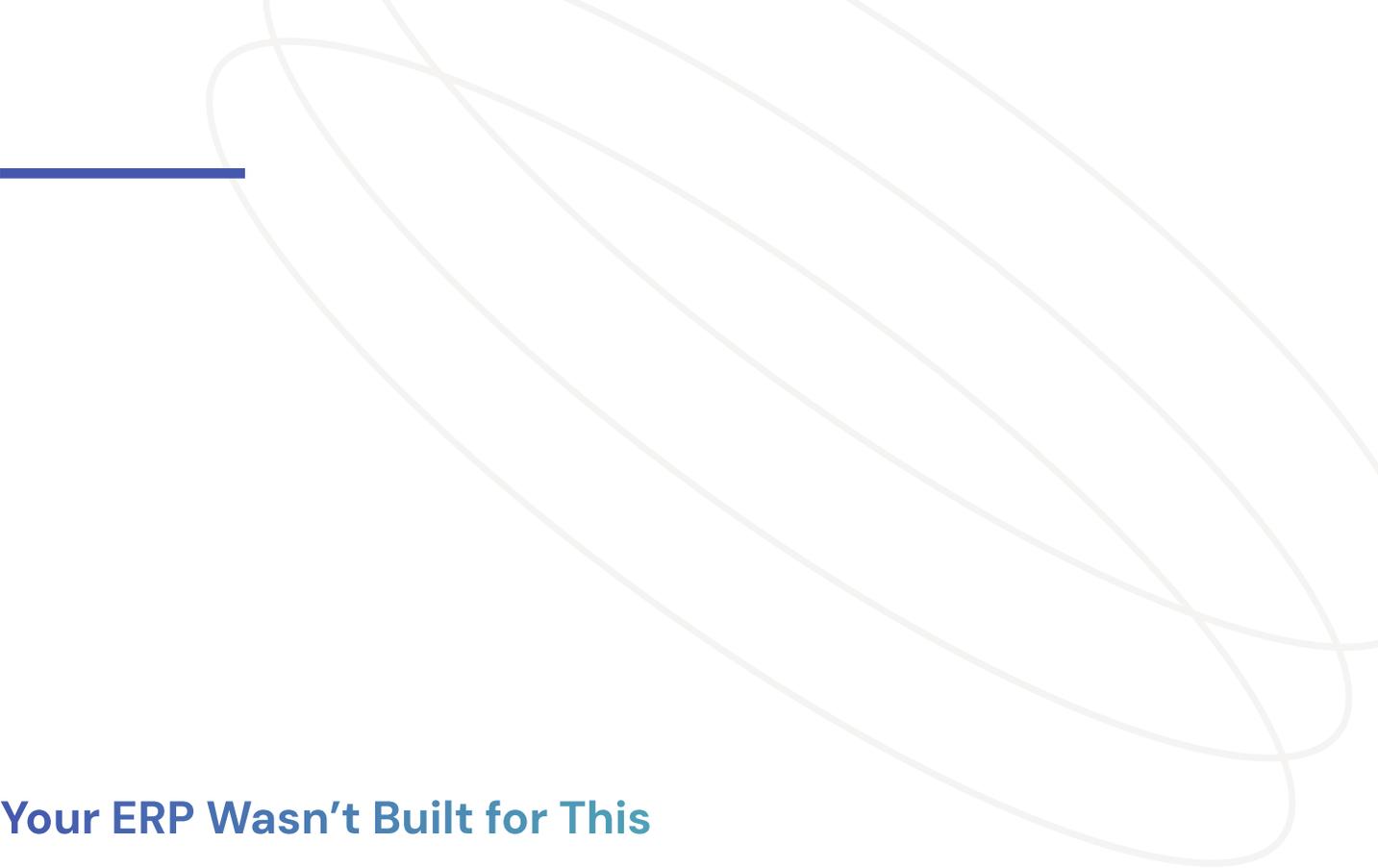
ERPs aren't built for K–12 complexity

In today's K–12 landscape, school districts are being asked to do more with fewer staff, tighter budgets, and higher demands for transparency and compliance. As a result, district leaders are turning to automation and digital transformation to drive internal controls, improve service delivery, and create better alignment between the central office, school sites, and departments like HR, Finance, and Student Services.

However, many leaders are asking: *Can we do this with our existing ERP system? Or do we need something more?*

The answer lies in understanding what ERP systems were built to do—and more importantly, what they weren't.

Your ERP Wasn't Built for This

ERP and HCM platforms like Skyward, Frontline, and PowerSchool were designed to serve as centralized databases for payroll, finance, and HR information. They are highly structured, data-driven systems of record focused on compliance and record-keeping, not cross-functional workflow and real-time collaboration.

While these platforms offer embedded workflow features, they are often limited in three ways:

- **Rigid routing structures:** Approval chains follow strict org charts—unlike real K–12 workflows, where routing often depends on funding sources, departments, or special programs.

- **Limited configurability:** Editing rights, logic branching, and role-specific permissions are either on/off or extremely difficult to manage.

- **Less user-friendly for non-district staff:** Many users (hourly staff, school site secretaries, parents) find ERP interfaces cumbersome or inaccessible, reducing adoption and increasing manual work.

What Process Orchestration Solves

InformedK12 operates as a process orchestration platform built specifically for K–12, designed to sit alongside your ERP, not replace it. Unlike generic workflow tools or rigid ERP add-ons, InformedK12 helps districts:

- **Automate complex workflows** like extra duty timesheets, reimbursements, personnel requests, mileage, and more—across departments and schools.

- **Reduce payroll errors and audit risk** by embedding internal controls (e.g. scriptable validations, routing by funding code, field-level permissions) before data hits your ERP.

- **Get better visibility** into what's been submitted, approved, and paid —helping reduce budget overruns, late submissions, and approval delays.

InformedK12 adapts to each district's unique operational needs through flexible API integrations and an intuitive builder—no one-size-fits-all approach required. Instead, we give you a district-wide platform that supports both structured and unstructured workflows—*all without creating more work for IT.*

frontline education™	**SKYWARD®**	**PowerSchool** Powering Brighter Futures

Budget Codes & Foundational Data	Import / Export API	Clean, Validated Data

Informed K12's Process Orchestration
Forms, workflows, approvals, e-signatures, audit history, data

Why K–12 Needs Both: ERP and Informed K12

You don't need to rip out your ERP. You just need to stop forcing it to do what it was never meant to. The most forward-thinking districts are embracing a **dual-system strategy**:

- **ERPs** as the **system of record**: storing final payroll, personnel, and financial data.

- **InformedK12** as the **system of action**: driving workflow execution, approvals, and validation at scale.

This gives your district the best of both worlds: operational speed, compliance, and audit-ready documentation without sacrificing flexibility.

Ready to Replace Paper and Spreadsheets—Without Replacing your ERP?

Schedule a walkthrough to learn how InformedK12 is helping districts automate the most painful processes—starting with timesheets, reimbursements, and personnel requests—while preserving the investments you've already made in Skyward, Frontline, or PowerSchool.

Transform your operations without disrupting the foundation.

About us

Conceived by educators for educators, **Informed K12** is transforming how school districts manage critical operational workflows. Founded in 2012 to address the unique challenges facing public education finance and HR teams, Informed K12 operates the leading workflow automation platform designed specifically for K–12 operations.

Over 450 districts across the United States choose Informed K12's technology for onboarding, procurement and contracts, budget approvals, and compliance management. Informed K12 provides district-first solutions for the full operational lifecycle, from initial request to final approval, audit readiness to strategic reporting, process optimization to stakeholder accountability.