

PrecisionFit® Process Helps School District Tailor Software to Unique Requirements

ERP project profile



Industry: Education

Oracle Applications:
2-Stage Implementation:

First stage: HCM

- Human Resources
- Payroll
- Time & Labor
- eProfile
- ePay
- eBenefits

Second Stage: Financials

- General Ledger
- Payables
- Asset Management
- Budgeting
- Purchasing
- Inventory
- eProcurement
- Enterprise Portal

Success Metrics

- Project completed on time and within budget
- Additional budget management capabilities efficient completion of the project.

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Purchasing Manager

“This is the fifth system implementation I’ve been through here, and it was by far the best one we’ve ever done.”

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Software and implementation partner is clear choice

With their legacy software provider pulling the plug on support, the Birdville ISD found themselves at a decision point for determining the future of their automated financial and human resources support systems. After issuing an RFP and narrowing their options to four solutions, the best choice for them became relatively clear. According to Richard Goolsby, Manager-Purchasing, “Going into this, I really didn’t know much about Oracle-Peoplesoft or eVerge Group, but after learning about both companies’ superior capabilities and extensive experience in the public education arena, the choice was easy. There really wasn’t even a close second.”

Process forces critical evaluation

In order to make the project more manageable, Birdville ISD decided to break it into two phases; the first being the human resources piece, followed by the financial modules. Soon after the project began, Birdville ISD realized that this implementation would be unlike any other previously undertaken. “Going through eVerge Group’s PrecisionFit® Process was very eye-opening.” noted Goolsby, adding, “It forced us to take a critical look at why we did things the way we did – and ‘That’s the way we’ve always done it’ was never a good enough reason.” Because Birdville ISD maintains contracts with terms unique to each individual, they ultimately did require the system to support many individual case scenarios. However, by going through the process, they systematically determined which situations could be simplified and which needed to be supported. According to Goolsby, “eVerge Group was the most thorough in this process – previous partners simply said here is what our system does, and implemented it.”

Testing and training make the difference

While process analysis was critical in the HCM implementation, it was the testing and training procedures developed by eVerge Group that made the difference in the financials implementation. As is done for all eVerge Group projects, extensive testing and training procedures were developed and followed to ensure system readiness and user acceptance. Sixty days prior to implementation, the new system ran parallel to the old, with a pilot group of 30 users encouraged to enter transactions into both systems. The process not only helped identify problems prior to full implementation, it helped the most intense users in becoming familiar with the new system prior to cutover. In addition, all users attended training sessions prior to implementation. “The transition was very smooth. We processed more than 300 checks and 30 purchase orders with no problem on the very first day the system went live.” boasted Goolsby. “Our eVerge Group project manager forced us to do some things we didn’t really want to do,” according to Goolsby, “but it was those things that ultimately caused the project to be successful.”

Solutions for today and tomorrow

Much of the new system’s functionality was designed to replace previous functionality. However, some additional capabilities were added that proved beneficial, such as the ability for departments to manage their budgets across line-items rather than requiring a central budget organization to move funds manually. But it is the future potential of the software that has Birdville ISD most excited. “This software is capable of so much. I foresee a day when every process from initial purchase requisition, to confirmation of receipt, to invoice approval, to payment all is done without one piece of paper being printed,” stated Goolsby, “and I’m confident that this software can support that vision.”



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