

# Sunburst™

Workforce Advisors

Cost Savings Case Study

## Measurable Impact in Educational Staffing

Tight budgets force school districts to make critical funding choices, but manual cost management can drive inefficiencies and overspending.

# \$1.5M

in direct  
cost savings

As a result of this school district's partnership with Sunburst Workforce Advisors





Research shows that when districts spend equitably and effectively on key school resources, student outcomes improve and achievement gaps become smaller<sup>[1]</sup>.

This highlights the growing need for schools to find cost-effective staffing solutions that enable them to designate more money for vital student resources.

For one school district in Washington State, a managed service provider (MSP) partnership with Sunburst Workforce Advisors helped them save money and reallocate funding to other needed resources.

## 1. IDENTIFYING THE PROBLEM

# Reducing Costs While Improving Quality and Efficiency

Before partnering with Sunburst, this school district faced significant challenges in managing their educational staffing needs:

- Inconsistent candidate quality requiring the Special Education Director to personally interview each candidate before finalizing contracts and placements
- Limited ability to negotiate pricing due to fragmented vendor relationships
- Insufficient professional development support for contracted staff

The district needed a consolidated solution that could reduce costs, improve quality, and free up resources for strategic priorities.

## Applying the Formula

For this school district client in Washington state, Sunburst combined an extensive supplier network with technology-enabled processes and deep educational expertise to save them money on staffing costs and enable reallocation of funds to needed resources.

## 2. THE SUNBURST SOLUTION

# Solving for Success

Sunburst implemented the right formula to transform the district's staffing approach, saving them money.

### Strategic Cost Analysis

Sunburst conducted an in-depth cost analysis that identified opportunities to lower bill rates significantly while maintaining quality standards.

### Vendor Consolidation

Sunburst streamlined multiple vendor relationships into a single partnership between the district and Sunburst, reducing administrative complexity.

### Deep Cultural Integration

Sunburst adopted the district's hiring requirements, interview protocols, and supported the onboarding process to improve candidate fit and retention.

### Quality Alignment

Sunburst worked closely with the district to understand and align with their hiring requirements, eliminating the need for individual candidate vetting.

### Operational Assistance

Sunburst proposed and enacted operational processes to ensure accurate timekeeping and timecard approvals.

### Communication Improvements

Sunburst streamlined communication procedures relating to the district's new needs and alerting the district about absences.

## 3. PROVING THE RESULTS

The school district achieved substantial cost savings and operational improvements:



**Increased professional development opportunities**



**Reduced administrative burden among staff**



**\$1 an hour lower bill rates for professionals**

- 12 Sunburst supplied paraeducators converted to permanent staff within the first year
- Improved Individualized Education Program (IEP) compliance by thoroughly meeting requirements
- Implementation of new crisis management training
- Improved candidate retention rates providing consistency for better student outcomes

# Comprehensive Specialty Coverage

Our ability to offer cost savings and staffing process optimizations is made possible by our diverse network of suppliers. Engaging various qualified staffing vendors allows us to source candidates from trusted suppliers who can provide high quality professionals at affordable rates.

Gain access to a wide range of professionals including:

## ✔ Educational

- General Education Teachers
- Special Education Teachers
- Paraprofessionals

## ✔ Support Services

- School Nurses
- Certified Nursing Assistants (CNAs)
- Counselors

## ✔ Specialized Programs

- Early Childhood Education
- Exceptional Student Education (ESE)
- Department Specialists

## ✔ Therapeutic Services

- Speech-Language Pathologists (SLPs)
- Occupational Therapists (OTs)
- Physical Therapists (PTs)
- School Psychologists

## ✔ Behavioral Support

- Board Certified Behavior Analysts (BCBAs)
- Behavior Technicians (BTs)
- Behavior Consultant Associates (BCAs)
- Intervention Specialists

## About Sunburst Workforce Advisors

School districts across the country are struggling to find qualified staff, and it's affecting classrooms every day. As an MSP, Sunburst Workforce Advisors partners with districts and schools to solve their staffing challenges and connect them with vetted education professionals when they're needed most.

Our rapid growth in the education sector comes from one simple focus: helping K-12 institutions fill their most critical staffing gaps even for the hardest-to-fill positions.



[sunburstworkforce.com](https://www.sunburstworkforce.com)

[1] [www.learningpolicyinstitute.org/product/how-money-matters-factsheet](https://www.learningpolicyinstitute.org/product/how-money-matters-factsheet)

Reach out  
today!

