



Transforming Special Education at Klein ISD in Houston, Texas, with On Fire Performance

The On Fire Performance Platform tackles critical educational challenges, focusing on staff optimization, effective cost reductions, and student experience solutions. Partnering with a large Texas school district facing a 16% staff turnover, special education teacher shortage, and strained budgets, our platform filled the critical staff shortages and significantly reduced turnover and budgets. We surpassed our recruitment target of 14 in three weeks, with 80 top-tier teachers and paraprofessionals in five weeks. We then reduced one of the program's needs for 40 teachers to 16, reducing the budget by more than 50%. Plus, then dramatically increasing grants for that program by 300%. This initiative filled critical vacancies and decreased costs, demonstrating the platform's ability to enhance operational efficiency. Our approach ensures sustainable financial improvements and better resource management in school districts.

Conclusion

On Fire Performance's strategic initiatives at Klein ISD demonstrate our approach to boosting educational outcomes. Through advanced methodologies, we seamlessly integrated 80 new staff, enhancing service delivery for students with special needs and showcasing the scalability of our solutions. This project, part of our extensive service suite, emphasizes our commitment to improving educational performance and highlights the significant benefits of targeted, performance-driven strategies within the education sector.



Results

The collaboration between Klein ISD and On Fire Performance produced remarkable outcomes:

✓ Rapid Improvements

We rapidly integrated the new hires—teachers and paraprofessionals—into our platform, achieving a record at Klein ISD. This swift action not only enhanced engagement and productivity but also optimized budget efficiency, significantly improving district-wide effectiveness.

✓ Enhanced Quality of Services

With a stable and skilled workforce, Klein ISD was able to provide consistent and high-quality special education services, positively impacting the education and well-being of students with special needs.

✓ Cost-Efficiency & Retention Foundation

On Fire Performance's solution helped Klein ISD streamline their staffing processes and attract talent that became the retention foundation to build upon, reducing the costs associated with frequent recruitment and training.

The On Fire Performance Solution

Klein ISD partnered with On Fire Performance to elevate educational outcomes. Addressing urgent needs, we crafted a strategy that integrates seamlessly with district objectives, boosting overall performance and underscoring the impact of our solutions on student success and efficiency.



Implementation Process

1 Needs Assessment

On Fire Performance initiated the project with a thorough needs assessment, collaborating closely with Klein ISD's special education department. This step ensured a deep understanding of Klein ISD's unique requirements and challenges.

2 Clear Solution

Leveraging their expertise in education performance, On Fire Performance crafted a tailored online multimedia transformation experience that braids together: Neuroscience, Psychology, Physiology, Behavioral Management, Emotional Health, Relationship Success, High-Performance and Organizational Performance. The solution integrated cutting-edge technology, data-driven insights, and a people-centric approach to department and school performance.

Client Profile

Client: Klein ISD

Industry: Education

Size: Medium, serving over 55,000 students

Challenge: Overcoming the critical shortage of special education teachers and paraprofessionals while enhancing staff retention.

3 First Step

Understanding that recruitment is just the beginning of a multi-stage process that culminates in department and overall school performance, On Fire Performance introduced 1 of 5 phases for overall success. This approach ensured that SPED attracted A-talent quickly and efficiently.