

# Remarkable Results with Paperless Recruiting

## A Case Study: Ludlow Public Schools, Massachusetts

### District Office Information:

Ludlow Public Schools  
63 Chestnut Street  
Ludlow, Massachusetts 01056  
Phone: 413-583-8372  
Fax: 413-583-5666  
Web Site: [www.ludlowps.org](http://www.ludlowps.org)

### District Statistics:

Enrollment: 3,077  
Number of Teachers: 243  
Number of Administrators: 16

### Schools in District:

Chapin Street School  
East Street School  
Ludlow High School  
Veteran Park School  
Early Childhood Center  
Paul R. Baird Middle School

**Superintendent:** Dr. Theresa M. Kane

### The Challenge:

Mountains of paperwork that accompanied the district's recruitment process plagued Ludlow Public Schools. Receiving, copying, and distributing applications was cumbersome and expensive. Additionally, tracking and storing all the paperwork necessary to ensure accountability throughout the hiring process was laborious and difficult, requiring countless hours of personnel time and valuable office space. So when Dr. Theresa M. Kane, Superintendent, was shown SchoolSpring, she knew immediately that she'd found the solution to all her recruitment needs.

### The Solution:

Dr. Kane remembers clearly when she first saw SchoolSpring. "I thought I had died and gone to heaven!" Dr. Kane says. "I understood in 10 seconds how this service would eliminate all of my recruitment problems by letting us go paperless. It removed the burdensome step of handling loads of paperwork but also made finding, evaluating, and hiring educators easier and far more efficient." In October 2004, Ludlow Public Schools became an early adopter of SchoolSpring in Western Massachusetts and has been thrilled with the results ever since. SchoolSpring's web-based service provides schools with the most cost-effective and efficient process for advertising, recruiting, and selecting the best teachers, administrators, and support staff.

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**"I thought I had died and gone to heaven when I saw SchoolSpring! The efficiency of the system jumped out at me immediately."**

**Dr. Theresa M. Kane**  
Superintendent  
Ludlow Public Schools, MA

CASE STUDY

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Paperless recruitment has benefits beyond the reduction of staff time required to open, sort, track, and file paper applications. It also provides a secure interface for authorized interview team members to view all applications over the Internet. Dr. Kane says, "The principals are raving about having everything online. They love the convenience of reviewing and evaluating applicants from school, home, or anywhere."

Not only does SchoolSpring provide the ideal paperless recruitment process, but Dr. Kane explains that Ludlow has seen an increase in applicants as well. "We've been amazed at the response to posting our jobs on SchoolSpring. We've received more applicants for some of the more difficult to fill positions than ever before." Additionally, Dr. Kane foresees that newspaper advertising costs will shrink as she no longer needs to place large ads to attract candidates. Also, Dr. Kane doesn't wait for teachers to find her. With SchoolSpring, she proactively searches the growing database of candidates when she posts a job and invites qualified educators to apply.

### The Results:

Ludlow Public Schools has found SchoolSpring so successful that they've become a completely paperless district requiring all candidates to apply online through SchoolSpring. Just as Theresa Kane had envisioned when she first saw SchoolSpring, it has provided the efficiency, ease of use, and cost savings that the district was seeking. Best of all, funds previously spent on the hiring process can now be allocated directly to student learning.

"SchoolSpring is an incredible service that has exceeded our expectations," Dr. Kane concludes. "Eventually I think every school district will use SchoolSpring; it's that good."



**For more information about SchoolSpring:**

Call us toll free: 1-888-546-3487

Email us: [contact@schoolspring.com](mailto:contact@schoolspring.com)

Visit our website: [www.schoolspring.com](http://www.schoolspring.com)

**SchoolSpring is the premiere online employment source for educators.** Through its innovative services, SchoolSpring offers a direct channel that connects the best educators with the right jobs. By providing tools customized for the education market, SchoolSpring has transformed the way school districts hire teachers and administrators, making it easier and more cost-effective to staff classrooms and executive positions.