



Welcome to the Los Angeles County Office of Education’s (LACOE’s) Business Enhancement System Transformation (BEST) Project! We hope this overview will help you understand what the BEST Project is and how it will affect your organization. Please reach out to the contacts listed on this page with any questions.

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OVERVIEW VIDEO

Click here to watch an overview video of the BEST Project:

<https://youtu.be/JjHOL1jXhA-4>

WHAT IS THE BEST PROJECT?

The Business Enhancement System Transformation (BEST) Project was created to manage the implementation of an Enterprise Resource Planning (ERP) system for budget development, finance, human resources, and payroll. This new system, called the BEST Advantage System, will replace the existing PeopleSoft Financial and Human Resource Systems (HRS) systems. This is a necessary modernization for LACOE and the more than 125 agencies that LACOE supports, including school districts, community colleges, charter schools, and joint powers authorities. The new BEST Advantage System consists of three applications:

- The BEST Advantage System – Financial (FIN)
- The BEST Advantage System – Budget (BUD)
- The BEST Advantage System – Human Capital Management HCM)

WHY DO WE NEED A NEW ERP SYSTEM?

As leaders in education, we make many decisions that require prompt and accurate data. LACOE’s current PeopleSoft and HRS systems were implemented more than 20 years ago, before new legislation and regulatory reporting requirements, such as the Affordable Care Act or Federal Tax updates existed. As legislation continues to be modified, we will need a modern system to keep up with those changes. The BEST Advantage System will provide:

- Quick access to timely data to support operations and reporting
- Downloadable/printable reports without waiting on LACOE
- Viewable, downloadable, and printable payroll paystubs

A key goal of the BEST Advantage System is to provide agencies with the data they need, when and how they need it, so decisions can be made and teachers can focus on teaching, students can focus on learning and schools can focus on innovating.

WHEN WILL THIS HAPPEN?

There are currently four Waves in the BEST Project running from 2018 – 2022. A “Wave” is a group of agencies who will go through their implementation at the same time. Each District/Agency has been assigned to a “Wave.” Waves 1, 2 and 3 have begun implementing the system. Using the phased Wave approach, the project will start with the BEST Advantage System – BUD, then the BEST Advantage System – FIN, and finally, the BEST Advantage System – HCM. The Wave schedule is designed to provide users with adequate time to learn and fully adopt the system.



WHAT DO YOU HAVE TO DO? HOW WILL BEST HELP YOU?

A successful implementation will require dedication, time, and effort from both LACOE and District/Agency leadership and staff. PeopleSoft and HRS data will need to be cleaned/configured for input into the new system. Decisions on policies will need to be made, end users will need to be trained, staff will need help moving through change, and as each application goes live, agencies will need to transition to the new system and learn how to fully adopt the new system to their daily work. To help with all of this, the BEST Project has built an Organizational Change Management (OCM) team that includes full-time personnel to help with each of these needs. OCM Leadership will work with your leadership to ensure everyone is swimming in the same direction. OCM Ambassadors will help you prepare for go-live implementation. OCM Trainers will conduct training customized to your needs. OCM Transition Specialists will support your move through the transition of roles, policies and people issues. OCM User Adoption Specialists will help you after "Go Live" to ensure full adoption of the new system and process improvements to improve the efficiency and effectiveness of your work.

WHERE CAN YOU LEARN MORE?

You should feel free to reach out directly to the people on the BEST Project listed on the first page of this document.

In addition to the full-time staff on the BEST Project, the OCM Team has built a BEST Project Customer Resource Center (CRC). This is an online web portal where you can find information, training resources, project timelines, and more. To access the CRC, go to the CRC's home page and click on REGISTER on the top of the screen <https://bestcrc.lacoe.edu/>.

You can also visit the LACOE BEST Project public webpage (<https://www.lacoe.edu/BEST>) for additional BEST project information.

“As a Change Management Tool, the Customer Resource Center (CRC) has Computer-Based Training videos that I use to show people how the system works and get some buy-in before the training begins.”

~ Assistant Director
Budget & Finance
Downey Unified School District

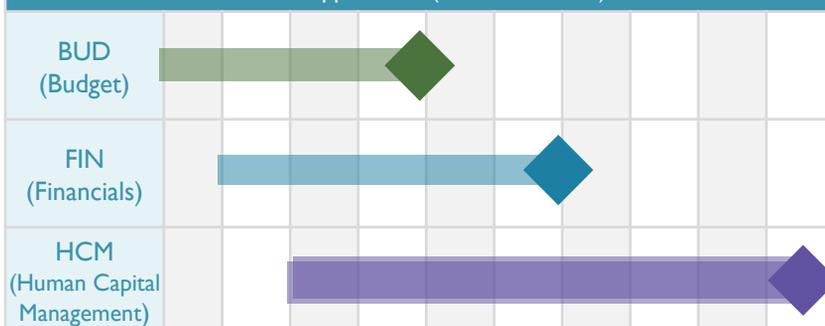
WHAT'S NEXT?

STAY INFORMED: You can start by reading the BEST Project's monthly newsletters. You can sign up to automatically receive these here: <https://www.lacoe.edu/Technology/BEST-Project/BEST-Subscriber-Form>

REGISTER for the CRC and begin exploring and sharing the resources with your staff.

SHARE this information with others at your District/Agency.

Here is what the sequence of the go-lives for the BEST Advantage System look like for the three different applications (BUD, FIN, HCM) for each "WAVE"



MISSION STATEMENT

The BEST Project will procure, implement, and support an integrated, modern, intuitive financial and human capital management system, which improves the operational efficiencies and effectiveness of educational agencies served by LACOE.