

TEACHFORAMERICA

Reaching 11,000 corps members with key training



Founded in 1990, Teach For America (TFA) recruits, trains and develops a diverse group of students and professionals to expand educational opportunity by teaching in low-income communities. Committed to the idea that every child in America, regardless of socioeconomic status, deserves a quality education, the nonprofit reached more than 750,000 students during the 2013-2014 school year. As a national organization with more than 48 regions, TFA needed to ensure that their network of more than 11,000 corps members and 2,300 staff had access to the training they needed. At the same time, the organization needed options that would provide more flexibility.

“Our corps members teach during the day and are working on lesson plans at night. Our staff faces similar restrictions,” said Kris Gamache, managing director, learning systems at TFA. “Our mission also places us in low-income communities. Reaching teachers and staff came with its own set of challenges.”

Why Cornerstone

In 2008, TFA began the search for a learning management system that would allow the organization to reduce labor-intensive, in-person training, yet still deliver high quality learning opportunities. Cornerstone OnDemand as a software-as-a-service (SaaS) solution was a key factor in the selection process; SaaS would ensure development opportunities could be accessed anytime, anywhere. TFA applied to be a strategic partner with the Cornerstone OnDemand Foundation and received the software and services at no cost for two years.

CORNERSTONE LEARNING

Vertical Nonprofit

Region United States

Live Since 2009

of Employees 11,000 corps members, 2,300 staff

Business Impact Staffed leadership and development, saved time and improved efficiency, reached new corps members with key training

“We’re always looking at what will have the biggest impact on the classroom and how we can make more of a difference. With Cornerstone, our teachers and staff can configure their learning and development to take more effective and more meaningful actions in their work.”

– KRIS GAMACHE, MANAGING DIRECTOR, LEARNING SYSTEMS, TEACH FOR AMERICA

In 2010, TFA continued with Cornerstone at a reduced cost. “We greatly appreciate the generosity of the Cornerstone Foundation. It allows us to create more opportunities for learning and development, as well as better serve our growing number of teachers and staff,” said Gamache.

In addition to using Cornerstone Learning for providing supplemental online training to enhance classroom performance, TFA has expanded usage to include delivering training before new corps members are deployed. “Engaging new teachers with training seven months ahead of deployment has been very gratifying. It’s made a difference for many regions.”

The Results

Met requirements for compliance. As a national nonprofit, TFA must continually ensure they are exemplary stewards of public and private funds. “We are accountable to our funders and to our communities,” said Gamache. “Cornerstone makes it easier for us to meet and report some of our governmental and legal requirements.”

Saved time and improved efficiency. Since training can be accessed on-demand, and both travel and in-person training hours have been reduced, corps members and staff have more flexibility in their focus

on TFA’s mission: helping to eliminate educational inequity. “We’re always looking at what will have the biggest impact on the classroom and how we can make more of a difference. With Cornerstone, we are able to offer a suite of training and development for skill and knowledge building across a breadth of professional streams of work including staff as well as our teachers. The online format enables people to engage in the learning process on an individualized schedule, at their own pace, and doesn’t require travel or convening. Our teachers and staff can configure their learning and development to take more effective and more meaningful actions in their work.”

Reached new corps members across the nation with key training. Cornerstone partners with TFA to deliver supplemental content to more than 5,000 corps members each year. In addition to the continuous coaching and support that new teachers receive from the organization, Cornerstone provides ongoing development opportunities. “We have to reach a lot of people every year with critical training and information, including new and existing corps members and alumni,” said Gamache. “Cornerstone helps us save time and deliver a higher quality experience around learning. As Cornerstone scales with us, we’re able to create a bigger impact by reaching more people.”

Cornerstone OnDemand is a leader in cloud-based applications for talent management. Our solutions help organizations recruit, train, manage and connect their employees, empowering their people and increasing workforce productivity. To learn more, visit csod.com.