

EMPOWERING TEACHERS TO EXPAND EDUCATIONAL OPPORTUNITY FOR ALL

About Teach For America

Teach For America is the national corps of outstanding recent college graduates who commit to teach for two years in urban and rural public schools and become lifelong leaders in expanding educational opportunity. This fall, more than 8,200 corps members will be teaching in 39 regions across the country while more than 20,000 Teach For America alumni continue working from inside and outside the field of education for the fundamental changes necessary to ensure educational excellence and equity. For more information, visit www.teachforamerica.org.

Vertical/Industry: Nonprofit, Education

Region: North America
Live since: 2009

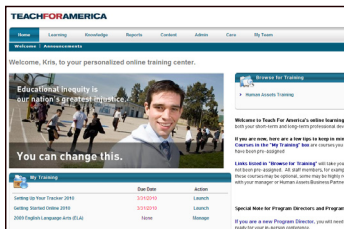
Number of employees: 1,262 staff and 7,300 corps members

Modules/Solutions Used:
Cornerstone Learning (LMS)

Future Modules: Cornerstone Onboarding

Business Impact: Productivity, Cost Savings

www.teachforamerica.org



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Business Challenges and Objectives

Education is supposed to be the great equalizer and the primary vehicle for upward mobility. But, the reality today is that all too often, where a child is born determines his educational prospects. Nine-year-olds in low-income communities are already three grade levels behind their peers in high-income communities. Half of them won't graduate from high school and the fifty percent who do will read and do math, on average, at the level of eighth graders in high-income communities. The educational inequity that persists along socioeconomic and racial lines is our nation's greatest injustice.

As a part of our commitment to education and empowering the communities we serve, the Cornerstone OnDemand Foundation has partnered with Teach For America in its efforts to ensure that students growing up today in low-income communities are given the educational opportunities they deserve.

Teach For America's corps members must be skilled instructional planners and data-driven decision makers in order to ensure that their students catch up academically to their more affluent peers. The organization was seeking a more efficient and effective way to help Teach For America teachers develop robust skills in areas such as academic goal setting, assessment creation, and planning effectively to reach student learning goals.

To ensure that corps members enter the classroom equipped with the foundational knowledge, skills, and mind-sets needed to become highly effective teachers and lead their students to significant academic gains Teach For America needed a Learning Management System (LMS) that would:

- Facilitate pre-service training and reduce time-to-proficiency for new corps members;
- Deliver rich media content and rigorous development programs remotely and on-demand;
- Schedule training more efficiently, including one-on-one training and live conference learning events; and
- Track, report and respond to corps members' ongoing learning needs

The Journey / Selection Process

In November 2008, Teach For America launched an accelerated search to find an LMS that could replace the two systems it currently used to create and upload courses. The organization discovered that Cornerstone OnDemand's availability on a Software-as-a-Service (SaaS) basis would allow Teach For America to quickly implement an LMS as well as eliminate hardware and maintenance costs. This on-demand delivery model, coupled with Cornerstone OnDemand's high rankings in customer service was an important factor in selection. During partnership conversations, the Cornerstone OnDemand Foundation selected Teach For America as a Strategic Partner, which allowed the nonprofit to receive the company's software and implementation services at no cost.

“Our model depends on bringing in corps members who have demonstrated academic success and leadership ability and supporting them so they can be successful. Cornerstone OnDemand has helped us get corps members ready for the classroom and ready to measure success. With Cornerstone as our partner, we save both time and money, and our corps members are better prepared for their classrooms.”



Kris Gamache,
Managing Director for Learning Systems

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Teach For America began to implement its LMS in February 2009. One of the organization's immediate goals was to use the LMS to reduce the 40 to 60 hours of in-person classroom training for new corps members, particularly since the organization was challenged with only a five-week period of in-person training time before teachers entered the classroom. Beta testing of coursework began in early May, and by late July, corps members were receiving training.

The Result / Business Impact

Through its partnership with the Cornerstone OnDemand Foundation and the subsequent deployment of the LMS, Teach For America has seen significant improvement in both the productivity and effectiveness of corps members, who reach more than 450,000 students across the country. First, the LMS has helped Teach For America prepare new corps members - many of whom are not teachers or education majors - for the classroom. Second, Teach For America measures effectiveness based on student performance and the Cornerstone LMS helps train corps members to set quantifiable goals, to better track performance and create student-achievement-focused classrooms.

Among the benefits are:

- **Reduced time-to-productivity.** With the Cornerstone LMS, corps members go through 25 hours of online training to supplement 25 hours of in-person training.
- **Improved metrics and goal-setting for classrooms.** Since the LMS came online 70 percent of corps members have set metrics and goals for their classrooms versus 42 percent prior to the LMS.
- **Ongoing support and direction for corps members.** Once corps members are in a classroom environment, Cornerstone's LMS provides ongoing training to help them be more effective teachers.
- **Greater access to training because of Software-as-a-Service.** Because staff and corps members are located all over the country, Software-as-a-Service LMS was essential. Cornerstone Learning allows development initiatives to reach Teach For America's geographically dispersed staff and corps members.

Future Plans

Teach For America aims to build on the success of the LMS by improving its capacity to add new courses. The next phase also calls for adding full-time Teach For America employees to the system by fall 2010 and targeted self-study courses for professional development. The organization also plans to add Cornerstone Onboarding, which will help new hires quickly become productive with a new, automated curriculum.

About Cornerstone OnDemand

Cornerstone OnDemand empowers people around the world with on-demand, integrated learning and talent management software and services for connecting, developing and performing in the workplace. Cornerstone's Software-as-a-Service (SaaS)-based solutions span the workforce lifecycle, including onboarding, learning, social networking, compliance, performance, compensation and succession planning.

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| www.csod.com | p +1(310) 752-0200 | f +1(310) 752-0199