

CARNEGIE LEARNING

CHALLENGE

Carnegie Learning's in-person Academies are flagship, research-based professional learning experiences that help educators deepen content knowledge and instructional practice. As demand for ongoing professional learning grew, Carnegie Learning saw an opportunity to extend the impact of these experiences beyond the workshop setting by creating additional learning pathways that offered greater flexibility, sustained engagement, and classroom-embedded application.

To expand their impact, Carnegie Learning

■ BUSINESS CHALLENGE

Flexible Learning & Scale

■ INDUSTRY

Education

■ L&D STRATEGY

Practice-Based, Cohort Learning

Extending Research-Backed Professional Development Through Flexible Learning Pathways

Carnegie Learning expanded its portfolio of professional learning experiences by introducing a scalable learning pathway that combines coaching, collaboration, and classroom application to drive meaningful changes in teaching practice. Through its Patterns® program, built on Intrepid, educators engage in continuous learning cycles that transform professional learning into sustained instructional improvement.

needed a way to scale this proven model without losing what made it successful: interaction, reflection, and real-world application.

The challenge was clear: How do you transform high-impact, in-person teacher learning into a scalable experience that still drives lasting changes in teaching practice?



SOLUTION

Carnegie Learning developed Patterns®, a virtual, cohort-based program built on Intrepid. Originally launched as a structured 10-week experience, the program has since evolved to support flexible implementation models while maintaining Carnegie Learning's emphasis on collaboration, reflection, and classroom application.

Using Intrepid's collaborative features including missions, discussion boards, learning paths, and SCORM integrations, Carnegie Learning created an asynchronous experience that feels interactive, reflective, and connected to classroom practice.

Patterns integrates coaching and peer reflection into the learning experience, leveraging the flexibility of online learning to provide a connection between ongoing professional learning and classroom experience. Participants engage with tasks, collaborate with facilitator-coaches to plan implementation, try new strategies with students, and then reflect with peer partners on what they learned from the experience. This ongoing cycle helps educators translate new ideas into meaningful instructional change.

AI is incorporated selectively to support coaching, task analysis, and reflection, therefore enhancing personalization while preserving human connection.



Participant Reflections

"... the balance of collaboration and independent learning offered very specific and tangible ideas I can use immediately with students this year."

"The layout of the course was easy to follow, and I enjoyed the flexibility of the independent work, as a working mom."

READY TO SCALE HIGH-IMPACT PROFESSIONAL LEARNING?

Discover how Intrepid supports collaborative, cohort-based learning that helps educators apply new skills with confidence and improve instructional practice.

Chat with a learning advisor today!



RESULTS

90% Engagement Across Cohorts

Completion rates in recent cohorts exceeded 90%, with teachers actively participating in discussions, peer reflection, and applied learning activities.

Increased Teacher Confidence & Competence

Participants report meaningful changes in how they approach math instruction, with many noting increased confidence and adoption of new classroom strategies, even among educators with 10+ years of experience.

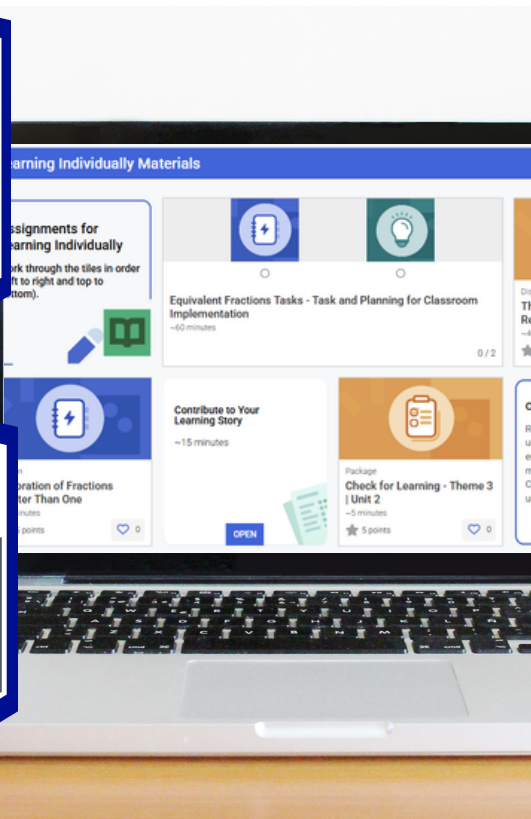
Real-world Application from Day One

Educators immediately implement new techniques in their classrooms, then refine their approach through ongoing cycles of reflection and peer feedback, driving early behavior change, not just knowledge gain.

Measureable Impact Underway

A formal research study with WestEd and the North Carolina Department of Public Instruction is in progress to evaluate long-term effects on teacher practice and student performance.

By transforming professional learning experiences for educators from a one-time event into an ongoing, classroom-embedded experience, Carnegie Learning is setting a new standard for scalable, research-driven teacher development designed to impact both educators and the students they serve.



Intrepid by VitalSource



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