



Scale Your Organization with Confidence

The administration at KIPP Nashville uses BambooHR to modernize and scale their HR processes as they support a growing staff

KIPP: Nashville

About KIPP Nashville

Industry: Education, Non-Profit

Company size: 351–500

Coverage: Nashville, Tennessee

Features applied: Onboarding, Time Tracking, Time Off

Part of the national Knowledge is Power Program (KIPP) network of tuition-free, public charter schools across the U.S., KIPP Nashville currently operates eight schools and educates over 3,100 students in grades K–12; preparing them to pursue their chosen paths.

Solution

In BambooHR, everything works together to streamline essential HR processes, including KIPP Nashville's onboarding, time tracking, and time off process. The ability to customize BambooHR also played a role in KIPP Nashville's decision to adopt it as an all-in-one solution to their HR needs.

With the help of BambooHR, Scheherazade revamped KIPP Nashville's onboarding process to include detailed orientation videos and other resources to create tailored first days for staff members. Custom fields have been added to track education-specific metrics, such as licenses and certifications, and access to student-facing systems.

"BambooHR met our needs at a different level," says Scheherazade, **"to the core of what we are doing as tracking important metrics such as access to student-facing systems and licensure is as important as HR compliance."**

Challenges



Lack of Scalability

Legacy systems and manual processes created complex problems and headaches across KIPP Nashville's multiple campuses as the organization grew.



Manual Record Keeping

In addition to onboarding inefficiencies, lack of automation and dependence on manual record-keeping made important functions unreliable and cumbersome, including putting together reports, accurately tracking PTO, and recording the licensure status of teaching staff.



Overall Dissatisfaction and Frustration

Tedious, unreliable processes constantly pulled staff energy and resources away from more meaningful work, such as finding ways to better serve KIPP Nashville's student body.



Lack of Insight into Attrition

Before BambooHR, KIPP Nashville had limited visibility into the metrics that affect turnover. Since they couldn't know exactly why staff were leaving, it limited their ability to make informed decisions to address it.





Results

Simplified PTO Requests and Approval Workflows

With time-off administration and processes contained in one secure system, KIPP Nashville staff enjoy a seamless, unified experience. Staff members can edit their PTO from their BambooHR profile on desktop or mobile, keeping permissions in place while payroll and PTO balances stay accurate.

96% Onboarding Satisfaction Rate

With intuitive processes and workflows, BambooHR helps HR minimize confusion for staff and new hires, decreasing repetitive questions during the onboarding process. **"96% of our new hires say this is the best onboarding process they've ever been through,"** says Scheherazade.

Organized, Accurate Data for Strategic Decision-Making

It's uncommon for HR in the education sector to have an easy way to turn day-to-day work and feedback into useful analytics. But with BambooHR, the HR team can spin up instant reports for KIPP Nashville's leaders to make informed, data-driven decisions.

100%

of principals and leadership now have access to knowledge that explains staff attrition

75%

of new hires on average complete onboarding by their first day

1040+

hours saved annually by adopting Time Tracking, the equivalent of a part-time employee

250%

increase in staffing since 2017 was easily managed using BambooHR



"At KIPP Nashville, students are at the center of what we do. BambooHR helped us ensure our staff was happier so they could focus on the students and create academically excellent schools."

SCHEHERAZARDE RODDIE-BOLDEN, DIRECTOR OF HUMAN RESOURCES AT KIPP NASHVILLE PUBLIC SCHOOLS

Try BambooHR for yourself with a free trial

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