



RISE WORKING CONDITIONS RESULTS PRESENTATION

RISE

October 2008



Mission

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RISE Mission:

Retain effective K-12 public school teachers to elevate student performance in low-income communities by building a strong RISE team.

Focus on Working Conditions

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“An organization is only as good as the people in it.” –Temp Keller, Founder and President, RISE

Focus on Work Environment

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- A survey of young nonprofit workers shows that long hours and low pay are a key reason that few of them expect to stay in the non profit world throughout their professional careers — and even fewer desire to become top leaders of nonprofit organizations. (YNPN Survey 2007)
- Non profits need to provide more support and professional-development opportunities to staff members at the middle-management level, so they aren't forced to leave the nonprofit world in order to gain experience or pay their bills.
- "We need to think about ways to make these positions sustainable. Passion isn't enough to keep people in these roles."

- Josh Solomon, Director of Alumni Engagement, Teach for America

Objective #1 for RISE

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- Provide RISE staff with useful data to attract and retain quality colleagues.
- Why? Quality applicants consider working conditions* when choosing an organization and those same factors affect their decision to stay:
 - **Leadership*
 - **Empowerment*
 - **Professional development*
 - **Time*
 - **Facilities & resources*

Objective #2 for RISE

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- Gather data to include in RISE job prospectus to improve candidate pool.
- Why? Because transparency will increase the number of quality candidates who apply to RISE, help RISE market their organization to candidates.

CTQ/New Teacher Center Research

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- 3 key findings that the data supported:
 - ▣ **Working Conditions Impact Program Success**
 - ▣ **Working Conditions Affect Staff Retention**
 - ▣ **Staff and Management View Working Conditions Differently**

Staff Survey Leader

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Courtney Brown

Staff Leader responsibilities:

- ✓ Explain survey to colleagues, administer and collect (preferably at staff meeting)
- ✓ Return surveys to RISE
- ▣ Discuss survey results (this meeting)
- ▣ Determine best way to disseminate information
- ▣ Share results with staff
- ▣ Provide feedback to RISE on process

2007 and 2008 Results

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| RISE | Leadership | Professional Development | Facilities & Resources | Empowerment | Time |
|------|------------|--------------------------|------------------------|-------------|-------------|
| 2007 | 4.11 | 4.1 | 4.16 | 4.55 | 3.27 |
| 2008 | 4.18 | 4.24 | 4.17 | 4.02 | 3.48 |

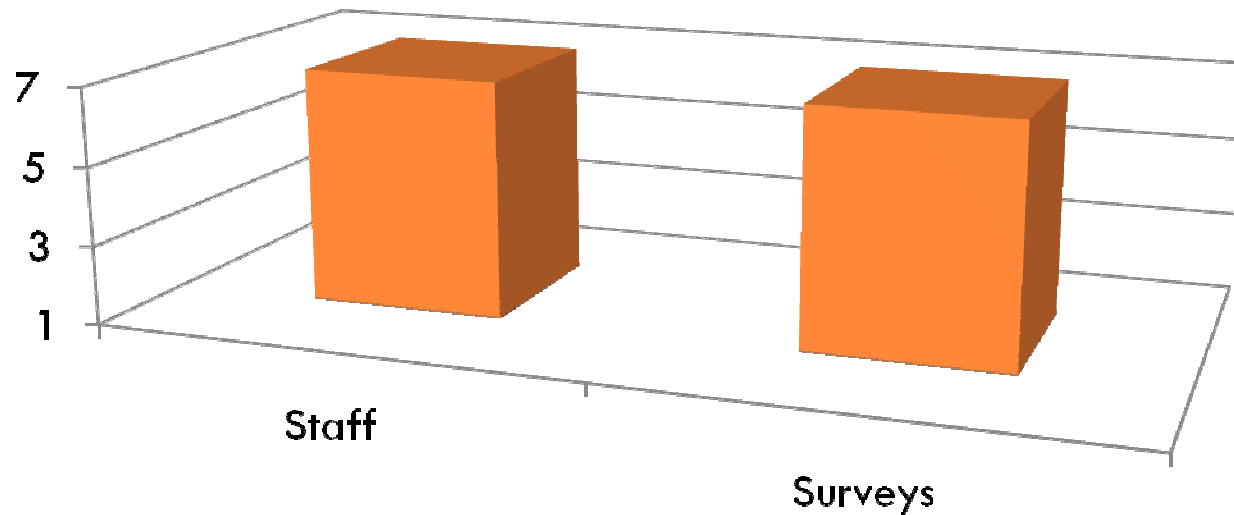
Survey Completion Rate

10

7 on staff

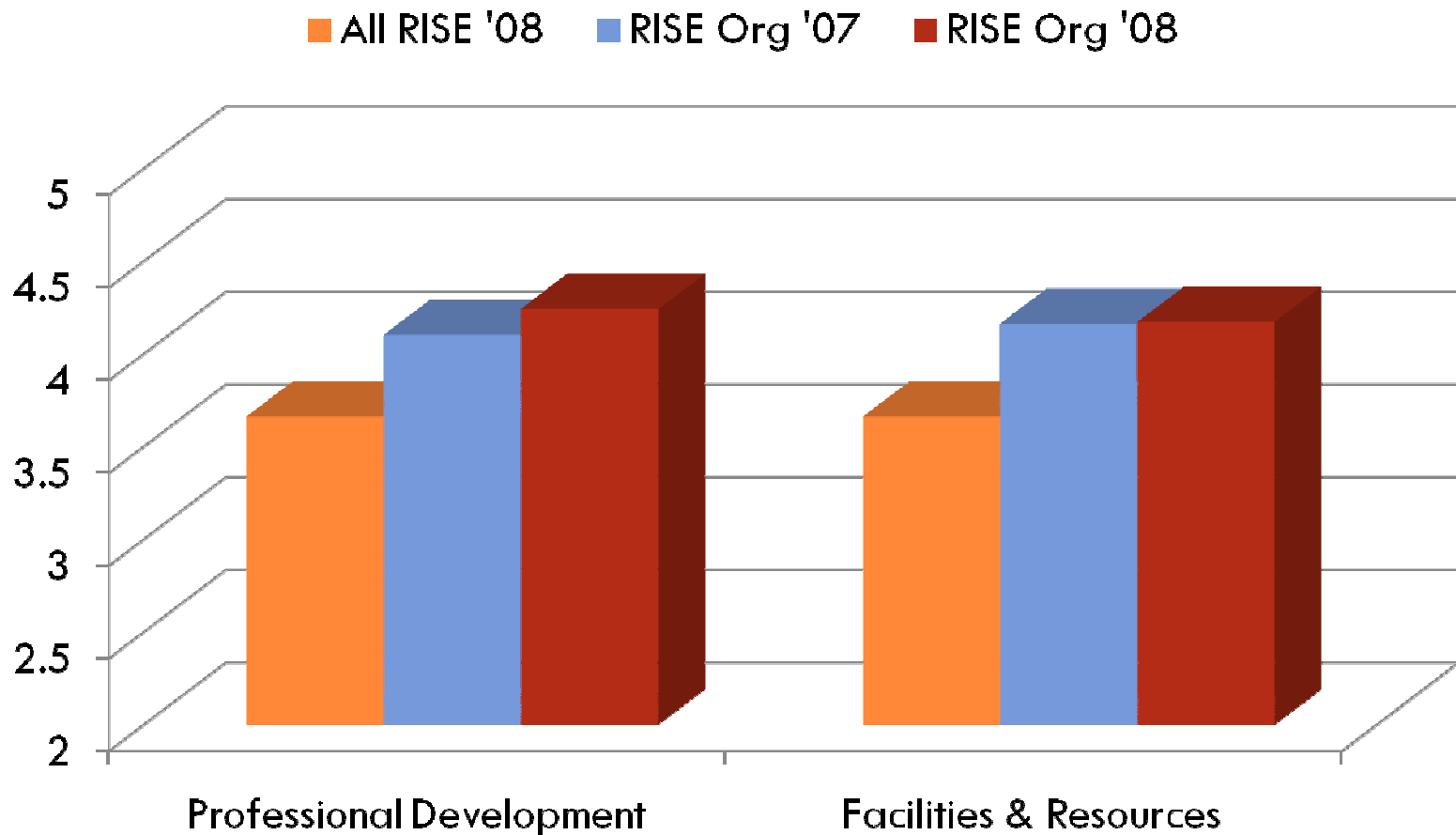
7 completed the survey

100% Completion



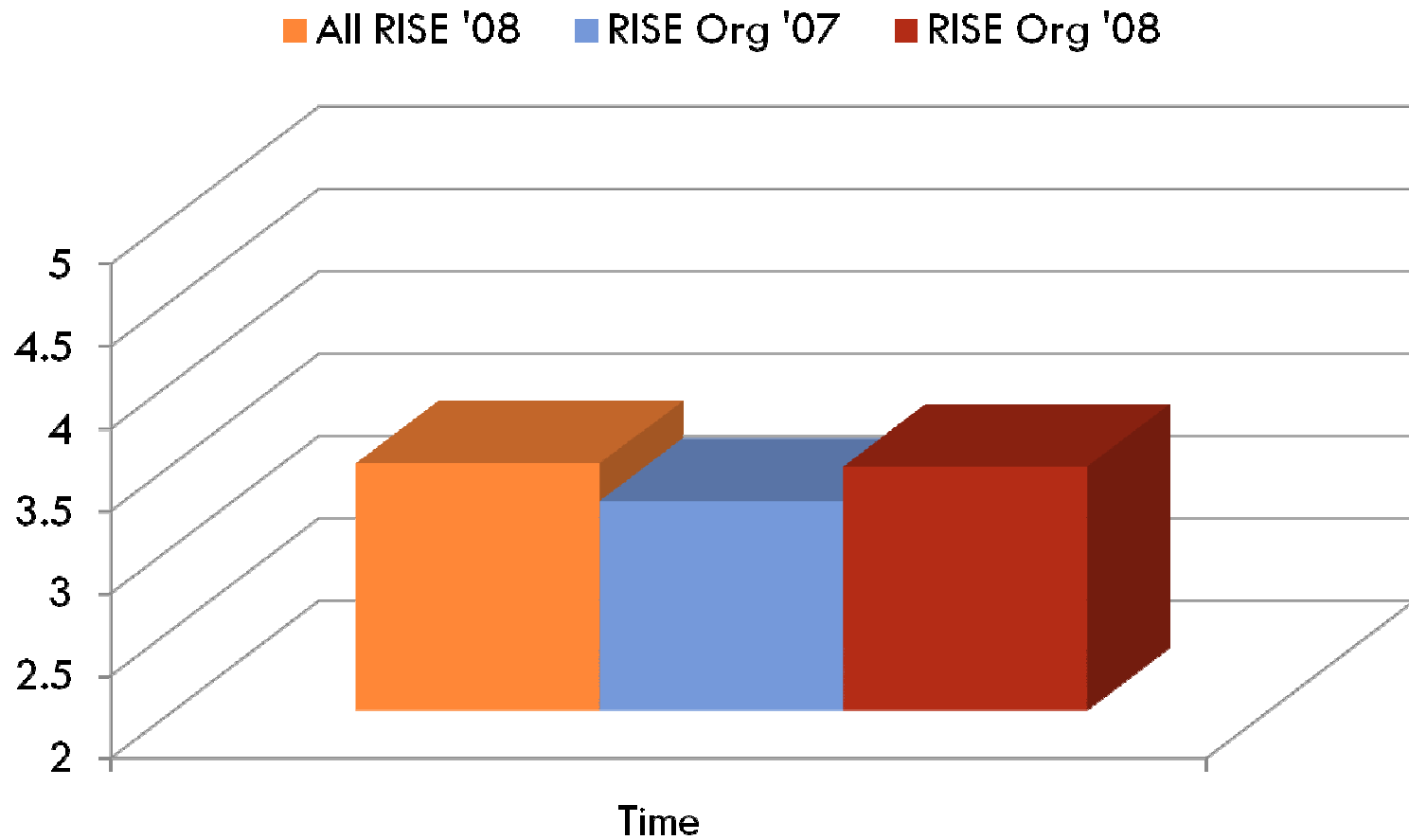
Assess: Professional Dev & Facilities/Resources (by mean)

11



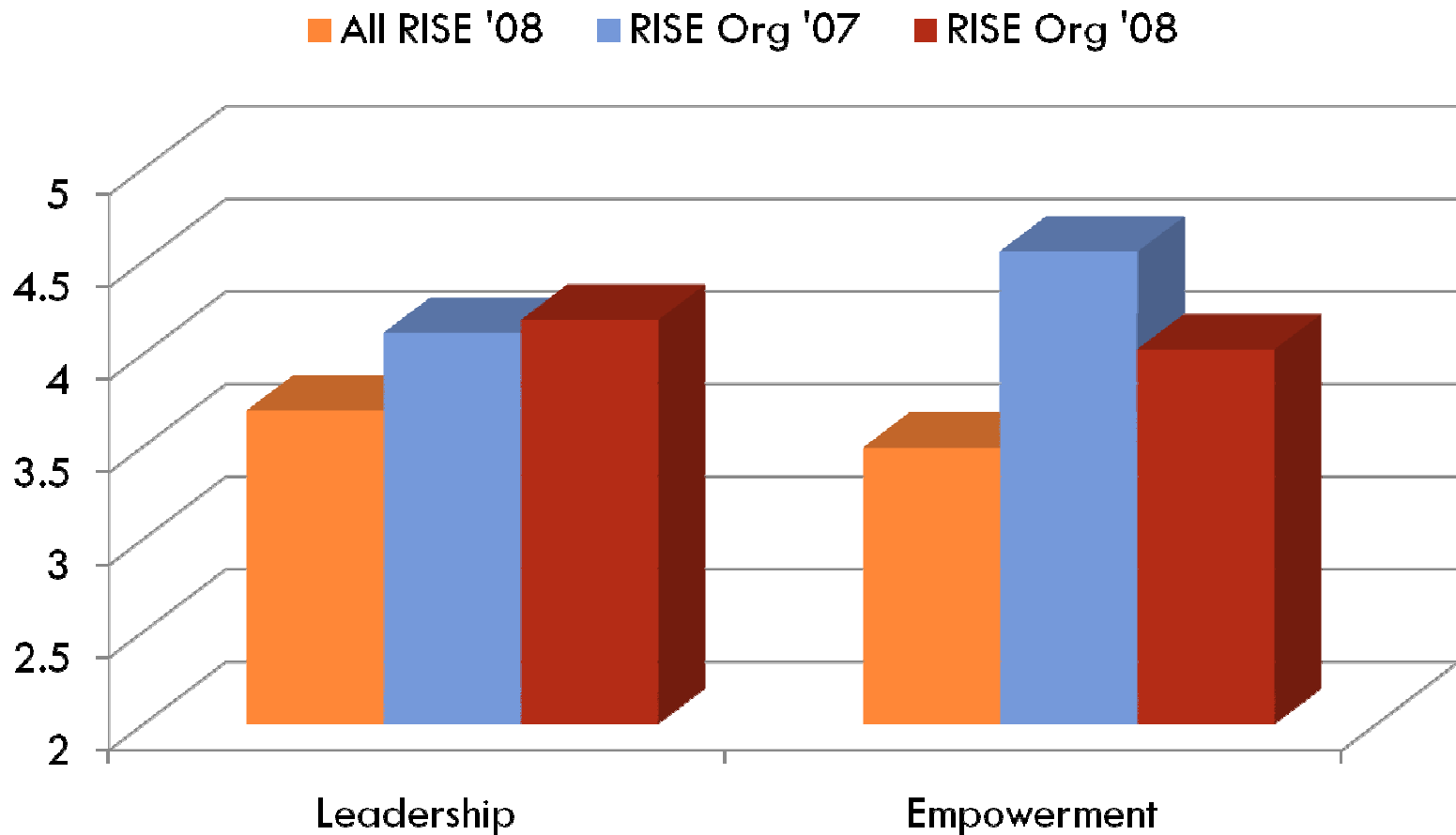
Assess: Time (by mean)

12



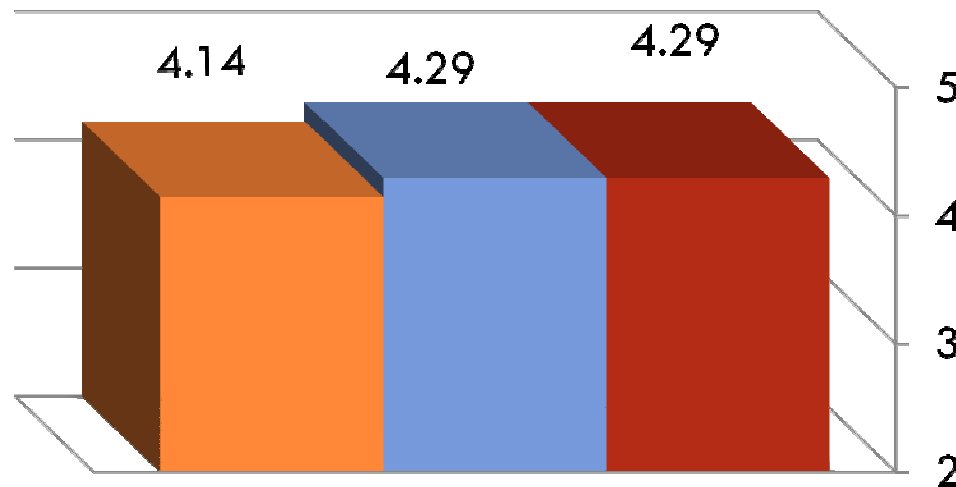
Assess: Leadership & Empowerment (by mean)

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Highest Mean Domain : Professional Development (Part 1)

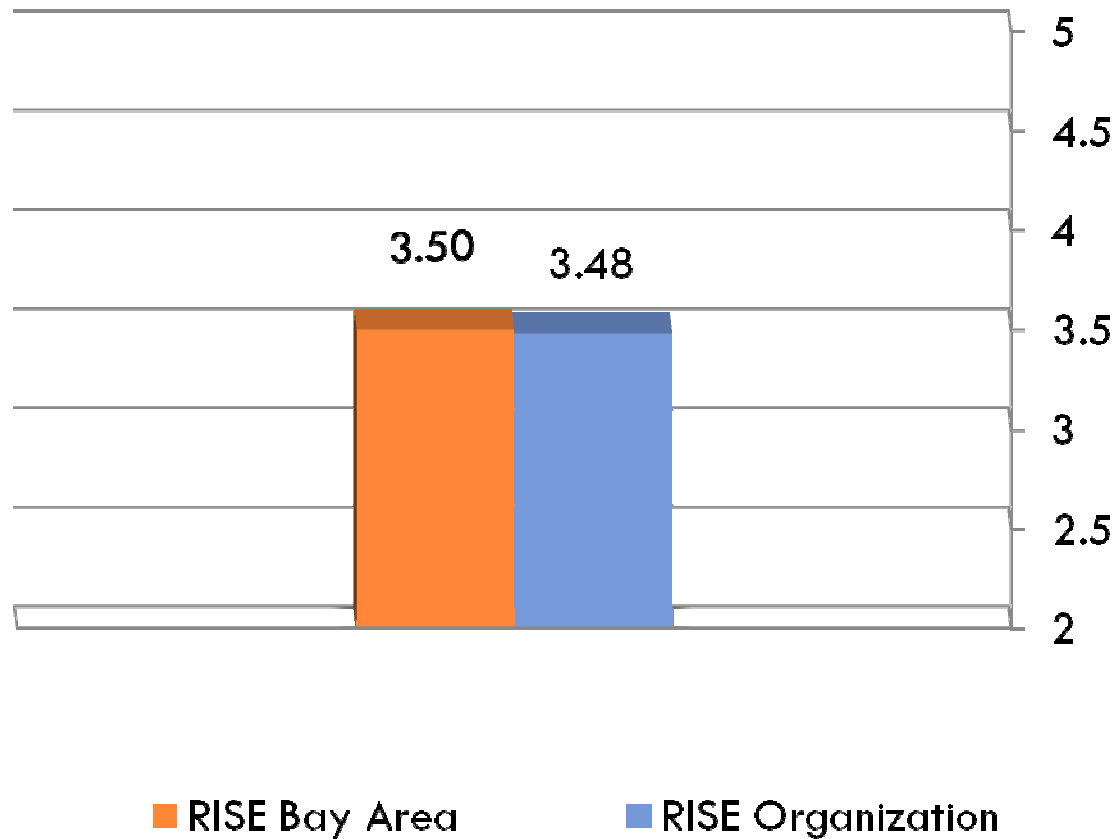
14



- Sufficient Resources allow Colleagues to Take Advantage of PD
- Colleagues are Provided Opportunities to learn from one another
- PD Provides Colleagues with Knowledge and Skills most Needed

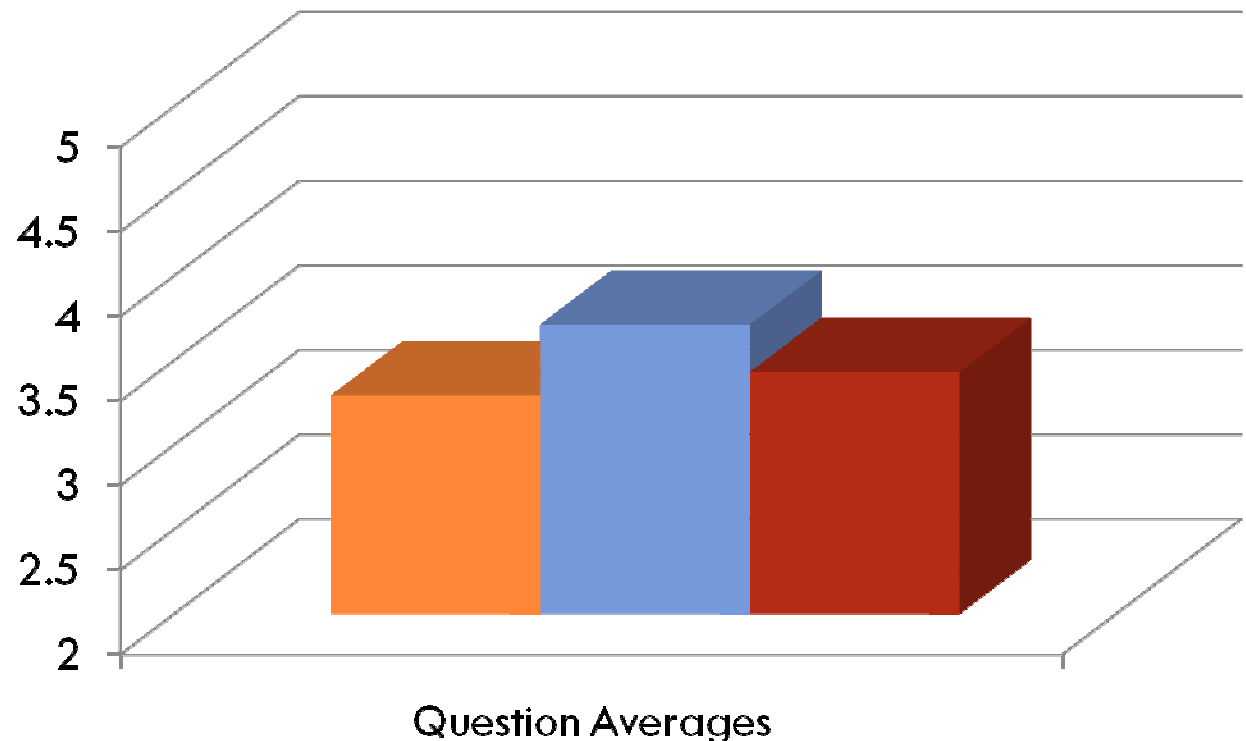
Lowest Mean Domain : Time

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Lowest Mean Domain - Time

- RISE Staff spent an average of 50.07 hours per week on work related activities.



- Staff have reasonable workloads affording them time to meet the needs of RISE
- Staff have time available to collaborate with their colleagues
- The reflective/developmental time provided for staff at RISE is sufficient

Data Discussion

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- What data surprised you?
- What was the response from your colleagues to completing the survey?
- Do you feel that the data (numbers) accurately reflect the general sentiment at RISE?
- What do you think needs to be improved or changed about the survey process?

RISE Goal #1 for 2009

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Action: Share results from survey with staff and focus on improving at least one surprising data finding in the next academic year.

Response: See improvement in domain when staff are surveyed again.

RISE Goal #2 for 2009

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Action: Incorporate survey data into RISE Profile and improve marketing material to prospective job seekers.

Response: Increase in number and quality of applicants to RISE.

Sharing Results with Staff

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Use this presentation to:

- Celebrate strengths 
- Examine areas of concern as a group

Sharing Results with Partners

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Other groups you may want to share data with:

- Board
- Constituents
- Partner organizations
- Funders

Sharing Results with Prospective Job Seekers: Transparency

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“RISE could provide more screening/ candid information about the schools. Although no one likes to see the problems a school has, as a job seeker you're going to learn about them-- make this a true network!”

- RISE Teacher Job Seeker

Current RISE Job Description

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The screenshot shows a Mozilla Firefox browser window with the address bar displaying <http://my.risenetwork.org/employment.aspx>. The page content is as follows:

About RISE

- Our Model
- Our Results
- Our Regions
- Our Team
- Board of Directors
- Board of Advisors
- Join the RISE Staff

Stay Informed

Make a Donation

Marketing and Recruitment Manager
Resources for Indispensable Schools and Educators (RISE)
San Francisco, CA
(Full-time)

RISE Mission: To retain effective teachers in public schools serving low-income communities.

Organization Description: Resources for Indispensable Schools and Educators (RISE) is an award-winning national nonprofit organization that creates lasting partnerships with K-12 public schools serving low-income communities and helps them attract and retain experienced, talented teachers so all students can achieve at high levels. retain effective teachers in public schools serving low-income communities. By administering a Teaching Conditions Survey at Partner Schools, RISE provides principals and teacher leaders with the data needed to strengthen work environments and become both highly achieving and highly sustainable. At the same time, through the RISE Network, the organization makes this data available to a selective group of job-seeking teachers who have demonstrated success and commitment to helping all students achieve at high levels. This innovation creates a transparent marketplace where teachers can make an informed decision about whether a school is the right fit and principals have a powerful incentive to improve. Currently serving 100 Partner Schools and over 1,000 teachers between San Francisco Bay Area, Los Angeles and Chicago, RISE has ambitious plans for continued growth and impact. Please visit www.RISEnetwork.org for more information.

Position Description: Reporting directly to the COO, the Marketing and Recruitment Manager will lead the development and implementation of a strategic plan aimed at inspiring outstanding teachers to apply to the RISE Network. To surpass aggressive annual application goals, the Marketing and Recruitment Manager will craft effective local and national outreach strategies including advertising, marketing, and building key strategic partnerships with schools, educational organizations and associations to identify and attract the highest quality teachers working in low-income communities. In addition, the Marketing and Recruitment Manager will develop and lead the implementation of scalable systems to fuel RISE's aggressive growth strategy.

Responsibilities:

- § Participate in program planning and evaluation
 - o Develop strategic plan for teacher outreach efforts to meet annual application goals at national and

RISE School Profile (continued)

The screenshot shows a Mozilla Firefox browser window with the address bar displaying http://www.risenetwork.org/cgi-bin/admin.cgi?mod=admin_sch_profile&id=189. The page content is titled "Great Schools Information: ca/17046" and is for "Animo Film and Theater Arts Charter High School" in the "Los Angeles Unified School District". The page features a navigation menu with tabs for "SCHOOL OVERVIEW", "GREATSCHOOLS RATINGS", "PARENT REVIEWS", "TEST SCORES", and "SCHOOL ENVIRONMENT". Below the navigation menu, there is a section titled "LEARN ABOUT THIS SCHOOL'S:" with a list of links: "API Results", "CST Results", "CST Results By Subgroup", "CABSEE Results", and "CABSEE Results By Subgroup". To the right of this list is a "Healthy" sidebar with links for "Family Involvement", "Management", and "Quick Start". At the bottom of the page, contact information is provided: "RISE 2601 Mission Street, Suite 902, San Francisco, CA 94110", "P: (415) 821-RISE F: (415) 530-6440 E: info@risenetwork.org". The browser's status bar shows "DEBUG INFO: Done" and the Windows taskbar at the bottom displays the system tray with the date "5/31/08" and battery level "90%".

RISE Teacher Network

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- All RISE job seekers must have at least one year of teaching experience in a low income setting
- All teachers certified or enrolled in credentialing program
- In 2007, RISE network job seekers, on average, had **five years** of teaching experience
- In 2007, **25% of RISE network job seekers were from other metros** (besides RISE metros: Chicago, Bay Area, LA)
- In 2007, **73% of RISE network job seekers held advanced degrees**