

CharterTeach RISE 0.0 2000 to 2002

Vision:

A quality teacher in every classroom.

Mission:

To combat teacher attrition and advance student achievement in under-resourced communities by awarding Teaching Fellowships that provide key resources to talented teachers early in their careers.

Goals:

- 1) To create a pathway for Fellows who seek collaborative work environments to teaching opportunities in high-potential schools serving under-resourced communities.
- 2) To improve Fellows' salaries and earning potential through a CharterTeach Fellowship Scholarship for continued education.
- 3) To create a community of professionals dedicated to quality teaching for all students.

Need for Quality Teachers in America's Under-resourced Communities:

Quality teachers are the key to student learning. Research demonstrates that teacher expertise as measured by experience, SAT scores, and level of education, has a more profound effect on student achievement than any other factor. Differences in teacher expertise account almost entirely for the large disparities in achievement between students in low-income and affluent communities.

America's public schools will need to hire 2.2 million teachers over the next decade — 700,000 will be needed in low-income communities alone. More than half of these new hires will be first-time teachers. Although the new *No Child Left Behind* law asserts that most public school teachers must be "highly qualified" by 2006, up to 50% of all new teachers serving under-resourced communities leave the classroom within the first three years, and are invariably replaced by uncertified, first-time teachers. Although a number of organizations are doing an outstanding job of attracting talented individuals to the teaching profession, the next step is to focus on keeping talent in the classroom.

Teachers leaving the profession early in their careers cite three central reasons for their departure: quality of work environment, inadequate compensation and lack of professional growth opportunities.

CharterTeach Solution:

CharterTeach identifies talented teachers with at least two years of experience and rewards competitive teaching fellowships to outstanding applicants. The CharterTeach Teaching Fellowship Program provides access to three key resources that combat teacher attrition:

- 1) **Partner School Placements:** CharterTeach places Fellows who seek a more collaborative work environment in high-potential public schools serving under-resourced communities (either charter or traditional district schools with control over hiring).
- 2) **Financial Resources:** CharterTeach provides a Fellowship Scholarship to fund accredited professional development opportunities (teaching credentials, Masters Degrees, National Board Certification), as well as access to federal, state, and local financial resources.
- 3) **Professional Network:** CharterTeach hosts a Symposium every two months where Fellows share best practices and ideas with other key players in education reform.

Measurable Outcomes:

- 1) **Teacher Effectiveness:** student achievement (as measured by student attendance and assessments), principal and parent reviews, advanced degrees and certifications and participation in CharterTeach Symposia.
- 2) **Teacher Retention:** Average number of years in classroom during and after Fellowship.
- 3) **School Effectiveness:** Savings of time and money in securing quality teachers for greater overall school effectiveness.

RISE 1.0 October 2002-September 2004

I. Executive Summary:

Vision: A quality teacher in every classroom.

Mission: To make teaching more sustainable in K-12 public schools serving low-income communities by providing quality teachers with access to resources proven to enhance their effectiveness and satisfaction.

The RISE Challenge:

- **Quality Teacher Dissatisfaction and Attrition in Public Schools Serving Low-Income Communities:** Teachers are the most significant factor in student learning, yet over 50% of those teaching in low-income communities leave the classroom within five years to teach in more affluent areas or pursue a new career altogether.

This dissatisfaction and attrition is fueled by:

- Unsustainable work environments
- Low salaries and high out of pocket expenses for classroom supplies and materials
- Lack of professionalism and recognition in teaching

- **Our Nation's Cost of Losing Quality Teachers:** As quality teachers leave the classroom in low-income communities, the impact on the academic growth of our nation's youth is devastating, not to mention we lose the master teachers, principals and education leaders of tomorrow. From a fiscal standpoint, it costs our nation an average of \$11,120 for each teacher we lose. The time has come to provide key resources to the quality, experienced teachers in low-income communities that we cannot afford to lose.

The RISE Solution: Resources for Indispensable Schools and Educators is a 501(c)(3) non-profit organization that builds a professional network of teachers, schools and businesses that provide career and economic support to keep high-quality teachers in K-12 public schools serving low-income communities. RISE provides quality teachers with access to jobs at prescreened public schools committed to teacher support and/or financial resources to increase their effectiveness and satisfaction. RISE works with over 200 teachers and 30 schools nationally.

The RISE Value Proposition:

Teachers Satisfied in Current Job	Teachers Seeking New Jobs	Public Schools in Low-income Communities
<ul style="list-style-type: none"> ▪ Professional network ▪ Financial resources 	<ul style="list-style-type: none"> ▪ Job opportunities in pre-screened schools ▪ Professional network ▪ Financial resources 	<ul style="list-style-type: none"> ▪ Access to prescreened educators seeking jobs ▪ Time savings in recruiting ▪ Cost savings in recruiting

- **Value for Organizations that Support Quality Teachers:** Companies, foundations and private individuals that wish to support proven teachers in low-income communities but lack the infrastructure to identify them, enjoy access to these professionals through RISE.
- **Value for K-12:** All agree that quality teaching is the key to turning around public schools serving low-income communities, yet RISE is the only program-based, scalable solution offering these unique resources that bode well for teacher retention.

RISE 1.1 October 2004-September 2006

RISE Mission: Recognize and retain effective K-12 public school teachers to improve student performance in low-income communities.

Why? To close the achievement gap.

What is the achievement gap?

The reality that that nine year-olds in low-income communities are on average three academic years behind their higher-income peers. Teacher effectiveness is the single greatest factor in students' academic growth and the key to closing the achievement gap. However, over 70% of teachers leave the profession in years 2-5, and the most effective are the most likely to leave.

What Does RISE do?

RISE identifies those effective teachers who are closing the achievement gap in low-income communities and provides resources and recognition to keep them in the classrooms they are needed most.

Who are RISE Teachers?

RISE Teachers have at least one year of full-time teaching experience a low-income community. They apply to RISE online and submit beginning and end of year data from an assessment that they find useful to demonstrate that their students are making over one year of academic growth per year of their instruction—that they are closing the achievement gap.

What resources does RISE provide to RISE Teachers?

RISE connects teacher with three resources to address the top reasons they leave teaching in low-income communities: (1) job opportunities at supportive low-income schools, (2) financial resources (see below about RISE Rewards), and (3) connections to other RISE Teachers (the RISE Teacher Celebration).

What is RISE Rewards?

RISE Rewards is a \$500 financial recognition program for select RISE Teachers whose students demonstrate significant academic progress during the school year. In 2006, there were 36 RISE Rewards recipients.

Who will be at the event?

RISE Teachers, RISE Teacher Guests, Donors and Community Supporters/Partners (e.g., principals of schools RISE works with, members of other educational organizations)

What are the primary objectives of the RISE Teacher Celebration?

- 1) Honor RISE Teachers (who attend for free thanks to "Sponsor" and "VIP" ticket prices)
- 2) Raise awareness (connect RISE Teachers with one another and with RISE Supporters)
- 3) Raise money for the RISE Rewards program (live auction proceeds fund RISE Rewards)

What is RISE's annual budget and where does RISE receive its funding?

- 2006 annual budget: \$600,000
- RISE's total funding in 2005 as a case in point:
 - 50% from Private Individuals
 - 40% from Corporations and Foundations
 - 10% from Partner School generated revenue

Key Numbers:

- Founded in 2000 with twelve teachers in East Palo Alto
- Today the RISE Network consists of 900 RISE Teachers and 58 RISE Partner Schools in the Bay Area, Los Angeles and Chicago.
 - **450 RISE Teachers and 34 RISE Partner Schools in the Bay Area**
 - **Improving student learning for 11,250 Bay Area Students**

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RISE 2.0 October 2006-July 2008

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Who We Are:

Resources for Indispensable Schools and Educators (RISE), is a national nonprofit organization that helps K-12 public schools in low-income communities attract and retain experienced, talented teachers to elevate student performance.

The Problem We Solve:

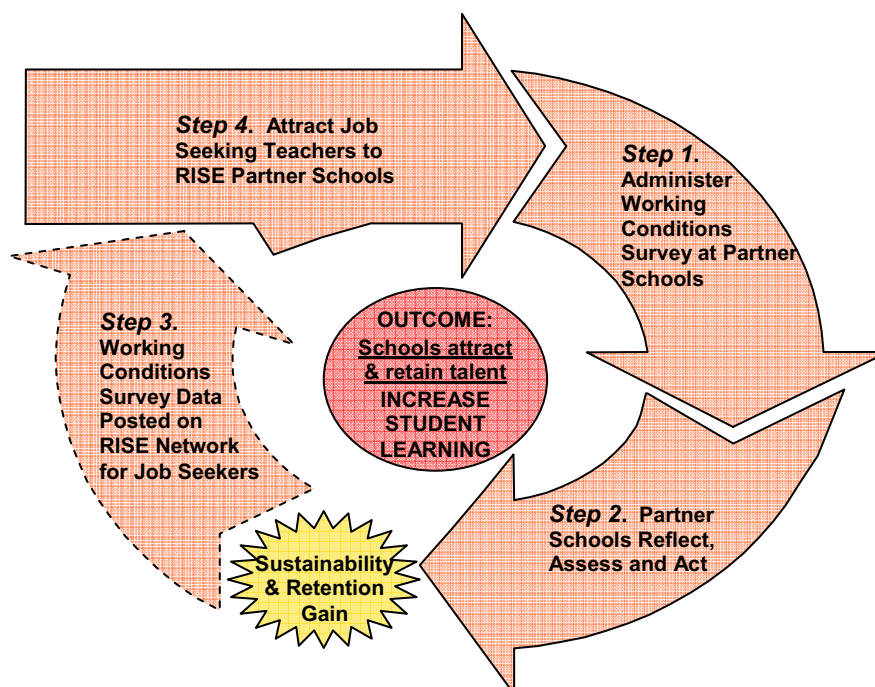
Students in low-income communities face undeniable challenges in attaining a high-quality education. The single greatest factor in a student's academic growth is the effectiveness of individual teachers, however, as many as 70% of teachers in low-income communities leave within five years of entering the profession. Effective educators are the first to leave.

The RISE Approach:

RISE's theory of change is clear: Effective teachers are the key to student learning; so schools in low-income communities must attract and retain talented, experienced teachers. Research shows that working conditions, more than pay, drive a teacher's decision to stay at or leave a school (Ingersoll, Furlong). RISE creates lasting partnerships with Partner Schools that serving low-income communities to improve teacher retention and attract quality teachers.

By administering a Working Conditions Survey at Partner Schools, RISE provides principals and teacher leaders with the data from their teachers needed to strengthen work environments and become both highly achieving and highly sustainable.

RISE makes the same data about those schools available to 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.





RISE Results:

It's working. Since 2000, nearly 1,500 teachers have joined the RISE Network, and more than 60% of teachers who found jobs through RISE are still working in that school. 70% are still teaching in a low-income community, and over 90% plan to stay in the classroom for the same or a longer period of time than they had originally planned when they entered the profession.

RISE Niche:

Program Focus	Target Years of Exp.	Service/Support Provided	Exemplars
Teacher Induction	0-2	Recruits, trains & supports new teachers	Teach For America (TFA), The New Teacher Center
Teacher Retention	2-5	Identify and retain existing effective teachers	RISE
Master Teachers	5+	Trains effective teachers to become master teachers	Nat. Board Cert., Milken Foundation, Cotsen Found.
Principal Induction	5+	Trains effective teachers to become principals	New Leaders (NLNS), KIPP, Building Excellent Schools
District/Superintendent Induction	5+	Trains effective teachers to become key district staff	Broad Foundation, Stupski Foundation

RISE Management Team:

- **Temp Keller, Founder and President:** Temp previously taught fifth grade at the East Palo Alto Charter School in East Palo Alto, CA, where he now serves on the school's Advisory Board. Temp received his B.A. in Politics from Princeton University and his Masters in Business Administration from The University of Chicago Graduate School of Business' Executive MBA Program.
- **Jim Ahrens, Chief Operating Officer:** Jim most recently served as Chief Operating Officer of Redefining Progress, a national environmental policy think tank, and as Executive Vice President for Finance and Operations for Goodwill Industries of San Francisco, San Mateo and Marin Counties. His business experience includes several successful turnarounds, as well as fifteen years as a senior executive for Great Lakes Paper, where he was COO and CFO. He received his B.A. in mathematics and computer science from Northwestern University.

RISE Budget:

	2004	2005	2006	2007	2008	2009	2010
Program Impact							
Teachers in RISE Schools	1,100	1,180	1,210	1,386	2,640	5,720	10,560
Number of RISE Schools	50	54	55	63	120	260	480
Youth Impacted	20,000	21,900	22,300	25,600	48,600	105,600	195,032
Revenue from Schools							
Full Annual Fee	300	300	300	300	500	500	500
Fee Per Placement	700	700	700	700	1,200	1,200	1,500
Annual Revenue	\$ 23,795	\$ 45,675	\$ 45,700	\$ 55,000	\$ 204,000	\$ 442,000	\$ 960,000
Program Expenses							
Full Time Employees	4	4	5	6	9	13	18
Annual Expenses	\$267,896	\$ 427,563	\$ 457,533	\$ 650,154	\$ 890,200	\$1,344,500	\$1,905,000

RISE 2.01 August 2008-July 2009



RISE School Partnerships: *Because schools are only as effective as the educators in them*

RISE partners with K-12 public schools focused on **building a strong team of teachers** to provide a quality education in the low-income communities they serve.

RISE helps schools RETAIN teachers

Research shows that the greatest single factor in a student's academic growth is the effectiveness of individual teachers, but unfortunately up to 70% of teachers in urban communities leave the profession within their first five years of teaching. The top driver of effective teacher attrition is dissatisfaction with working conditions, so RISE works with Partner School principals and a teacher leader to implement a **Teaching Conditions Survey** (twice a year) which provides feedback from their teaching staff to improve the school environment and build a culture of retention. Prospective teachers can view Teaching Conditions data online on RISE's password-protected website, as part of each Partner School's profile.

And in turn, ATTRACT talent...

RISE provides Partner School leaders with a **database of pre-screened, job seeking teachers** with experience teaching in low-income communities, a commitment to helping students achieve at high levels, and demonstrated potential to be successful with students in high-needs environments.

Why Join?

National Teacher Outreach

The diversity of schools on the RISE Network – **location** (Bay Area, Los Angeles, Chicago, New York), **type** (charter and district), **level** (elementary, middle and high) and **type** (different stages in development and leadership style)—means that RISE attracts job seekers who would not have found your school on their own. In addition, the Teaching Conditions Survey data, posted only on the RISE Network, attracts talented teachers who have leverage in choosing where to accept a position.

Lasting Relationships

RISE Executive Directors build lasting relationships with school leaders and teachers to deepen their understanding of each school's culture. They also communicate with job seekers to advocate for and market the schools in their region.

Efficiency

Through an online application and phone interview, RISE screens candidates for:

- At least **one full year of teaching experience** in a low-income community
- A valid teaching **credential** or enrollment in a credentialing program
- **Belief** that all students can achieve at high levels and demonstrated success
- **Probable Success:** The Haberman Star Teacher Pre-screener is research based and effective in predicting the success of teachers in low income teaching environments.

Because of our commitment to knowing individual schools, we save principals recruitment time by quickly connecting them with teachers who are likely to be successful in a low income public school environment.

Useful Data

The survey RISE uses gives teachers the opportunity to rate five areas shown to be linked to teacher job satisfaction and teacher retention: use of time, facilities/resources, empowerment, leadership and professional development. RISE executes the survey in November and April for comparative purposes, compiling the data, analyzing the results and creating a presentation to share with school leadership. The bookends of survey execution provide a framework for school to respond to the needs identified by its teachers. In addition, RISE Partner Schools can view teaching conditions data of other RISE Partner Schools within the school profiles on the password-protected website.

Focus on Retention

RISE measures our success by the retention of teachers who find a job through RISE and an overall increase in teacher retention at our Partner Schools. RISE aims to create lasting partnerships with schools to help them retain the teachers most capable of closing the student achievement gap and making gains in student learning.

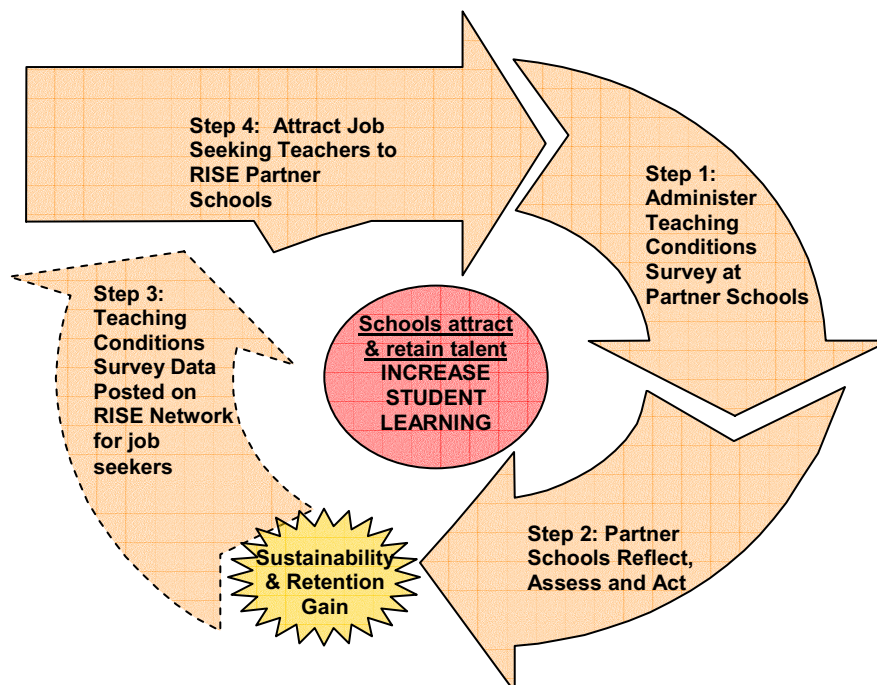
RISE School Fees

Membership fees are \$450 per school (\$650 for renewal schools if renewal process begins on or after 1/1/09), which includes access to candidates, survey implementation and analysis, and personalized customer service from regional Executive Directors. *(If school is year-round or organized into small learning communities, additional fee may be assessed for separate survey implementations and analysis.)* RISE charges a fee of \$1,200 per teacher hired through RISE.

RISE Results:

RISE helped close to 100 Partner Schools in the San Francisco Bay Area, Los Angeles, and Chicago retain, and in turn, attract effective teachers in 2008. Over 90% of these schools now use RISE Teaching Conditions data for school improvement planning. More than 65 quality teachers—those statistically expected to leave low-income teaching—accepted positions at these schools for the 2008-2009 school year.

RISE Model Overview



RISE 2.2 August 2009-June 2010



Giving RISE to Better Schools

There is solid evidence that the most important factor in improving any student's academic performance is the quality of the teacher. However, in low-income schools as many as 70% of teachers leave the profession altogether within five years.

What is RISE?

RISE is a national non-profit organization dedicated to connecting teachers with schools in low-income communities where they will be more likely to succeed and remain in teaching.

Compatible, well-matched schools and teachers—where administrators and educators are mutually interested in building a dynamic, invested, positive learning environment—is the key to teacher retention and, as a result, heightened student achievement. Founded in 2001 and working in the largest U.S. metro areas, RISE strives to pair schools in need with effective, second-stage teachers.

RISE's approach to bridging the gap is three-fold: identify and build a network of schools and teachers, connect companionable parties for hiring and placement, and, lastly, conduct ongoing evaluation to ensure continued success.

Building the RISE Network

The RISE Network—which currently includes 124 schools and 554 teachers—identifies suitable partner schools and participating teachers using specific selection criteria.

Identifying Talented Educators

Through interviews, the candidate's reflective essay, positive references, and the Haberman Foundation questionnaire—a strong predictor of the candidate's ability to succeed in a low-income teaching environment—RISE selects candidates who have proven potential to be successful with students in high-needs environments.

Working with Schools in Need

RISE works with a range of emerging low-income elementary, middle and high schools throughout the country. Whether it is a public charter school, small autonomous district schools, or district turnaround schools, we seek partner institutions where dynamic leadership is committed to creating a positive working environment for teachers. Administrators at RISE partner schools must also be fully transparent about teacher working conditions, with the majority of their teachers participating in the RISE Teaching Conditions Survey.

Connecting Teachers and Schools

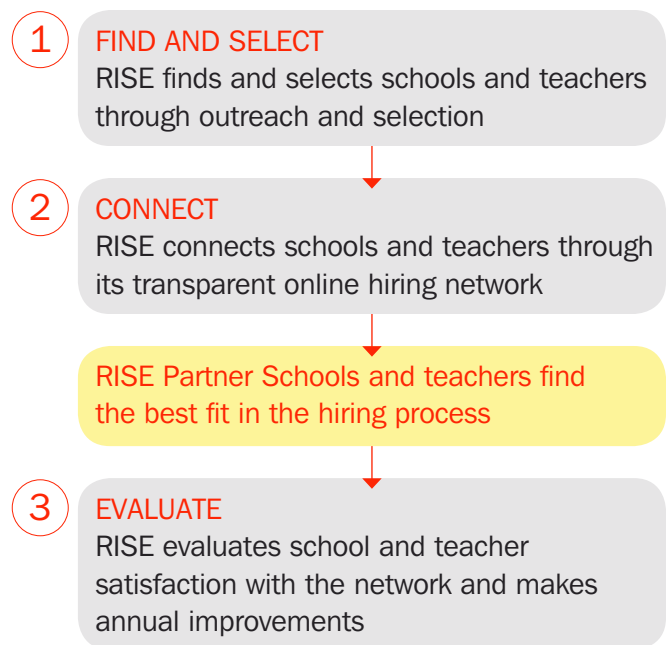
RISE selects qualified schools and teachers and then connects them through a sophisticated, proprietary online platform. Plus, RISE program staff help facilitate communication between the school and potential teacher candidate, improving efficiency in the hiring and job search process. By helping to achieve the overall goal of matching the right teacher with the right school, the RISE model results in employment longevity and retention of the most effective classroom teachers.

Evaluating Progress

RISE is not just a matching service for schools and teachers. We are deeply invested in stemming the problem of effective-teacher attrition.

A cornerstone of RISE's model is the Teaching Conditions Survey, which allows educators at partner schools to rate their institution in specific areas—such as professional development and empowerment—shown to be linked to job satisfaction and teacher retention.

The data collected is used in two ways: RISE presents it back to the school administrator as a tool to monitor teacher satisfaction and/or identify areas of improvement. And the data is also available to the pool of job-seeking teacher candidates, providing them an objective, transparent assessment of a given school's work environment.



RISE at a Glance

- Founded in 2001
- Operates in the Bay Area, Chicago, Los Angeles, and New York City
- Partnered with 178 public schools in low-income communities, to date
- Worked with 554 network teachers to find teaching positions 2008–2009
- Administered the RISE Teaching Conditions Survey with over 5,000 teachers, to date
- Positively affected 71,200 students, to date

Help Students RISE to the Top

Our lasting partnerships with donors, talented teachers, and school administrators have significantly resulted in retaining the teachers most capable of closing the student achievement gap and making gains in student learning. To find out more about partnering with RISE, contact us at info@risenetwork.org.

RISE

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