

**RISE Rewards:** Lockstep salary schedules have endured while the pay gap between teachers and similarly-educated peers continues to widen. Today, teachers working in low-income communities spend on average \$500-\$1500 of their own money on classroom supplies annually (Johnson). RISE Rewards is a results-focused \$500 award geared toward teachers in the 2nd-5th years of their careers who demonstrate through RISE's "value-added" assessment that their students have made over a year of academic growth in the past year. With this program, RISE has positioned itself to become a conduit between donors who lack the infrastructure and expertise to identify effective teachers and RISE Teachers worthy of their support.

*How does it work?* The RISE Rewards program has three primary goals: 1) Reward teachers working in low-income communities whose students make significant academic progress by providing them with financial assistance to defray classroom supplies' costs; 2) Provide teachers with an incentive to administer regular assessments and use data to drive their instructional practice; 3) Connect donors who care about teacher quality and attrition with effective, experienced low-income teachers who are closing the achievement gap. Teachers submit an initial application in the fall of the school year with baseline assessment data and their targets for student academic growth. In late spring or early summer, teachers follow up with end-of-year data for the same group of students. If at least 75% of the students achieved more than a year of academic growth during that school year, the teacher receives their \$500 award.

*"As a classroom teacher, I find it is rare to be recognized for the tireless hours and energy that is an integral part of our jobs with students each day. To have a reward for outstanding work in the classroom gives a much needed boost to teachers."*

*—Angela Devencenzi, 1st grade teacher, East Palo Alto Charter School*