



Photo / Kyle Walker

**She
is
Rising.**



Photo / Patrick Temme

**He
is
Rising.**



Photo / Kyle Walker

**They
are
Rising.**



Photo / Patrick Temme

I,



am
Rising.

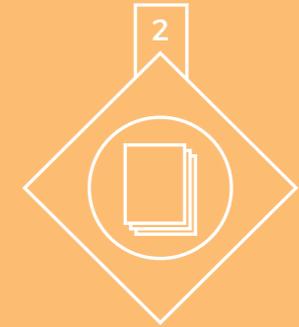
**Our mission
is to create
schools that
open doors
and change
lives.**

**We expect every
student to leave
Rising ready for
further study,
for a good job, and
to become a role
model in society.**

Our approach is based on four simple ideas.



We put our values – hard work, helpfulness, happiness and honesty – at the heart of everything we do.



We help teachers bring quality to every classroom with powerful training programs and engaging lesson plans.



A Master Teacher in every school observes lessons daily and gives teachers real-time feedback.



Data from assessments, surveys and site visits – all enabled by smart use of technology – drive us to do better.

**How we
do anything
is how we do
everything.**

**Whoever we are,
whatever the
task, these are
our principles.
We are Rising,
and this is how
we work.**



Photo / Patrick Temme

Our first draft is never our final draft.

We believe in setting high standards in everything that we do. For example, you can learn a lot about a school from the state of its toilets. A school with clean toilets is a school that takes health and sanitation seriously. A school that takes pride in what visitors think. A school that sets high standards and lives up to them. Nelson agrees. He's a cleaner and works hard to ensure every corner of his Rising Academy is always clean.

During a Rising Review of his school, the review team inspected the toilets and found they were spotless – cleaner than most hotels, they said. But when the review team tried to congratulate Nelson at a meeting in front of the rest of the staff, he wasn't there – he was too busy cleaning.

At Rising, the little things are the big things. Because quality does not happen by chance: it requires a constant focus, in everything that we do, on being better today than we were yesterday.

It was the first day of registration and Melvina was scared. Starting at a new school is daunting enough, but when you've just moved from another country it's even worse. Melvina had been living in Liberia and didn't have the primary school certificate required for secondary school in Sierra Leone. She expected the school to turn her away, but her grandmother insisted she try.

Because her grandmother knew something Melvina didn't. This wasn't just any school; this was a Rising Academy.

We are obsessed with student learning.

Rising enrolled her into JSS2, but adapted her timetable to make room for lessons covering the primary-level material she had missed. Her teachers also volunteered their time after school to give her extra tuition. When she eventually sat the exam, she came first in her school.

Melvina is now happily enrolled in senior secondary school, and grateful every day for the support her Rising teachers gave her and the belief they had in what she was capable of.

At Rising, the learning comes first. In every decision, we are guided by what will help our students progress furthest, fastest.



Photo / Patrick Temme

We say can when others say can't.

For years, 12-year-old Iren never went to school. Instead she spent each day wandering around her village, alone.

That's because Iren was born deaf. Everyone assumed school wasn't for her. Her disability was too much even for her parents, who abandoned her to live with her grandfather.

We thought she deserved better. We persuaded Iren's family to enrol her in a Rising Academy. She flourished. She was regularly the first student to arrive in the morning, she made friends with other children in her class, and her teachers patiently found ways to communicate.

Now we've worked with her family to get Iren into a specialist school so that this incredible progress can continue.

At Rising, we surpass what others expect because we aim higher than they think is possible. There is no limit to what we can achieve if we believe in ourselves and in each other.



Photo / Patrick Temme

However well we do, we always strive to do better.

Laisay Jasay remembers the moment she first learned about growth mindset. It was the first day of her Rising Institute training, and she was blown away. As she told the School Performance Manager leading the training, 'I wish I had known about this 15 years ago!'

Since then Laisay has been making up for lost time. She's been a role model to others in her region, always open to new ideas, and working hard to take on board feedback. Over the course of the year, the quality of teaching and learning in her classroom improved dramatically. At the end of the year, she was promoted to Principal.

At Rising, we don't pretend to have all the answers. We know we can always improve. We believe that we start learning the day we are born and don't stop till the day we die.

As a Master Teacher at a rural school in Rivercess County, Moses Pokai doesn't have access to lots of materials. Luckily a single laminated sheet is sometimes all Moses needs.

The sheet, containing a simple illustrated story, is the foundation of a literacy intervention that has helped the most struggling readers to gain competence and confidence in reading. It might not look like much, but it helps Moses work miracles.

**We do more than anyone thought possible,
with less than anyone thought possible.**

At Rising, financial discipline is at the core of our mission. We cannot reach the families we want to reach or have the sustainable impact we want to have without it.



Photo / Kirsten Bound

We behave at all times as if the whole world were watching.

He may walk with a cane, but Brudi Saydee is a teacher in a hurry. When Rising first arrived, his school – in Sinoe County, Liberia – had a culture of lateness. Teachers arrived late and so, of course, students did too.

Brudi had been teaching at the school for five years and welcomed Rising's focus on high standards. For an entire term, he arrived at school at 6am every day, just to set an example to his peers. He even took on the responsibility of monitoring teacher and student attendance from the Principal. Brudi's example helped shift the culture in the school and now it is going from strength to strength. As for Brudi, he received awards for his outstanding contribution to the school, and has gone on to be a Principal himself.

At Rising, we are honest and truthful. We recognize our responsibilities as role models. We set the best possible example for our children.



Photo / Patrick Teimme

We make others' success as important as our own.

Abass is an orphan. When he came to Rising Academy Tengbeh Town, his home life was messy. In a given week, he might stay under several different roofs.

Abass received a scholarship to attend school but he couldn't afford to buy shoes to go with his uniform. Knowing how much it meant to him, the other students in his class – themselves not well off – pooled their money to buy him a pair.

No one told them to do this. They did it because they believed that supporting each other is the right thing to do.

At Rising, we believe there is no such thing as someone else's problem. There is only what is best for Rising. When we have information others might need, we share it. When we have a question, we ask it. When we have feedback, we give it. When we see great work, we praise it. We work together, learn together and succeed – together.



Photo / Kirsten Bound

We are brave.

It was September 2014 and Rising had been preparing for months to open its first school. But the Ebola Epidemic was raging, and schools were forced to stay closed.

Rather than abandon the children and parents who had planned to attend our school, our teachers did something very brave. They agreed to deliver daily lessons and Ebola prevention for small groups of children in parents' homes. At its peak, this Ebola Crisis Home Outreach program helped 150 children access quality education they would otherwise have been denied. And the teachers that showed such leadership back then? Small wonder that almost half went onto be Academy Managers.

At Rising, we do what's right even when it's difficult or daunting. Where others step back, we step up.

One day during the Ebola Crisis, Florence was working as a nurse when a woman came into the outpatient room. She was already in labour. Official protocol dictated Florence should not intervene, but she couldn't just sit there and watch the woman die. She saved her life, but it cost Florence her license.

But as one door closed, another opened. A friend told her about Rising, and she found herself called to teaching for the first time. She thrived as a teacher and was soon marked out as someone with leadership potential. When a vacancy for Academy Manager opened at her school, her colleagues urged her to apply. That helped make her mind up.

We pursue our goals with passion and intensity.

And when Florence sets her mind to something, she gets it done. She interviewed for the role and beat a field of more experienced candidates to get the job. Within a year, she'd doubled enrolment at her school and made it one of the highest performing in the network. Today, as a School Performance Manager, she sets the same high standards for the schools she manages.

At Rising, we set ambitious goals and are relentless about achieving them. We bring pace to everything we do. No matter what setbacks we face, we get the job done.



Photo / Patrick Temme

We take the initiative.

Mohamed Kanneh is a Literacy Program Coordinator. He's always looking for ways to help his students improve their literacy, so when he heard about an inter-school spelling competition he jumped at the chance to enter a team.

As the event approached, he put in extra hours helping his team prepare. Then, on the day of the competition, he worked with HQ to enable as many students to come and support as possible.

It made all the difference. Even though his Rising team faced off against students several years older than them from a better-known school, they came away victorious, winning a prize for their school and even making the news.

None of it would have happened without Mohamed taking the initiative.

At Rising, we have a bias to action. We don't passively await instructions; we actively seek out solutions. We don't watch from the sidelines: we get in the arena.



Photo / Patrick Temme

We hold ourselves accountable.

The staff at Rising Academy Adonkia had just seen the latest test results and they weren't happy. Students at their school were struggling with English, and doing worse than students in other schools.

They didn't make excuses, or blame others. They didn't wait to be told what to do. Instead they pro-actively decided to launch their own reading club each morning before school to help students struggling with literacy. It would mean coming to work earlier, but if that's what it took, that was what they were prepared to do.

At Rising, we take responsibility for our results, on the bad days as well as the good.



Photo / Kyle Walker

We make Rising a joyful place to work.

The competition is fierce, but the team at Rising Academy Tengbeh are some of the best-dressed teachers you'll find.

It all started with a shared meal. On a Friday the whole school staff would make a point of eating together as a team.

One day, they decided to extend that team spirit to their clothing. The Master Teacher found a great fabric and every member of staff had a matching outfit tailored. Later they added team polo shirts to their wardrobe, and even different Africanas for different occasions – in Rising purple, naturally.

All part of showing this is a team committed to doing great work together, and to doing it in style.

At Rising, just because our mission is serious doesn't mean we can't have fun doing it.



RISING
ACADEMIES