

KIPP School Leadership Program

KIPP is committed to helping develop great school leaders, teachers and staff who have the talents, skills and motivation to create excellent schools in under-served communities.

The KIPP Foundation seeks exceptional teachers and school leaders who have achieved dramatic results with their students and who want to build a school of excellence from the ground up. We seek individuals from all backgrounds who believe in KIPP's mission and who have the potential to excel as school leaders within our network.

FISHER FELLOWSHIP

The Fisher Fellowship is a one-year program that will prepare Fellows to found and lead a new KIPP school in a targeted, high-need community. Fisher Fellows receive:

- Intensive summer coursework
- Residencies at KIPP schools
- Individualized coaching

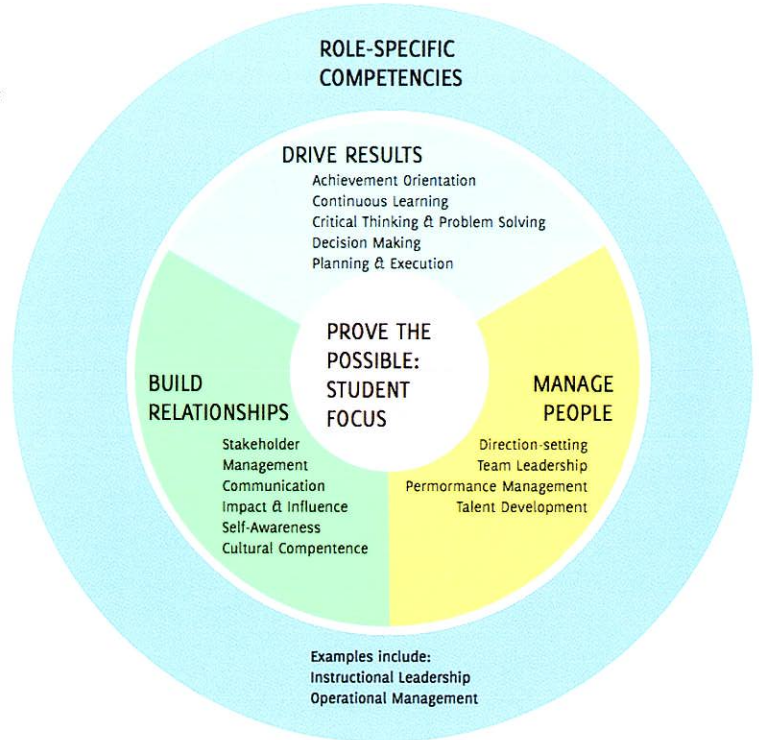
The program provides in-depth support and insight into processes and best practices of school leadership, including performance management, school finance, student and teacher recruitment, curriculum development, and community outreach. The program culminates the following summer when Fellows open their schools to their first classes of students.

MILES FAMILY FELLOWSHIP

The Miles Family Fellowship is a one-year program designed to prepare fellows to become Fisher Fellows. In this two-year pathway to school leadership, Miles Fellows teach in a KIPP school and receive:

- Customized professional development
- Individualized coaching
- Two school observation visits

Each month Fellows check in with their host school leader to review progress against their Individualized Leadership Plan. They also have the opportunity to join periodic webinars and attend monthly professional development calls with their cohort to share ideas and discuss topics of instruction and leadership.



Outstanding candidates demonstrate proven success in specific areas highlighted in the KIPP School Leadership Competency Model.



FISHER FELLOWSHIP

The Fellowship provided me with the unique opportunity to engage in a tailored learning experience. By beginning with coaching and reflection on my strengths and areas of learning, the Fellowship allowed me to spend a year growing and learning in the highest-impact ways to ensure that I opened the type of high-quality elementary school our students in Newark deserve.

-Joanna Belcher, School Leader of SPARK Academy in Newark, NJ



MILES FELLOWSHIP

The Miles Family Fellowship was excellent preparation for the work of a Fisher Fellow. It was during the Miles Fellowship that I began my transition from thinking as a teacher to thinking as a leader of teachers. As challenging as this process can be, I was fortunate to have leadership coaching, informative intersessions, and supportive mentors in place before I began to focus on the creation of a school.

-Glenn Davis, future school leader of a KIPP high school in Gary, IN

KIPP School Leadership Program

FISHER FELLOWSHIP

The Fisher Fellowship is a one-year program that will prepare Fellows to found and lead a new KIPP school in a targeted, high-need community. The Fellowship includes intensive summer coursework in an academic setting, residencies at KIPP schools, and individualized coaching from experienced KIPP staff to provide in-depth support and insight into the processes and best practices involved in school leadership—ranging from charter authorization to facilities improvement, student and teacher recruitment to curriculum development and community outreach. The program culminates in the summer as the Fellows open their schools to their first classes of students.

As Fisher Fellows, participants leverage KIPP's premier School Leadership Competency Model to identify the essential qualities, skills, and knowledge needed to be successful in a leadership role at KIPP. The curriculum for the Fisher Fellowship has been specifically designed to empower participants to:

- *Shift their perspective from teacher to leader*
- *Think intentionally about who they are as leaders and how others view them as leaders*
- *Gain tools and expertise to navigate leadership as a set of decision-making processes with inherent trade-offs*
- *Understand what makes high-performing organizations successful*
- *Explore facets of instructional leadership*
- *Connect with the members of their cohort as learning partners and a support community*

The year-long Fisher Fellowship Program includes:

Orientation: Extensive overview of the program year

Summer Institute: Five weeks of intensive coursework in a university setting led by industry experts and KIPP staff that lays the foundation for the knowledge, skills, and confidence needed to begin crafting a detailed School Design Plan

Residencies: Ten week residencies at KIPP and non-KIPP schools to fully immerse Fellows in school culture and decision-making processes through interactions with students, parents and teachers

Intersessions: Three professional development meetings of one to two weeks for continued coursework.

School Design Plan: Ongoing feedback on the Fellows' comprehensive business plan for school leadership coaching

Foundation Support: Ongoing feedback on leadership skills and development with bi-weekly individualized leadership coaching

Evaluation: Three formal evaluations based on a competency-aligned Individualized Leadership Plan

Institute Program Themes:

- *Understanding Cultural Contexts in our Educational Practices*
- *Self-awareness and Our Own Leadership Styles, Strengths, and Weaknesses*
- *Leadership and Organizational Alignment*
- *Instructional Vision and Strategic Plan*
- *Operational Management*
- *Tying it Together: Leadership, Instruction, and Culture*

Fisher Fellows receive an annual stipend based on previous salary (ranging from \$60K to \$80K), along with a complete benefits package that includes medical, dental, vision, life insurance and a 401(k) retirement plan. Additionally, all travel, housing and coursework is paid for by the KIPP Foundation.

MILES FAMILY FELLOWSHIP

Are you a teacher with at least three years experience teaching who intends to matriculate into the Fisher Fellowship program to become a KIPP school leader? The Miles Family Fellowship is a two-year pathway that includes a year of support and leadership experience while teaching in a KIPP school. After successfully completing the first year, participants can apply for the Fisher Fellowship to open and run a new KIPP school in a targeted, high-need community.

As a Miles Family Fellow, participants leverage KIPP's premier School Leadership Competency Model to identify the essential qualities, skills, and knowledge needed to be successful in a leadership role at KIPP. The curriculum for the Miles Family Fellowship has been specifically designed to empower you to:

- *Develop your team's mission, vision, and action plan within the context of a professional learning community*
- *Identify and foster instructional excellence through observations, feedback and coaching*
- *Effectively lead team meetings, while managing power dynamics and relationships*
- *Build and enhance school culture*
- *Design and implement school-wide practices that improve teaching and learning*
- *Collect and analyze data to improve instruction*

The Miles Family Fellowship includes:

- *A three day orientation at KIPP School Summit*
- *Regional and remote professional training events—complete with content-driven discourse with other Miles Family Fellows, including three weekend retreats over the course of the year*
- *Monthly professional development calls with your cohort to share ideas and discuss topics of instruction and leadership*
- *Various opportunities to dialogue with noted education experts throughout the year*
- *An Individualized Leadership Plan tailored to your needs, with teaching and leadership opportunities to help you meet your goals*
- *Monthly check-ins with your host school leader to address your Individualized Leadership Plan*
- *Ongoing coaching and evaluation by a KIPP Foundation coach*
- *Two school observation visits*
- *Webinars and email list-serve access year-round*

The program will culminate in the spring, with an end-of-year evaluation by your host school leader, which will include a determination of your preparedness to matriculate into the Fisher Fellowship.

APPLICATION DEADLINE:

Priority Round: October 30, 2009

Final Round: February 19, 2010

To apply for the Fisher Fellowship or Miles Family Fellowship, submit an online application. For more information about the application and selection process access the information online at www.kipp.org/lead.

Questions about the program? Please contact The Recruitment & Selection team at apply@kipp.org