

2021-2022 Performance Partners Program

Never have the stakes been higher for our students to attend great schools. The [Philadelphia Academy of School Leaders](#) believes that **great schools require great leaders**. In partnership with [Skyrocket Educator Training](#), we are proud to launch the fifth year of the [Performance Partners Program](#), designed to support Philadelphia principals (“Performance Partners”) to achieve their most significant school goals and deepen the skills necessary to drive growth in student outcomes. To maximize support and development, each Performance Partner is paired with a high-performing principal – an alum of the [Neubauer Fellowship in Educational Leadership](#) or “Senior Fellow” – who will share expertise, encouragement, and skills utilizing Skyrocket’s coaching framework.

Performance Partners Program Overview

During the program, Performance Partners will:

- Set, refine, plan, and measure progress towards a **high-leverage goal focused on building teacher capacity to impact student outcomes**
- Engage in a **one-and-a-half-day kick-off session** over the summer (afternoon of July 22 and full-day of July 23)
- Engage in **monthly development sessions** during the school year that feature whole group learning with other program participants and direct coaching from Senior Fellow coaches, including:
 - **Three 3-hour in-person leadership development sessions** (in the fall, winter, and spring)
 - **Six 1.5 to 2-hour virtual sessions** during the months when there are not in-person sessions
- Actively engage in **regular coaching conversations** with Senior Fellow coach
 - Monthly coaching conversations will follow observations in the field, including co-observations of teachers and teacher coaching meetings
- **Develop a diverse network of principal colleagues** to learn from and alongside

“I am always looking for ways to push myself out of my comfort zone and this program did it for me. I built a stronger grasp of coaching strategies, language to use, and techniques that will end up with results in better teaching, resulting in greater student outcomes!”
Leigh McLinden
Principal of George Sharswood School

Application Process and Program Timeline

Activity	Date
Online Application Opens	April 23, 2021
Application Deadline	May 21, 2021
Supervisor Reference Due	May 25, 2021
Virtual Interviews	June 1 to June 11, 2021
Admission Notification	June 21, 2021
Program Kick-Off*	Afternoon of July 22 and all-day July 23, 2021
In-Person Sessions*	October 2021, January 2022, and April 2022; 4:00 – 7:00pm
Virtual Sessions*	September 2021, November 2021, December 2021, February 2022, March 2022, and May 2022; 4:00 – 6:00pm
Monthly Coaching	August 2021 – May 2022

*Some sessions may be virtual given COVID-19 safety protocols; All dates to be announced by the July Kick-Off Session

Eligibility and Criteria

Applicants must be principals serving students in Philadelphia's district, charter, or faith-based schools and possess at least one full year of experience as principal prior to starting the program. (2021-2022 must be at least the second year of principal experience.)

Criteria: The selection process identifies promising principals who are poised to take their skills and their schools' performance to the next level. Successful candidates demonstrate an ability to:

- Hold self and others accountable for improving student outcomes based on a belief that all children can achieve at high levels
- Establish an achievement-oriented school culture grounded in high expectations for all students and adults
- Create a respectful, safe, supportive, and inclusive environment that prepares all students, particularly students in poverty, Black students, and students of color, to pursue and achieve their life aspirations.
- Identify and implement exemplary instructional practices
- Lead with a solutions-orientation and persistence to overcome obstacles
- Demonstrate self-awareness, a commitment to ongoing learning, and a continuous improvement mindset
- Demonstrate a deep commitment to Philadelphia's schools and students

[APPLY HERE!](#) Click [here](#) to send a recommendation request to your Supervisor.

Questions?

Contact Sasha Best (sasha@phillyschoolleaders.org) or call 215-948-4178.

BUILD YOUR SKILLS AND YOUR NETWORK!

Enhance your ability to coach teachers to drive student learning, track and attain your goals, and learn from your coach and peers in a network of collaboration and support.

THE COMMITMENT

Successful candidates must commit to full participation in the program, including the Summer Kick-off (July 22 and 23), monthly leadership development experiences during the 2021-22 school year, and monthly coaching touchpoints.

Candidates must also demonstrate a strong commitment to apply for the Neubauer Fellowship in Educational Leadership and remain as a school or school system leader in Philadelphia for at least two years after program completion.

“Participating in the Performance Partners Program pushed my practice as a new principal by exposing me to new ways of approaching coaching, analyzing data, and setting goals. My coach was super knowledgeable and provided pointed feedback that I first practiced with her and then immediately implemented at my school. Every minute of this program was time well spent.”

Monique Dolcy

Principal of Mastery Charter Frederick Douglass Elementary