



THE NEUBAUER FELLOWSHIP IN EDUCATIONAL LEADERSHIP

Great schools require great leaders. Philadelphia's principals change students' lives. Through a pipeline of results-driven leadership development experiences, the Philadelphia Academy of School Leaders empowers individuals to drive student growth and advance equity in Philadelphia's district, charter, and faith-based schools.

The **Neubauer Fellowship in Educational Leadership** is a transformative two-year experience that provides principals with a proven track record the resources and guidance to sharpen their leadership capacities. Fellows develop critical leadership skills to elevate school performance and student outcomes in their schools and across the city. Principals receive best-in-class professional development and build deep relationships with a cohort of outstanding peers who share strategies and problem-solve with one another.



FELLOWSHIP OVERVIEW

Overall

- Develop competencies in our **Leadership Levers**: Lead Authentically, Develop People, Advance Equity, and Drive Results
- Apply learning to a year-long school-based **Problem of Practice**
- Engage in individualized monthly **coaching**
- Collaborate with a **cohort** of exemplary leaders

Year One (2022-2023)

- Attend an intensive six-day **Summer Institute** (July 11-16, 2022)
- Participate in monthly events:
 - ✓ Compelling **professional development** to sharpen skills
 - ✓ **School visits** with and by other Fellows
 - ✓ Intimate "**Dinners with Decision-Makers**" with prominent citizens facing enormous challenges such as John King, Jr. (Former U.S. Secretary of Education) and Madeline Bell (President and CEO of Children's Hospital of Philadelphia)

Year Two (2023-2024)

- Accelerate impact through quarterly events and ongoing coaching
- Receive a \$5,000 honorarium for completion of the two-year experience

In subsequent years, "**Senior Fellows**"

- Engage in **year-long learning arcs** to advance practice
- Extend **impact beyond their schools** and serve as coaches, program faculty, and system leaders

"All of Philadelphia's schoolchildren, regardless of neighborhood, deserve a first-rate education. There are no first-rate schools without first-rate leaders."

– Joseph Neubauer of the Neubauer Family Foundation,
which provides generous support for this program

SELECTION PROCESS

Eligibility: Applicants must be principals serving students in Philadelphia's district, charter, or faith-based schools. Candidates must have at least one year of experience as a principal prior to their Fellowship year.

Selection Criteria: The selection process identifies school leaders with a track record of driving improvements in student achievement who are poised to take their skills and schools' performance to the next level. Successful candidates demonstrate the following leadership competencies:

- **Vision** - Articulate a clear, compelling school-wide vision and align priorities and leadership actions to achieve that vision
- **Accountability** - Hold self and others accountable for improving student outcomes based on a belief that all children can achieve at high levels
- **Results-Orientation** - Set ambitious goals, monitor progress, and demonstrate persistence to overcome obstacles
- **Inclusive Culture** - Create a safe, respectful, supportive, and inclusive environment for all students
- **Interpersonal Skills** - Effectively communicate, collaborate, and build relationships with diverse stakeholders
- **Instructional Expertise** - Facilitate student mastery through data-driven instruction and effective instructional practices
- **Capacity Building** - Build capacity of teachers and staff to provide rigorous instruction for all students
- **Problem-Solving** - Use data to identify and prioritize problems, inform decisions, and implement effective solutions
- **Self-Awareness and Continuous Improvement** - Reflect, accurately assess strengths and growth areas, solicit feedback, and pursue growth opportunities
- **Commitment** - Demonstrate a deep commitment to Philadelphia's schools and students

Selection: The rigorous selection process includes:

- Online application
- Instructional exercise and interview
- School visit
- Supervisor recommendation and additional reference checks
- Data review

QUESTIONS?

Contact us with questions about the Neubauer Fellowship or the Philadelphia Academy of School Leaders at info@phillyschoolleaders.org or 215-965-7945.

"This was the absolute best experience I have had as an educator. I appreciate the response to feedback and the strong commitment to helping me be the best leader and person I can be."

- 2019 Neubauer Fellow

BECOME PART OF A COMPELLING COHORT EXPERIENCE!

Share promising practices, leverage your experience and expertise, and learn from peers in a network of collaboration and support.

APPLICATION TIMELINE

Application Deadline:
January 21, 2022

Virtual Interviews:
February 16-18, 2022

School Visits:
March 2022

Fellows Selected:
April 2022

THE COMMITMENT

Successful candidates must commit to full participation in the program, including the entire Summer Institute (July 11-16, 2022), monthly leadership development experiences during the 2022-23 school year, and quarterly opportunities during the 2023-24 school year.

Candidates must also commit to remain as a school or school system leader in Philadelphia for at least three years.

APPLY NOW!

Learn more about the application and selection process and submit your application at

www.phillyschoolleaders.org