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.

“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

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
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