

Neubauer Fellowship in Educational Leadership

The Neubauer Fellowship in Educational Leadership is a transformative two-year leadership experience for principals with a proven track record of improving Philadelphia's district, charter, and faith-based schools. The program develops critical leadership skills needed to elevate school performance and student outcomes in their schools and across the city. Fellows receive best-in-class professional development, build deep relationships with a cohort of exceptional educators, and are treated like the important change agents they are.

Immediately following the interview, the applicant independently views a video of a teacher interacting with a classroom. (Applicants are able to select an elementary, middle, or high school lesson.) The applicant then responds to several questions in writing, identifying instructional strengths and weaknesses and next steps with the teacher.

Assessments of the written exercises are conducted anonymously by two or three members of the Selection Committee based on the applicant's demonstrated ability to identify effective instructional practices, identify high-impact improvement areas, and develop next steps to improve teacher effectiveness. Responses are rated on a scale from limited, developing, proficient, and strong.

3. Supervisor Recommendation

If an applicant advances past the application phase, their direct supervisor will receive an email with a link to a recommendation form to complete. Supervisors provide strengths, growth areas, relative ratings on the Neubauer Fellowship selection competencies, and an overall readiness recommendation.

4. School Visit

If, after the interview day, the School Leaders team believes more information about a candidate is needed, a visit is scheduled to the principal's school. (Other applicants move directly to the data and reference check stage.) During a 90-minute visit to the applicant's school, School Leaders representatives look for examples and evidence of how the principal's leadership has impacted instruction and the climate/culture of the school. Representatives gather evidence about the principal's skills in:

- Establishing an achievement-oriented school culture grounded in high expectations for all students and adults
- Creating a respectful, safe, supportive, and inclusive environment for students
- Identifying and implementing exemplary instructional practices
- Building capacity of teachers and staff to provide rigorous instruction for all students

The visit begins in the principal's office, includes observations of several classes and common areas, and ends with a debrief with the principal.

5. Data Review and Reference Checks

During the data review stage, School Leaders staff examines School Progress Reports and other school data sources. In addition, representatives conduct reference checks with supervisors and colleagues.

6. Final Determination

The Selection Committee makes final determinations by examining all of the information and assessments collected throughout the selection process. Through a holistic process of reviewing all selection process data, the Selection Committee identifies the candidates who consistently demonstrate that they have the skills and mindsets required to push their leadership and their schools to even higher levels of performance. Those applicants are consequently invited to participate in the Neubauer Fellowship in Educational Leadership.