A two-year cohort-based program for dedicated principals, the Neubauer Fellowship in Educational Leadership develops the critical leadership skills needed to elevate school performance and advance student outcomes.

Enhance your skills, expand your network and resources, and share strategies and best practices with your peers through this unparalleled professional development experience with demonstrated results.

**FELLOWSHIP OVERVIEW**

**NEUBAUER FELLOWS WILL:**
- 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
- Collaborate with a cohort of exemplary leaders

**LEARNING COMMITMENTS:**
- Attend a mandatory intensive six-day Summer Institute (July 2024)
- Engage in individualized coaching
- Participate in scheduled events:
  - Compelling quarterly professional development Institutes to sharpen skills
  - School visits with and by other Fellows
  - The intimate Dinner with Decision-Makers event series, featuring industry and organizational leaders like Jami McKeon, Chair of Morgan Lewis; Former U.S. Secretary of Education John King, Jr.; and faith-based leaders and Philadelphia-based anti-gun violence activists Pastor Carl Day and Reverend G. Lamar Stewart, who speak from their experiences of leading through real-life situations and challenges
  - An overnight trip to Washington, DC, which includes visits to the U.S. Holocaust Memorial Museum and the National Museum of African American History and Culture, as part of the program’s focused training on equitable leadership

**ADDITIONAL BENEFITS:**
- Fellows receive a $5,000 honorarium for completion of the two-year experience.
- Program alumni (Senior Fellows) are invited to engage in ongoing professional development via year-long learning arcs to advance practice.
Neubauer Fellows have received 40 Lindback Awards. Neubauer Fellows have led 9 of the 14 designated National Blue Ribbon Schools in Philadelphia over the past seven years.

ELIGIBILITY
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 (2024-2025 must be the start of at least the second full year of your principal experience).

SELECTION CRITERIA
The selection process identifies school leaders with a track record of driving improvements in student achievement and who are poised to take their skills—and school 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** — Accurately assess own strengths and growth areas, solicit feedback, and pursue growth opportunities
- **Commitment** — Demonstrate a deep commitment to Philadelphia’s schools and students growth opportunities
- **Equity Driven** — Committed to recognizing and addressing inequities so that all children, particularly historically underserved minorities and children of color, have an educational experience that empowers them to succeed
- **Authentic and Open** — Demonstrate vulnerability in reflection and maintain an open heart and mind surrounding accepting help, interpreting feedback, and working through solutions

11.5PP* more teachers provided the most favorable rating of how well their principal manages talent at Fellow-led schools vs. comparison schools (2021–2022)

6.4PP* students attended school 95+% of the time at Fellow-led schools vs. comparison schools (2021–2022)

* = percentage points

Neubauer Fellows have led 9 of the 14 designated National Blue Ribbon Schools in Philadelphia over the past seven years.

Neubauer Fellows have received 40 Lindback Awards for Distinguished Principal.

LEARN MORE
Contact Program Director Latanya Simmons at latanya@phillyschoolleaders.org, or scan our QR code to receive more information about applying. The application opens October 30.