

# REIMAGINING EDUCATIONAL LEADERSHIP

# FOCUS ON Leadership Retention


Insights from the Neubauer Fellowship



PHILADELPHIA  
ACADEMY  
OF SCHOOL  
LEADERS

**R**etaining quality school leaders and educators is critical to school success because strong leadership fosters a positive school culture, improves teacher retention, and drives student achievement. This brief explores the data and firsthand accounts that highlight the impact of participation in the Neubauer Fellowship on longevity in educational leadership roles.

At the core of the Fellowship's success is its profound impact on the practices of school management. Neubauer Fellows emerge with enhanced ability to:

**1**   
**Clearly Articulate their School's Mission**

**2**   
**Adeptly Manage Talent**

**3**   
**Elevate Learning Expectations**

**4**   
**Implement Strategic Instructional Advancements**

These skills are vital for leaders aiming to navigate the complexities of the educational landscape and elevate the quality of learning.

*// The Fellowship helped me articulate my sense of purpose and direction ... the 'Story of Self' activity moved me to get very concrete and pinpointed in my goals and strategies. //*

—Neubauer Fellow, Cohort 6

## RETENTION SUCCESS by the Numbers

Neubauer Fellows are:

**8.0% points**

more likely to stay in a leadership position in Philadelphia in any given year.

**7.6% points**

more likely to stay in a leadership position in their school system in any given year.

**4.0% points**

more likely to remain in the principal role in any given year.

**4.0% points**

more likely to remain as principals of their schools in any given year.

**COHORTS 1-5**

served **MORE CONSECUTIVE YEARS** as principals in Philadelphia schools than principals who didn't participate in the Neubauer Fellowship.