

KIPP LEADERSHIP DESIGN FELLOWSHIP

2018 COHORT
Application process opens
October 2017

KIPP is launching its fifth KIPP Leadership Design Fellowship, a six-month program designed for senior leaders of public school districts, charter school systems, and leadership training organizations to provide intensive training on KIPP's principal development model. The fellowship, run by the KIPP School Leadership Programs (KSLP), provides an opportunity for participants to get an in-depth look at KIPP's principal selection, development, and support model, explore a variety of other innovative school leadership models around the country, and join a cohort of reform-minded education leaders through three interactive summits held over a multi-day period.



Summit I: Defining Excellence in Leadership

February 6–8, 2018 in Washington, DC (*Travel Day on Monday, February 5, 2018*)

Participants will explore KIPP's theory of leadership development, principal leadership competencies, and school leader progression. Participants will join in a school visit experience, while also digging into content such as the Switch Model for Change Leadership.

Summit II: Principal Recruitment, Selection, and Developing a Leadership Pipeline

March 27–29, 2018 in Houston (*Travel Day on Monday, March 26, 2018*)

Participants will explore effective practices in creating a leadership pipeline and recruiting talented candidates. Sessions will focus on designing a selection process that reflects organizational values and aligned principal competencies. Participants will also join the KIPP Foundation staff for a portion of their annual principal selection process.

Summit III: Principal Development & Residencies

July 10–12, 2018 in Chicago (*Travel Day on Monday, July 9, 2018*)

Participants will explore effective practices in adult learning and formal programming components including residency experiences. Participants will also join in a portion of KSLP Summer Institute for principal and emerging leader development.

All Summits will involve training on Leading for Equity and will also provide time for each participant to engage in an individualized consultancy with a small group of peers.

Costs

Tuition, travel, lodging, food, and all summit materials will be paid for by the KIPP Foundation.

LEADERS FROM 90+ ORGANIZATIONS (DISTRICTS, CMOs, AND TALENT ORGANIZATIONS) SERVING 9.8 MILLION CHILDREN HAVE PARTICIPATED IN KLDF TO-DATE.

97%
of fellows said their experience was "Extremely Valuable" and **100%** said they "would recommend the program to others"

PARTICIPANT REFLECTIONS

"This has been one of the best leadership development experiences I've had the opportunity to participate in during my tenure at DCPS. I greatly appreciate the thought and intentionality that goes into planning as well as the responsiveness to feedback."

"It was really great to be surrounded by such a diverse group of people, all with the intention of making schools/districts better for kids. There were people from small charter networks and large charter networks, from small districts and large districts, and seemingly everything in between. It was great to be able to benefit from everyone's expertise and experiences."

"I left with so many resources and a very unique experience. I have a better understanding of KIPP's mission. I leave with an open heart and mind knowing you are truly for the children. I am going to work hard to implement a better leadership training program in my district in collaboration with my partner."

Ideal Candidates

KIPP is looking for reform-minded public school districts, charter management organizations (CMOs), and school leadership training organizations that want to improve the selection and development of their principals. Two representatives from the organization should have the:

- Belief that closing the achievement gap is possible through transformative school leadership
- Desire and capacity to impact and influence their organization's current principal hiring practices and development programs and to share progress on key initiatives
- Willingness and ability to share effective practices from their organization
- Desire to learn about how to infuse racial equity into school culture and leadership development
- Commitment and organizational support to attend and actively participate in all three summits (including pre-work, post-work and required travel days)

How to Apply

Acceptance into the fellowship is a highly-competitive rolling application process. We seek two candidates from each organization to jointly apply and commit to actively engaging in the entire fellowship experience.

Step 1: Letter of Interest

Submit a Letter of Interest to KLDF@kipp.org by the priority deadline of Tuesday, October 31, 2017 at 7 pm EST. Please include in the letter:

- An explanation of the organization and students served
- An explanation of the two candidates' ability to influence the organization's current principal hiring and development practices
- Why the two candidates and the organization are interested in participating in this fellowship
- The commitment of the two candidates, with support from the organization, to travel and participate in all aspects of the program, especially through attending all three Summits: February 6-8, 2018 in DC, March 27-29, 2018 in Houston, & July 10-12, 2018 in Chicago

Step 2: Interview

Select candidates will be invited to interview with the KLDF selection team to share additional context about their fit for the fellowship.

Step 3: Application

Based on the phone interviews, a limited number of candidates will be invited to formally apply to the KIPP Leadership Design Fellowship. The formal application will include letters of support from the organization superintendent or CEO, candidate resumes, and a self-reflection on the organization's practices and individuals' roles in the organization.

Applicants will be notified of acceptance beginning December 11, 2017.

WHAT IS KIPP?

KIPP, the Knowledge Is Power Program, is a national network of free, open-enrollment, college-preparatory public charter schools dedicated to preparing students in underserved communities for success in college and in life.

There are currently 209 KIPP schools in 20 states and the District of Columbia serving nearly 88,000 students.

KIPP students are enrolling in college at a rate of 80 percent, which is double the rate of community averages.

WHAT IS KSLP?

KIPP recognizes that it takes great leaders to build, lead, and sustain outstanding schools. We prioritize leadership development as the key to the success of our schools. For the past decade, the KIPP School Leadership Programs (KSLP) have trained over 2,000 individuals, at every level of leadership, who are committed to closing the achievement gap.



To learn more, visit kipp.org/KLDF or email KLDF@kipp.org.