

KIPP LEADERSHIP DESIGN FELLOWSHIP

2019 COHORT
Application process opens
November 2018

KIPP is launching its sixth KIPP Leadership Design Fellowship, a seven-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

January 8-10, 2019 (Travel Day on Monday, January 7, 2019)

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 4-6, 2019 in Dallas, TX (Travel Day on Sunday, March 3, 2019)

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

TBD July, 2019 (Confirmed dates/location shared by November 15, 2018)

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

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

Costs

All content-related costs (tuition, materials, meals during Summits) will be paid for by the KIPP Foundation. The KIPP Foundation will also pay for 3 nights of hotel and round trip flights (up to \$400) per participant, per summit. Any additional travel costs must be covered by participants.

Over 275 LEADERS FROM 100+ ORGANIZATIONS (DISTRICTS, CMOs, AND TALENT ORGANIZATIONS) SERVING 11.7+ MILLION CHILDREN HAVE PARTICIPATED IN KLDF TO-DATE.

96%
of fellows said their experience was "Extremely Valuable" and **100%** said they "would recommend the program to others."

PARTICIPANT REFLECTIONS

"This program incorporated amazing facilitation and adult learning moves throughout all three Summits. It filled my intellectual bucket so deeply, and I felt so respected and valued as a learner. I am also so refreshed with the openness around sharing of resources."

"KLDF is what impact looks like - bringing leaders together to the table to share best practices, deeply understand and discuss challenges, and most importantly, leverage the social capital to serve all children. This program has reignited my hope of the greater good!"

"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."

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 (November 1 - 15, 2018)

Send a Letter of Interest to KLDF@kipp.org. LOIs will be reviewed on a rolling basis Nov. 1 through Nov. 15 at 7pm 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: Jan 6-8, 2019 in DC, March 4-6, 2019 in Dallas, & July, 2019 (TBD)

Step 2: Interview (November 12 - 23, 2018)

Select candidates will be invited to interview with the KLDF selection team to discuss their fit for the fellowship.

Step 3: Application (November 25 - December 5, 2018)

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 a letter 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. Applications are due by December 5, 2018 at 7pm EST.

Applicants will be notified of acceptance beginning [December 12, 2018](#).

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 under-resourced communities for success in college and in life. There are currently 224 KIPP schools in 50 communities, educating nearly 100,000 students.

There are 12,000 KIPP alumni currently enrolled in college, and KIPPsters graduate college at three times the rate of their peers nationally.

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.

