KIPP is launching its seventh 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 leadership 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, leadership development, and leadership support model. In addition, participants will have the opportunity to learn about a variety of other innovative school leadership models around the country through consultancies 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 15-17, 2020 in Atlanta, GA  
*(TRAVEL DAY ON TUESDAY, JANUARY 14, 2020)*
Participants will explore KIPP’s theory of leadership development, leadership competencies, and school leader progression. Participants will join in a school visit experience, while also digging into content such as leading through change.

**Summit II: Selecting Excellence in Leadership**
March, 2020  
*(CONFIRMED DATES/LOCATION SHARED BY AUGUST 31, 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 leadership competencies. Participants will also observe a portion of a regional principal selection event.

**Summit III: Developing Excellence in Leadership**
June, 2020 in Chicago, IL  
*(CONFIRMED DATES SHARED BY JANUARY 1ST, 2020)*
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 to experience leader development first-hand.

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

**Costs**
All content-related costs (tuition, materials, meals during summits) will be fully 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.

Leaders from 110+ organizations (districts, CMOs, and talent organizations) serving 11.8 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 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 leaders. Two representatives from the organization should have the:
- Belief that closing the achievement gap is possible through transformative leadership
- Desire and capacity to impact and influence their organization’s current principal hiring practices and leadership 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.

We encourage applicants to apply early in order to get your seats secured in the program. The application window will open officially on August 19. The last day we will accept letters of interest is October 18. All applications must be submitted by November 15. All applicants will be notified of their acceptance on a rolling basis but will be informed no later than November 22.

Step 1: Submit Letter of Interest (AUGUST 19–OCTOBER 18, 2019)
Send a letter of interest to KLDF@kipp.org. Letters of interest will be reviewed on a rolling basis. 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 leadership 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

Step 2: Participate in a Phone Interview (AUGUST 26–NOVEMBER 1, 2019)
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 (SEPTEMBER 3–NOVEMBER 15, 2019)
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 November 15.

Applicants will be notified of acceptance no later than November 22. Our goal is to have organizations know about their acceptance a month after submitting their letter of interest.

* THERE MAY BE INSTANCES WHERE WE WILL CONSIDER ACCEPTING THREE CANDIDATES BASED ON THE SIZE OF THE APPLYING ORGANIZATION AND THE NUMBER OF OVERALL APPLICATIONS.