



# WA CHARTERS SCHOOL LEADERSHIP AND DESIGN FELLOWSHIP

Bringing to life a core part of WA Charters' Theory of Action, the Fellowship is a selective program that facilitates the design, authorization and opening of high-quality charter public schools that meet the needs of systemically underserved students. Rooted in the belief that **great leaders create great schools**, the Fellowship is Phase I of an intensive set of supports and grants designed to help diverse leaders realize their goal of opening a charter public school in Washington.

The program has three financially supported phases. If your team is selected for the Fellowship and authorized to open, it is eligible for subsequent competitive grants and supports. More information on benefits, grants and supports for each phase can be found [here](#).

Get more information at our webinar on **December 14, at 10:00 a.m. PST. [Register here.](#)**

## OUR DESIGN PRINCIPLES: THE TRUE MEASURES

WA Charters sees school incubation as a key lever to advancing educational equity. Our Fellows work with urgency to reimagine the student experience by committing to our design principles, called True Measures, as they create new charter public schools. In order for our schools to be truly transformational, they must be designed to meet the needs of every single student, including those with the most vulnerabilities.

We believe that transformational schools:

- Root themselves in a commitment to diversity, equity and inclusion at all levels (students, families, staff, teachers, board).
- Dedicate themselves to preparing ALL students for success in college and other rigorous post-secondary options.
- Focus on students first through personalization and restorative practices that meet the academic and social-emotional needs of the whole child.
- Build on a foundation of strong leadership and exceptional teaching.
- Engage with families and communities to co-create solutions to serve educational needs within the community.
- Contribute to the growth of a healthy public education sector.

Ready to apply? [Click here.](#)



**“The true measure of any society can be found in how it treats its most vulnerable members.”**

Mahatma Gandhi

## OUR FUTURE LEADERS

We believe strong leadership and dynamic teams are the cornerstones of a great school. The strongest candidates for the Fellowship:

**Lead for equity** | Our school leaders know that there is a real, pervasive, and unjust opportunity gap in our state, and they create schools that promote high expectations for ALL students.

**Build strong, diverse teams** | Our school leaders attract and retain talented, high-capacity, racially diverse teams with complementary strengths, backgrounds, and experiences.

**Co-create with communities** | Our school leaders believe in the power of communities to develop solutions, and they engage in continuous collaboration with families and community members.



**Have a track record of success with students** | Our school leaders know that success is possible for all students because they've achieved it.

**Focus on teaching and learning** | Our school leaders seek out the most current research on learning science and curriculum and instruction to ensure exceptional teaching and real learning.

**Reimagine the school experience** | Our school leaders know that the one-size-fits-all approach to education is not working for all kids. They are evolving the definition of school and bringing forward new experiences that deepen learning.



**Hold compelling visions and execute with tenacity** | Our school leaders demonstrate that vision and execution are interdependent and essential for success. They sweat the small stuff.

**Communicate clearly and persuasively to a range of audiences** | Our school leaders inspire others with the story of their school and its mission, elevating not only their school, but all high-quality charter public schools with it.

**Are innovative, flexible, and comfortable with ambiguity** | Our school leaders understand the process of opening a charter public school in a new sector is unpredictable. They can adapt as needed and lead their teams through uncharted territory.

**Have faced setbacks and prevailed** | Our school leaders are determined. They have faced setbacks professionally or personally and come out on top.



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Ready to apply? [Apply here.](#) Questions? Contact Holly Morris at [holly@wacharters.org](mailto:holly@wacharters.org).