SCHOOL LEADERSHIP AND DESIGN FELLOWSHIP

The Washington State Charter Schools Association (WA Charters) School Leadership and Design Fellowship (the Fellowship) is a small, cohort-based incubation experience for individuals/teams ready to participate in the first phase of a multi-phase series of supports to design and open a high-quality school.

SCHOOL OPENING PATHWAY

**PHASE I**

The Fellowship: Designing Year

- Award of stipend (typically $90,000) for one full-time Fellow or to be split amongst a school design team
- Support submission of high-quality charter application to authorizer
- Weekly project management coaching calls
- Monthly professional development to support school design and application writing that includes curated resources and connections to leaders in the field
- 501(c)(3) establishment and graphic design support
- Guided trip and travel stipend to visit high-performing charter schools

**PHASE II**

Strong Start: Planning Year

- Multiple reviews of application draft, including by external consultant and budget experts
- Support with community engagement activities, including planning a public forum
- Assistance with board member recruitment and training, including preparation for capacity interview
- Connection to facilities support organization
- Assistance with securing additional grants to support both planning and implementation

**PHASE III**

Doors Open: Implementation Year
DESIGNING TRANSFORMATIONAL SCHOOLS

WA Charters is model agnostic, and we work with leaders designing a variety of school model types. However, transformational schools have certain things in common and we encourage our School Leadership and Design Fellows to make a commitment to:

- Diversity, equity and inclusion at all levels (students, families, staff, teachers, board)
- Post-secondary readiness for ALL students, including four-year or two-year colleges, or other rigorous pathways chosen by the student and his/her family
- Students model design that includes personalization and restorative practices to meet the academic and social-emotional needs of the whole child
- A foundation of strong leadership and exceptional teaching
- Authentic engagement with families and communities to co-create solutions to serve educational needs within the community
- Collaboration and partnership with other schools and WA Charters to ensure growth of a healthy public education sector

SEEKING TRANSFORMATIONAL 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.