



WASHINGTON STATE  
CHARTER SCHOOLS  
ASSOCIATION

# 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 JUNE – JUNE

- 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
- 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 Washington Charter School Development
- Assistance with securing additional grants to support both planning and implementation



# 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.