

The Emerging Leader Fellowship

Sponsored by the Pennsylvania Charter School Program Grant (PACSP)

The Pennsylvania Coalition of Public Charter Schools (PCPCS) is excited to announce the creation of the Emerging Leader Fellowship, which will launch with its founding cohort during the 2022–2023 school year.

Leveraging support from Pennsylvania's Charter Schools Program (CSP) Grant, this tuition-free fellowship will be designed to strengthen the state's charter sector by helping to train the next generation of leaders as they prepare to provide their students and families with transformational opportunities.

What will the Fellowship entail?

- A cohort model will foster the development of a natural community of practice among professionals whose leadership prep programs are often largely theoretical and disconnected from day-to-day practical realities; self-directed and scattershot;
- School visits to exemplary charter campuses will allow Fellows to observe innovative practices, novel instructional and pedagogical models, and effective leadership techniques;
- Guidance and mentorship from successful Pennsylvania site- and system-level charter school leaders will expand Fellows' professional networks, provide sounding boards and support systems, and offer unique insights into the challenges and possibilities of charter leadership during tumultuous times; and
- Workshops led by national and regional experts will expose Fellows to best practices in key instructional, operational, and administrative areas

What topics will be covered?

Specifically tailored for the Pennsylvania charter school context, the Fellowship will help prospective leaders navigate the full breadth of issues they are likely to encounter in their capacity as lead administrators. Charter school leadership is distinct in that it often encompasses responsibilities associated with district superintendents in addition to traditional public school building leaders. Accordingly, Fellowship content will cover an array of topics rather than being confined strictly to either instructional or operational leadership.

Depending on participant need, modules may include:

- Board and Authorizer Relations;
- Data Use;
- Adult Culture;
- External Accountability;
- Instructional Leadership;
- Family and Community Engagement;
- Staff Recruitment and Development; and
- School Finance.

What else can a candidate expect?

As part of the Fellowship, each fellow will be paired with a mentor that closely aligns with their needs and goals. The mentor will be a current successful charter school operator and will support the fellow in the following manner:

- Help participants identify and achieve career development and personal growth goals that support innovative educational practices and opportunities for all students
- Reinforce a strong team of school leaders who have the knowledge, skills and abilities to support one another and enhance the educational community throughout Pennsylvania
- Promote high levels of partnership, engagement, and the development of best practices
- Support participants with the resources and a framework to perform to their highest capability
- Create opportunities to meet and partner with others throughout the PCPCS community

Who is eligible to participate?

The target profile of Fellowship participants will be individuals identified by board members and current leaders as being on the verge of progressing into a leadership role. Candidates must receive an endorsement from the current school leader and their board chair and will be asked to complete a brief application that explores their interest in the program and asks them to indicate the areas in which they'd like to grow professionally prior to embarking on a leadership journey.

Priority will be given to aspiring leaders within CSP subgrantee schools.

What are the key dates and timelines associated with the Fellowship's first cohort?

The application process will open in July 11, 2022 and close August 5, 2022.

The Fellowship will consist of six modules, each of which will be aligned to a key charter school leadership domain. Participants will meet every six weeks — three times in Fall 2022 and three times in Spring 2023. Two modules (one in the Fall and one in the Spring) will take place in person and will include school visits. The other four trainings will occur virtually.

Fellows will be expected to attend the PCPCS Annual Conference which will be held September 21-23, 2022, at the Lancaster Wyndham Hotel and Conference Center in Lancaster, PA. Travel expenses will be the responsibility of the candidate's charter school.

Application Process:

- Complete the online application including responses to the essay questions and letter of recommendation from the charter school's CEO or school leader and Board President.
- All applications are due by August 5, 2022.
- Identifying information will be removed and the Application Review committee will score each anonymous application.
- Selection of the best qualified candidates will be based on the merits of the anonymous applications.
- Each applicant will be informed by email of the outcome of his or her submission.

For Additional Information on the Emerging Leader Fellowship, please contact Brandie Karpew, PCPCS Director of Operations and Development at b.karpew@pacharters.org.

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