

# Louisiana Believes

## **Louisiana's Call to Action: Listing of Potential Leadership Development Opportunities**

December 17, 2013

## **I. Introduction**

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At the core of every successful school is a successful school leader. The Louisiana Department of Education believes in empowering promising educators with authentic, quality leadership development opportunities that will prepare them to launch and lead new schools.

The Department created this listing book in an effort to assist individuals with their search for leadership development opportunities. This listing contains a menu of potential opportunities that leaders might pursue, including traditional graduate programs, alternative leadership development programs, and school leader apprenticeships.

Through **Believe and Succeed**, Local Education Agencies, nonprofits, and individuals may apply to the Department for grants to fund a leadership development experience during the 2014-15 school year.

Acceptance into one of the listed opportunities does not automatically guarantee Believe and Succeed funding, nor does an individual have to pursue one of these opportunities to become eligible for Believe and Succeed. Individuals may propose any leadership development experience that will help prepare them to launch and lead a new school, including opportunities not indicated in this document; this document simply lists opportunities that have already been pre-identified to the Department.

Click [here](#) to view the Believe and Succeed Application.

If you have any questions about these leadership development opportunities, would like to pursue a leadership development opportunity, or are an organization who would like to have your opportunity included in this listing, please contact [Brian.Darrow@la.gov](mailto:Brian.Darrow@la.gov).

## **II. Listed Leadership Development Opportunities**

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Each listed opportunity contains; a) a description about the program; and b) next steps that educators should take to seek that opportunity. Click each opportunity to learn more about that opportunity.

### **Leadership Development Programs:**

- Accelerate: The Ryan Fellowship
- Advance Innovative Education
- Building Excellent Schools
- Leading Educators
- New Leaders
- Teacher's College, Columbia University – Summer Principal's Academy
- TNTP: Pathway to Leadership in Urban Schools

### **School Leader Apprenticeships:**

*School Leader Apprenticeships allow educators to gain valuable, authentic, leadership development experience by serving as an apprentice leader. Educators interested in an apprenticeship opportunity should contact the apprentice host-school directly. If accepted as an apprentice, then the individual and host-school would jointly submit a Believe and Succeed application to fund the apprenticeship program.*

### **Charter School Apprenticeship Sites:**

- Algiers Charter School Association (New Orleans, LA)
- ARISE Schools (New Orleans, LA)
- Downsville Charter School (Downsville, LA)
- Educators for Quality Alternatives (New Orleans, LA)
- FirstLine Schools (New Orleans, LA)
- Kenner Discovery Health Sciences Academy (Kenner, LA)
- ReNEW Schools (New Orleans, LA)
- Tallulah Charter School (Tallulah, LA)

*District schools may also host apprenticeship sites. If you are interested in hosting a leader apprentice, please contact [Brian.Darrow@la.gov](mailto:Brian.Darrow@la.gov) (for charter schools) or [David.Shepard@la.gov](mailto:David.Shepard@la.gov) (for districts).*

# **Leadership Development Programs**

## Accelerate Institute: The Ryan Fellowship

<b>Organization:</b>	The Ryan Fellowship at Accelerate Institute	<b>Location:</b>	<i>Chicago, New York, Memphis, Milwaukee, State of Louisiana</i>
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	The Ryan Fellowship is one of the 4 programs of Accelerate Institute, and it directly tackles the achievement gap by addressing the single largest factor...a lack of transformational leadership. Our development program draws from a wide range of sectors and industries, exposing Ryan Fellows to the most advanced ideas and practices that have produced breakthrough results in other transformational contexts. We demand excellence from the principals we lead, as they do from the schools they serve, because our students deserve nothing less. Accelerating student achievement is the single most important measure of our success.		
<b>Primary Contact:</b>	Erin Brooks <a href="mailto:ebrooks@accelerateinstitute.org">ebrooks@accelerateinstitute.org</a>	<b>Website:</b>	<a href="http://www.accelerateinstitute.org">www.accelerateinstitute.org</a>

<b>Overview of Leadership Development Opportunity:</b>	This unique approach is delivered through a one-year, paid fellowship structured around 5 key components: <ol style="list-style-type: none"> <li>1. The Summer Institute is a 4-week immersive program in partnership with Northwestern University's Kellogg School of Management and covers proven entrepreneurial business and school leadership practices.</li> <li>2. A semester-long Field Study in a high performing, high-poverty school allows participants to practice and hone skills and strategies in a real world setting.</li> <li>3. Throughout the program, fellows develop and refine a Leadership Playbook covering the strategies and tactics that will be implemented in their new principal role.</li> <li>4. Placement support for principalship.</li> <li>5. A mentored launch and 2 years of advisory support in which Fellows leading a high-performing, high-poverty school are paired with a Ryan Fellow Mentor and supported by The Ryan Fellowship network.</li> </ol>		
<b>Prepares You For:</b>	The Ryan Fellowship increases the pool of transformational school leaders by identifying individuals with the highest potential and transforming those individuals into <b>principals</b> who are force multipliers with the ability to impact hundreds and thousands of students.		
<b>Prepares You to Launch a New School In:</b>	X Fall 2016 X Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>Paid Fellowship. In most cases, The Ryan Fellowship will meet your current salary with full benefits.</i>

<b>Eligibility:</b>	Minimum of 3 years teaching experience, though our average Ryan Fellow has 6 or more. Minimum of 1 year administrative experience (i.e., assistant principal, dean, director of instruction)		
<b>Desired Qualities:</b>	We select our principals based on their change agent potential. Our selection criteria are: <ul style="list-style-type: none"> <li>Leadership             <ul style="list-style-type: none"> <li>• Vision, Achievement Orientation, Resilience, and Confidence</li> </ul> </li> <li>Management             <ul style="list-style-type: none"> <li>• Supervision, Organizational Awareness, Collaboration and Teamwork</li> </ul> </li> <li>Achievement Acceleration             <ul style="list-style-type: none"> <li>• Demonstrated Student Outcomes</li> </ul> </li> </ul>		
<b>Application Process:</b>	To begin the application process to join our next cohort, please complete the eligibility questionnaire and submit your resume at <a href="http://www.accelerateinstitute.org/apply">www.accelerateinstitute.org/apply</a> . <b>Please note that there are a limited number of Final Selection timeslots for each region, so if you have a strong preference for a specific region, please apply early!</b>		

## Advance Innovative Education: Redesigning Lessons, Re-envisioning Principals

<b>Organization:</b>	Advance Innovative Education	<b>Location:</b>	Baton Rouge, LA (serving statewide)
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	Mission: Advance Innovative Education promotes urgent, systemic change in education by undertaking reform initiatives that deliver dramatically improved teacher and school leader performance, and by developing strong partnerships to increase student success and ultimately enhance the quality of life for all.		
<b>Primary Contact:</b>	Dr. Michael Eskridge, <a href="mailto:Michael@advanceie.org">Michael@advanceie.org</a>	<b>Website:</b>	<a href="http://www.advanceie.org">www.advanceie.org</a>

<b>Overview of Leadership Development Opportunity:</b>	Redesigning Lessons, Re-envisioning Principals (RLRP) is one of three BESE-approved alternative certification programs for educational leadership in Louisiana, and the only one with a statewide focus and a blended learning model with a distance-learning component. RLRP was designed by and for Louisiana educational leaders. RLRP includes on-the-job training with a full-time administrative residency in a school, which includes 125+ days of in-school experiences and cohort based learning seminars. Trained coaches and mentors provide support throughout training. Upon completion of the 14-month program, participants are prepared to lead schools as "edupreneurs" and, after successful completion of the School Leadership Licensure Assessment (SLLA) exam, participants earn the Educational Leader Level 1 Certificate (EDL1) and can be certified as principals.		
<b>Prepares you For:</b>	School leadership. Program completers will earn the Educational Leader Level 1 Certificate (EDL1) and can be certified as principals. Newly certified principals will be prepared to lead change within the public school system (traditional district or charter school).		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>Participants who complete all requirements will the Educational Leader Level 1 Certificate (EDL1) within 14 months, will not earn a master's degree</i>

<b>Eligibility:</b>	<ul style="list-style-type: none"> <li>• A baccalaureate degree (3.0 GPA or higher is preferred)</li> <li>• 3 years of teaching experience (In some cases, candidates with 2 years of teaching experience may be accepted)</li> <li>• A Louisiana Type B or Level 2 or comparable out-of-state certificate required prior to receipt of Education Leader I recommendation.</li> <li>• Demonstrated leadership potential (as evidenced by letters of recommendation from three professional associates)</li> <li>• Evidence of at least three years of successful K-12 teaching and/or leadership experience.</li> <li>• GRE minimum score of 1000 or equivalent standardized test score</li> <li>• Written essay on my personal philosophy on leadership and ethics, and teaching and learning.</li> </ul>
<b>Desired Qualities:</b>	An entrepreneurial mindset applied to education is desired. Dr. Jeff Cornwall, an RLRP faculty member from Belmont University, describes this concept in The Entrepreneurial Educator, "The entrepreneur recognizes that change brings opportunities rather than threats, reacts to change proactively rather than reactively, actively fosters creativity beyond the classroom, uses less formal and centralized authority, distinguishes between a good idea and a good idea with a specific market with a feasible financial margin, develops well constructed business plans, and is able to forecast as well as budget."
<b>Application Process:</b>	To be considered for RLRP, candidates must submit a complete application. Following the application, candidates undergo an interview and screening process including a phone interview, group interviews with leadership simulations, and writing samples.

## Building Excellent Schools: Fellowship

<b>Organization:</b>	Building Excellent Schools	<b>Location:</b>	<i>Boston, MA</i>
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter Management Organization <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<p>Building Excellent Schools (BES) is a trailblazing nonprofit that raises the quality of urban charter schools by supporting entrepreneurial individuals to design, found, lead, and sustain schools in underserved communities.</p> <p>In both starting a school (the BES Fellowship) and sustaining a school (Connect to Excellence from BES, BES Emerging Leaders, and the BES Excellent Schools Network), our organization holds the core belief that academic performance drives every element of a school, including design, leadership, culture, decisions, and governance.</p>		
<b>Primary Contact:</b>	Matt Brunell, Chief Operating Officer	<b>Website:</b>	<a href="http://www.buildingexcellentschools.org">www.buildingexcellentschools.org</a>

<b>Opportunity Components:</b>	<p>The flagship BES program is the BES Fellowship - a rigorous, yearlong, comprehensive training program in urban charter school creation and leadership.</p> <p>Launched in 2001, the BES Fellowship has resulted in the incubation and establishment of 54 schools in twenty cities in twelve states (AZ, CA, CO, DE, GA, IL, LA, MA, NY, NJ, OH, and TN) as well as the District of Columbia schools that are closing the achievement gap and serving as national models of superior performance. Our schools have served nearly 20,000 students, in schools that span grades K-12.</p>		
<b>Prepares you For:</b>	<p>The BES Fellowship - a rigorous, yearlong, comprehensive training program in urban charter school creation and leadership - is built around a comprehensive competency framework. For a Fellow to truly grasp each of the five strands of the competency framework, BES supplies the activities, the venues, and - most significantly - the experts in the field (<i>including senior BES staff, leaders of gap-closing schools, and outside consultants in the areas of finance and operations</i>).</p>		
<b>Prepares You to Launch a New School In:</b>	<input type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>None</i>

<b>Eligibility:</b>	BES recruits candidates who possess an alignment with the core beliefs and mission of our organization and have enormous capacity for leadership, not a pre-defined set of credentials and experiences. For additional information regarding the BES Fellowship, please visit <a href="http://buildingexcellentschools.org/the-fellowship/">http://buildingexcellentschools.org/the-fellowship/</a> .
<b>Desired Qualities:</b>	
<b>Application Process:</b>	<p>To apply for the BES Fellowship, please visit <a href="http://buildingexcellentschools.org/the-fellowship/apply/">http://buildingexcellentschools.org/the-fellowship/apply/</a></p> <p>For additional questions about the application process, please contact Annie Kurdziel, BES Director of Talent and Recruitment, at <a href="mailto:akurdziel@buildingexcellentschools.org">akurdziel@buildingexcellentschools.org</a>.</p>

## Leading Educators

<b>Organization:</b>	Leading Educators	<b>Location:</b>	<i>New Orleans, LA</i>
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter Management Organization <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<p>Leading Educators aims to improve the life prospects of economically disadvantaged students by transforming the schools that serve them. To accomplish this impact, we:</p> <ul style="list-style-type: none"> <li>• help identify and retain highly-effective teachers.</li> <li>• develop leadership skills effective teachers require for success in teacher-leader roles, where they have a broader impact on student achievement.</li> <li>• bolster the talent pool of strong middle leaders and future principals.</li> </ul> <p>In short, we partner with principals to improve student educational outcomes by developing the leadership skills of the area's most effective leaders so that they will broaden their impact across their schools.</p>		
<b>Primary Contact:</b>	Julie Bourgeois, Executive Director <a href="mailto:jbougeois@LeadingEducators.org">jbougeois@LeadingEducators.org</a>	<b>Website:</b>	<a href="http://www.leadingeducators.org">http://www.leadingeducators.org</a>

<b>Overview of Leadership Development Opportunity:</b>	Through a selective, two-year Fellowship, Leading Educators provides leadership and management training to rising instructional leaders. These leaders receive <b>high-quality formal training, individualized leadership coaching, structured peer coaching, and visits to high-performing schools across the nation.</b> Leading Educators' Fellows develop tangible management and leadership skills that lead to increased influence, teacher retention, and, ultimately, improve school options for the children and families of New Orleans.		
<b>Prepares you For:</b>	With a focus on developing midlevel teacher-leaders in the areas of Core Beliefs and Mindsets, Management of Self and Others, Instructional Leadership, and Cultural leadership, Leading Educators Fellows learn and practice leading teams of adults toward greater student achievement.		
<b>Prepares You to Launch a New School In:</b>	<input type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>This is a two-year Fellowship. The cost of the Fellowship is \$12,000 per year.</i>

<b>Eligibility:</b>	Successful candidates must have: <ul style="list-style-type: none"> <li>• Formal or informal responsibility for impacting of at least two other faculty members</li> <li>• Outstanding results as a teacher, as measured by student achievement data, or success as a dynamic school culture expert</li> <li>• A minimum of two years of teaching experience</li> <li>• A sponsoring Principal's endorsement</li> <li>• Employment in an open-admission, public school where a minimum of 70% of students qualify for free or reduced-price lunch</li> </ul>		
<b>Desired Qualities:</b>	Outstanding candidates will have: <ul style="list-style-type: none"> <li>• An unshakeable faith in the capacity of all children to achieve.</li> <li>• Strong student achievement results in a high-needs school.</li> <li>• Exemplary teaching skills and mastery of content pedagogy.</li> <li>• A commitment to have a larger impact on student achievement in his/her school.</li> <li>• Current or future opportunities to lead at least 2 adults in roles such as department chairs, grade level chairs, special education coordinators, or instructional coaches.</li> </ul>		
<b>Application Process:</b>	To apply, go to <a href="http://www.leadingeducators.org/apply">http://www.leadingeducators.org/apply</a> . Our online application process involves two-steps: <ol style="list-style-type: none"> <li>1. Teacher-Leader's Application – this involves 2 essays and should probably take about a half hour. After completing your application, your principal will be prompted to endorse your application.</li> <li>2. Principal Endorsement – this will take less than 10 minutes per applicant</li> </ol> <p><i>The application is complete only when both steps have been completed.</i> For more on the application process, visit <a href="http://www.leadingeducators.org/application_process">http://www.leadingeducators.org/application_process</a>.</p>		

## New Leaders: Emerging Leadings & Aspiring Principals Program

<b>Organization:</b>	New Leaders Greater New Orleans	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<p>New Leaders has prepared more than 1,000 transformational school leaders in 12 urban areas, who are currently serving more than 250,000 students. Our New Orleans program, inaugurated in 2007, has prepared more than 30 New Leaders who are currently impacting 10,000 students. New Leaders operates two programs serving school leader candidates in New Orleans. The Emerging Leaders Program provides an intensive experience of practicing adult leadership skills and serves as a gateway to the Aspiring Principals Program, a rigorous, one-year, in-school Residency, that allows participants to deeply practice the actions of a successful principal in a high-need school.</p>		
<b>Primary Contact:</b>	Karen Bryan-Chambers <a href="mailto:kbryan-chambers@newleaders.org">kbryan-chambers@newleaders.org</a>	<b>Website:</b>	<a href="http://www.newleaders.org">www.newleaders.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<p>The sequential Emerging Leaders and Aspiring Principals Programs are both year-long, cohort-based programs. Emerging Leaders includes weekend classes and school-based leadership projects, while participants continue in their teaching positions. Aspiring Principals combines a full-time, in-school leadership Residency with local weekend classes and national training sessions, including a 3-week Summer Foundations course and week-long courses in the fall and winter.</p>		
<b>Prepares you For:</b>	<p>Emerging Leaders prepares candidates for mid-level leadership positions (such as department chair, grade-level chair, etc.) and for applying to the Aspiring Principals Program; those who complete the Aspiring Principals Program receive school leadership certification from the State of Louisiana.</p>		
<b>Prepares You to Launch a New School In:</b>	<input type="checkbox"/> Fall 2015 <input type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<p>New Leaders' programs are free to individual participants; the cost to the partner school or district is negotiated between New Leaders and the school/district.</p>

<b>Eligibility:</b>	<p>A baccalaureate degree from an accredited university.  A minimum of 3 years of full-time experience teaching in a K-12 classroom.  A teaching certificate is preferred but not required.</p>		
<b>Desired Qualities:</b>	<p>We seek outstanding current and former educators who demonstrate:</p> <ul style="list-style-type: none"> <li>- A relentless drive to transform an underperforming public school</li> <li>- A firm belief that effective leadership practices have a direct impact on academic performance</li> <li>- Instructional expertise in a K-12 classroom</li> <li>- The drive to make a real difference in the lives of students from low-income communities</li> </ul>		
<b>Application Process:</b>	<p>Eligibility and admissions requirements, forms, and deadlines are available on the New Leaders website:  <a href="http://www.newleaders.org/apply-now/">www.newleaders.org/apply-now/</a></p>		

## Teachers College, Columbia University: Summer Principals Academy, New Orleans

<b>Organization:</b>	Teachers College, Columbia University	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input checked="" type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	SPA was established in 2005 at Teachers College, Columbia University and provides students with a world-class education, through which they can earn a masters degree in School Building Leadership.		
<b>Primary Contact:</b>	Andrea Elnems, Assistant Director of SPA NOLA <a href="mailto:elnemsa@tcprincipalnola.org">elnemsa@tcprincipalnola.org</a>	<b>Website:</b>	<a href="http://www.tc.edu/spanola">www.tc.edu/spanola</a>

<b>Overview of Leadership Development Opportunity:</b>	The Summer Principals Academy, New Orleans is designed to offer teachers a masters degree in School Building Leadership from Teachers College, Columbia University in 14 months without the need to quit their teaching position. The New Orleans Cohort services educators on a June/July summer break. Courses are delivered over two consecutive summers each with a five-week session. The first summer session starts June 7, 2014 and ends July 12, 2014 in New Orleans, Louisiana. During the intervening school year, students return to their school and complete a 450-hour School Leader Internship. They finish the program with the second five weeks the following June in 2015.		
<b>Prepares you For:</b>	SPA NOLA is designed to offer teachers a masters degree in School Building Leadership from Teachers College, Columbia University in 14 months <u>without the need to quit their teaching position at their school.</u>		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	Please contact <a href="mailto:elnemsa@tcprincipalnola.org">elnemsa@tcprincipalnola.org</a> for up to date information.

<b>Eligibility:</b>	We are interested in teachers who have at least three years of teaching experience (by the end of the SPA NOLA program).		
<b>Desired Qualities:</b>	SPA NOLA is looking for a diverse population of students from varied socioeconomic, racial, and ethnic backgrounds. An excellent SPA NOLA candidate is an innovative, dedicated educator who has taken leadership initiative as a teacher or currently works in an intermediate leadership position and hopes to grow his/her expertise in school leadership.		
<b>Application Process:</b>	Go to <a href="http://www.tc.edu/spanola">www.tc.edu/spanola</a> to find online application. Contact Andrea Elnems, Assistant Director of SPA NOLA at 858-692-3653 or <a href="mailto:elnemsa@tcprincipalnola.org">elnemsa@tcprincipalnola.org</a> .		

## TNTP: Pathway to Leadership in Urban Schools (PLUS)

<b>Organization:</b>	The New Teacher Project (TNTP)	<b>Location:</b>	Brooklyn, New York
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	A nonprofit founded by teachers in 1997, TNTP partners with school districts and states to implement scalable responses to their most acute teacher and school leader quality challenges. Our principal recruitment and training programs, which mine for proven performers with instructional leadership and strong management launched in Camden and Philadelphia in 2013. All of this work is driven by the belief that highly effective teachers, excellent instruction, and strong leaders of teacher talent are the critical elements in America's quest to improve educational outcomes for all children.		
<b>Primary Contact:</b>	Kate Sobel, Partner	<b>Website:</b>	<a href="http://www.tntp.org">www.tntp.org</a> (also see <a href="http://www.PhillyPLUS.org">www.PhillyPLUS.org</a> )

<b>Overview of Leadership Development Opportunity:</b>	Building and maintaining excellent instructional teams is the most important job of the principal. We focus on cultivating a leader's ability to create school environments that attract and retain top performers and grow talent from within. We place a unique focus on a limited number of discrete, high-impact skills that are essential for school leader success. There are a few hallmarks to our approach to leadership development: <b>TNTP's principal residency hones in on foundational skills of instructional leadership</b> , such as setting a clear standard for instruction and giving teachers useful feedback. Candidates learn firsthand how to manage teachers towards instructional goals, whether they're giving feedback with clear evidence from the classroom or going out of their way to thank great teachers for a job well done. <b>Just like on the job, these responsibilities come with accountability.</b> From day one, candidates must ensure that their teachers improve, that their students meet rigorous academic goals, and that top teachers are recognized and retained. Only principals who master these skills are recommended to lead schools. <b>Hands-on coaching</b> , because a single mentor isn't enough. Our partner principals are great models, but they're also busy running their own schools. We provide coaches to observe and support residents' development throughout the school day, so candidates get the feedback to grow fast. TNTP intends to support <b>local districts and charter management organizations to grow their own.</b> We want to make it possible for others to manage their own pipelines. We share our intellectual property and are willing to teach those that have the right capacity how to sustain our program, allowing school districts and CMO's and puts them in a better position to grow their own over time.		
<b>Prepares you For:</b>	Our program puts residents on a fast-track to school leadership, preparing them to step into the role of the principal after only 1 year. The focus on training in the context in which residents will lead, sets them up to manage change in the schools that need it most. We pride ourselves in holding a high bar for program graduation and rigorously collect evidence that our leaders will be able to move student outcomes. Leadership skills are assessed using our PLUS rubric which incorporates the competencies we believe are most essential: Results Driven, Instructional Leadership, Influence & Motivate, Communication, Systems Thinking and Constant Learning. We believe that improving teacher effectiveness is the number one indicator of student outcomes and have incorporated measures that assess their teacher evaluation ratings for growth and accuracy and set goals and track towards differential retention of high and low performing teachers. The high bar set for our program participants ensures that graduates are best prepared to lead successful schools.		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	Participating schools will cover the cost of salary for participants during their residency year. Operating costs for CMOs and Districts will be determined based on the number of participants and local capacity allocated to program implementation.

<b>Eligibility:</b>	TNTP is accepting participating <b>Charter Management Organizations and School Districts</b> that are interested in producing cohorts of at least 15 school leaders. In order to qualify for program participation, TNTP is looking for candidates who qualify for state administrator certification, have a track record of achieving outstanding results with their students, and who have experience leading adults.
<b>Desired Qualities:</b>	We seek partnerships with organizations that have a commitment to and a need for developing a pipeline of high potential school leaders who excel in the following areas: Instructional Expertise, Communication, Critical Thinking, Determination, and Respect & Humility.
<b>Application Process:</b>	Charter Management Organizations and Districts interested in launching a TNTP PLUS program in your region should contact Kate Sobel at <a href="mailto:kate.sobel@tntp.org">kate.sobel@tntp.org</a> for further information.

# School Leader Apprenticeships

## Algiers Charter School Association: Progressive Leadership Program

<b>Organization:</b>	Algiers Charter School Association	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	Since its inception in 2005, Algiers Charter School Association believes that all children can be successful within a supportive and challenging academic environment. ACSA is the largest charter management organization ( <b>CMO</b> ) in the New Orleans area serving one out of every six children. ACSA attracts and retains a robust mix of traditional and non-traditional educators committed to exposing scholars to diverse educational opportunities. ACSA empowers school leaders with the autonomy to be true instructional leaders. ACSA's School Support Center manages all non-academic initiatives at the school site including finance, operations, and compliance, in addition to providing support for curriculum, assessment and professional development ensuring principals are able to focus on teaching and learning.		
<b>Primary Contact:</b>	Faydra Alexander, Director of Leadership <a href="mailto:faydra.alexander@theacsa.org">faydra.alexander@theacsa.org</a>	<b>Website:</b>	<a href="http://www.algierscharterschools.org">www.algierscharterschools.org</a>

<b>Overview of Leadership Development Opportunity:</b>	The objective of the ACSA Progressive Leadership Program is to prepare the apprentice for effective school leadership in an urban school setting. The program is designed for an optimal leadership development experience and has three major components. The Apprentice will 1) participate in proven leadership development programs; 2) create a portfolio exhibiting proficiency levels in the indicators outlined by the Compass Leadership Rubric and Cotton's 21 Leadership Responsibilities; and 3) participate in job-embedded mentoring from an experienced and effective school leader and the Director of Leadership Development.		
<b>Prepares you For:</b>	Successful graduates will graduate having developed the skills necessary to serve as founding principal of a new school or turnaround school in an urban community, to effect change in a progressive educational environment, and to implement initiatives that customize instruction for maximum student achievement and increased teacher capacity. Successful graduates will leave the program prepared to articulate and communicate a vision for a 21 <sup>st</sup> century learning community, to lead and evaluate instructional best practices, to implement teacher development processes, to utilize data driven decision making, to create systematic structures that support shared leadership and accountability, to establish values and high expectations for instruction and culture, to create student and teacher retention and recruitment strategies, and to develop annual financial budgets that support achievement based upon students' needs.		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<ul style="list-style-type: none"> <li>• <i>SLC or Relay Leader Tuition: \$15,000</i></li> <li>• <i>Salary for Apprentice: \$60,000</i></li> <li>• <i>Benefits for Apprentice: \$14,000</i></li> <li>• <i>Stipend for Expert Lead Principal: \$10,000</i></li> <li>• <i>Supplies and Professional Books &amp; Articles: \$2,000</i></li> </ul>

<b>Eligibility:</b>	<i>Minimal Requirements:</i> <ul style="list-style-type: none"> <li>• 3.0 GPA from undergraduate and/or graduate coursework</li> <li>• Three (3) letters of recommendation that speak to leadership skill and experience</li> <li>• Achievement results for two-years that trend upward</li> </ul>
<b>Desired Qualities:</b>	Desired qualities include strong instructional skill, knowledge of curriculum, instruction, and assessment. Candidates should possess a vision for highly effective schools and a passion for education and school leadership. Finally, apprentices must be results driven and have a strong work ethic.
<b>Application Process:</b>	The process includes submission of the application and resume by email to <a href="mailto:apprenticeship@theacsa.org">apprenticeship@theacsa.org</a> . After a paper screen, ACSA's Director of Recruitment will conduct an initial telephone interview. The selection committee will conduct interviews, and observe and evaluate the candidate teaching a sample lesson. Candidates will also complete a data and/or finance related performance task.

## ARISE Schools: ARISE Leadership Development

<b>Organization:</b>	ARISE Schools	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<i>ARISE Schools builds scholars and communities around them to lead to success in high school, college and the world beyond.</i>		
<b>Primary Contact:</b>	Andrew Shahan, <a href="mailto:andrew.shahan@ariseschools.org">andrew.shahan@ariseschools.org</a>	<b>Website:</b>	<a href="http://www.ariseschools.org">www.ariseschools.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<i>The ARISE Leadership Development gives you in-depth curriculum, instruction, data, culture and operations training to lead a successful K-8 open-enrollment charter school.</i>		
<b>Prepares you For:</b>	<i>This ARISE Leadership Development will prepare you to be the lead learner in an ARISE School.</i>		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	\$90,000

<b>Eligibility:</b>	<ul style="list-style-type: none"> <li>Demonstrated (through data) successful teaching experience in a K-8 open-enrollment school</li> <li>College Degree</li> <li>References from leader of past organizations (must include last position)</li> </ul>
<b>Desired Qualities:</b>	<ul style="list-style-type: none"> <li>Faith (that all scholars can achieve at extremely high levels despite background)</li> <li>Hard Work (we aren't talking about # of hours)</li> <li>Solution Oriented (we constantly seek improved solutions)</li> <li>Levity (don't take yourself too seriously and find time to laugh)</li> </ul>
<b>Application Process:</b>	<i>Please send a letter of interest to the ARISE Leadership Development Opportunity (with this as subject line) to <a href="mailto:andrew.shahan@ariseschools.org">andrew.shahan@ariseschools.org</a>. We will reach out to candidates who we feel might be a good fit.</i>

## Downsville Charter School: Charter School Leader Apprenticeship

<b>Organization:</b>	Downsville Charter School, Inc.	<b>Location:</b>	Downsville, Louisiana 71234
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input checked="" type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	DCS is a Pre-K (Class A) -12 <sup>th</sup> grade, Type 3 Charter School. The students served are largely rural at-risk students of Union Parish. About 60% of our students are at-risk due to problems specific to a rural community with low-income. Specific hurdles include: lack of useful vocational training, negative generational trends, politically and economically disempowered community as well as the culture is tightly linked to an isolated community. Additionally, students tend neither to be kindergarten ready when entering school nor seeking a post- secondary education upon graduating from high school. About 30% of our student population is considered transient. However, DCS has great students!		
<b>Primary Contact:</b>	Rosemary Parnell	<b>Website:</b>	<a href="http://www.unionpsd.org">www.unionpsd.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<p><i>Upon completion of this apprenticeship the following skills should be in place:</i></p> <ol style="list-style-type: none"> <li>1) up-start, management and oversight of a pre-K-12<sup>th</sup> charter school campus including all business and financial departments including the ability to work closely with a charter school board of directors</li> <li>2) effective leadership skills for dealing with teachers, staff, students, and parents.</li> <li>3) develop and promote a positive school climate through creating an exceptional learning environment through high expectations that are applied in a fair, firm, and consistent manner</li> <li>4) ability to attract, maintain and develop highly effective and highly motivated faculty</li> <li>5) ability to work with Union Parish and Department of Education regarding uncharted issues for charter schools</li> </ol>		
<b>Prepares you For:</b>	<p><i>After completing this apprenticeship, an educator should be expected to possess the knowledge, skills, and personal qualities to properly work through the start-up phase and efficiently manage and effectively operate a charter school. Upon completing the program, the educator should possess the skills necessary to lead a school of his/her own. Additionally, he/she would have the continuing administrative support from DCS.</i></p>		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>Tuition: TBA, if needed</i> <i>Salary: Salary calculated according to the number of years of experience and based on a 12 month index according to the DCS Salary Schedule</i> <i>Technology needs: \$1,500 ±</i> <i>Travel expenses: \$2,000 ±</i> <i>Conferences: \$3,000 ±</i> <i>Misc. Expenses: \$1,500 ±</i>

<b>Eligibility:</b>	<p><i>A minimum set of characteristics that an educator must have include the following:</i></p> <ol style="list-style-type: none"> <li>1) 3 years of classroom experience along with administration/Supervision certification</li> <li>2) Letters of recommendation from principal and one other educator, counselor, etc. that has worked closely with the applicant</li> </ol>		
<b>Desired Qualities:</b>	<p><i>The ideal qualities in an educator should possess include the following:</i></p> <ol style="list-style-type: none"> <li>1) Honesty and integrity</li> <li>2) Dedicated to the mission of educating all students</li> <li>3) Strong work ethic along with good organizational skills</li> <li>4) Team oriented and willing to go the extra mile, if necessary</li> <li>5) Willing to take responsibility for decisions and to work through issues in a positive manner</li> </ol>		
<b>Application Process:</b>	<p><i>Please send resume and required documents to:</i>  Mrs. Rosemary Parnell                      Or email to <a href="mailto:parnellr@unionpsd.org">parnellr@unionpsd.org</a>  Downsville Charter School  4787 Hwy 151  Downsville, Louisiana 71234</p>		

## Educators for Quality Alternatives: Apprenticeship

<b>Organization:</b>	Educators for Quality Alternatives	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<i>Educators for Quality Alternatives (EQA)'s mission is to provide struggling high school students with the skills, confidence and experiences necessary to succeed in the education and career paths of their choice. EQA currently runs The NET Charter High School which serves 150 students who have dropped out of or been expelled from other schools.</i>		
<b>Primary Contact:</b>	Elizabeth Ostberg, Principal <a href="mailto:eostberg@thenetnola.org">eostberg@thenetnola.org</a>	<b>Website:</b>	<a href="http://www.thenetnola.org">www.thenetnola.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<i>This is a unique opportunity for an individual committed to high quality education for students who have not been successful in traditional environments. As an Apprentice, you will work directly with the founding principal, leadership staff and board of directors to learn about and contribute to the school and organization's growth as we move into our fourth year. You will research, pilot and support work to improve academic outcomes and social/emotional supports for students; learn the financial and operational management aspects of charter school leadership; and contribute to the development of a long term strategic plan for the organization's next steps.</i>		
<b>Prepares you For:</b>	<i>We expect that this apprenticeship will prepare you to understand and navigate the components of planning and launching your own non-traditional school and/or prepare you to work with EQA to launch additional alternative school(s) and/or program(s) aimed at improving support and options to students who have dropped out of, been expelled from, or are at great risk of dropping out of school.</i>		
<b>Prepares You to Launch a New School In:</b>	<input type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>Approximately: \$80,000 salary &amp; benefits, training &amp; school visits per year.</i>

<b>Eligibility:</b>	<i>An Apprentice must already have significant effective leadership experience including:</i> <ul style="list-style-type: none"> <li>• 5+ years experience working risk students or adults with a demonstrate record of improving their opportunities and success</li> <li>• 2+ years experience in developing and managing systems/programs effectively</li> <li>• 2+ years experience providing coaching and support to adults</li> </ul>		
<b>Desired Qualities:</b>	<i>All EQA/NET staff must have a:</i> <ul style="list-style-type: none"> <li>• Passion for improving educational opportunities for high risk students and for being a part of a strong, mission-driven team</li> <li>• Commitment to EQA mission, vision, growth and values</li> <li>• Ability to bring vision and order to difficult or uncharted situations and effectively and innovatively problem solve</li> <li>• Excellent communication, interpersonal and people management skills</li> </ul>		
<b>Application Process:</b>	<i>Interested applicants should send a resume and cover letter to Elizabeth Ostberg at <a href="mailto:eostberg@thenetnola.org">eostberg@thenetnola.org</a></i>		

## FirstLine Schools: School Leader Fellowship Opportunity

<b>Organization:</b>	FirstLine Schools	<b>Location:</b>	<i>New Orleans, LA</i>
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	In 1998, FirstLine Schools started the first charter school in New Orleans, which became the highest performing open admission middle school in the city. FirstLine now operates four K-8th grade school and a high school. <b><i>Our mission is to create and inspire great open admission public schools in New Orleans.</i></b> We do this by: (1) Ensuring high achievement for all our students, (2) Providing a rich variety of education experiences to nurture our students' social, (3) emotional development and love of learning, and (4) Developing our faculty's skillfulness and creating sustainable working conditions that facilitate our teachers' success. Our faculty is a diverse and talented group dedicated to our students' success and to their own growth as teachers. Our schools are led by instructional leaders who hold themselves accountable for student achievement and teacher development.		
<b>Primary Contact:</b>	Saima Zaman, Director of HR & Talent Management <a href="mailto:szaman@firstlineschools.org">szaman@firstlineschools.org</a>	<b>Website:</b>	<a href="http://www.firstlineschools.org">www.firstlineschools.org</a>

<b>Overview of Leadership Development Opportunity:</b>	FirstLine Schools is currently seeking school leadership fellow candidate who can lead and manage the learning, growth, and achievement of students at a K-8 FirstLine School (preferably K-4). The Fellow will be placed in a FirstLine School and will be responsible for ensuring the success of the school, as demonstrated by high academic achievement and a strong school culture by working with the School Director, School Leadership Team, and Network Leaders to provide leadership in the following areas; <b>Strategic Leadership, Cultural Leadership, Instructional Leadership, Talent Management, and Team Leadership.</b>		
	Fellows will spend the summer of 2014 in leadership training and new staff training. They will then spend the rest of the school year completing projects within a FirstLine school, as part of a school leadership team, acting as an Assistant Principal. Projects may include coaching and developing teachers, helping the network with curriculum and instruction and other projects.		
<b>Prepares you For:</b>	<i>Principal-ship</i>		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>\$85,000</i>

<b>Eligibility:</b>	<i>Mid-level leadership experience in a high-needs community in a K-8 environment</i>		
<b>Desired Qualities:</b>	The successful candidate will have the following skills and experience: <ul style="list-style-type: none"> <li>• Demonstrated record of success raising test scores in an open-admissions urban school</li> <li>• At least five years experience as a teacher in an open-admissions urban school teaching elementary school</li> <li>• At least two years of leadership in an open-admissions, urban school, with experience in developing instructional expertise</li> <li>• Record of success in leading adults; experience with management and supervision</li> <li>• Leadership experience with significant areas of responsibility, preferably in a high-performing urban public school</li> <li>• Belief that all children can achieve at the highest levels</li> <li>• Aligned with FirstLine Values of Service, Collaboration, Learning and Results</li> <li>• Strong communication and organizational skills</li> <li>• Exhibit a Growth Mindset</li> <li>• Be proficient in using data in the decision-making process</li> <li>• Preferred, but not required: MA, MBA or Med</li> </ul>		
<b>Application Process:</b>	Interested educators should complete an application at <a href="http://www.firstlineschools.org/careers">http://www.firstlineschools.org/careers</a> . The application process will include: <ul style="list-style-type: none"> <li>• Phone Interview (Note this can be one or two interviews. One may be with the central office staff the other may be with the school).</li> <li>• Technical Exercise (in some cases)</li> <li>• In-person interview</li> </ul>		

## Kenner Discovery Health Sciences Academy: Charter School Leadership Apprenticeship

<b>Organization:</b>	Kenner Discovery Health Sciences Academy	<b>Location:</b>	Kenner, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	<i>Discovery Health Sciences Foundation is the nonprofit organization that oversees Kenner Discovery Health Sciences Academy (KDHS). The mission of Kenner Discovery Health Sciences Academy (KDHS) is to provide a rigorous learning environment where students achieve academically, develop intellectual curiosity, and practice environmental responsibility while exploring health and science topics and careers. Our vision includes PreK-12<sup>th</sup> education. We anticipate the high school opening in 2016.</i>		
<b>Primary Contact:</b>	Patty Glaser, Ph.D.	<b>Website:</b>	<a href="http://www.discoveryhsf.org">www.discoveryhsf.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<i>KDHS practices a model of shared leadership. We have an Executive Leadership Team and an Extended Leadership Team. The apprentice would work with both teams. Their primary responsibility would be either school culture and discipline or early literacy and curriculum for PreK-3<sup>rd</sup> depending on their qualifications. The apprentice would work directly with the school principal or asst. principal if in charge of school culture. They would work directly with the Division Head/Curriculum Leader if in charge of early literacy. The apprentice would also serve on the Executive Leadership Team and have experience with the CEO and CFO in understanding budgeting and planning.</i>		
<b>Prepares you For:</b>	<i>The apprentice will gain experience in shared leadership and the various aspects of school leadership and school start-up. They will learn how to collaborate with all school administrators and how to encourage middle level leaders to contribute to decisions actively so they develop ownership of the school. In the school culture position, they would learn to develop various aspects of positive school culture including PBIS, restorative justice, RTI, and appropriate consequences for incidents beyond the classroom walls. In the early literacy position, they would develop the knowledge to coach teachers and work proactively toward data driven planning. The apprentice would also learn to operate and promote an equitable model of shared leadership that empowers employees to become problem solvers and decision makers.</i>		
<b>Prepares You to Launch a New School In:</b>	<input type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Cost:</b>	Salary: \$65,000-80,000 depending on experience

<b>Eligibility:</b>	<i>An educator must have a Master's degree in education or a closely related field and have at least 3 years experience in a school or university setting.</i>		
<b>Desired Qualities:</b>	<i>The apprentice leader should be ready to learn, ready to spread their wings beyond what they typically have experienced in the past, and be ready to share aspects of their own experience as it applies to KDHS. The leader should be ready to be an active member of an extensive support team and Executive Leadership Team focused on problem solving. They should realize that Shared Leadership is our model of leadership and helps everyone feel connected to the community. Singular decisions are not encouraged. With our focus on children, decisions are made in accordance with our school mission and if it is developmentally appropriate and good for children. Creativity, preciseness, good communication skills, and collaboration are important qualities for this position.</i>		
<b>Application Process:</b>	<i>Interested individuals should contact the Head of School, Patty Glaser, Ph. D. by email. <a href="mailto:patty.glaser@discoveryhsf.org">patty.glaser@discoveryhsf.org</a> and/or by phone (504)913-7812. They should email their resume and a cover letter stating why this position interests them. If selected, they will be invited to a 2 part interview with the Leadership Team and another with the Head of School.</i>		

## ReNEW Schools: Leadership Development Program

<b>Organization:</b>	ReNEW Schools	<b>Location:</b>	New Orleans, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	ReNEW Schools employs a whole-school turnaround model. Our academic philosophy is founded on one core belief: all children can learn. This belief underlies every aspect of ReNEW Schools. By implementing a strong culture that is anchored on high expectations for academics and behavior, ReNEW Schools creates an environment that motivates and compels all children to achieve. Now in our fourth year, ReNEW Schools is proud to operate five distinct schools in New Orleans.		
<b>Primary Contact:</b>	Colleen Mackay, <a href="mailto:colleen@renewschools.org">colleen@renewschools.org</a>	<b>Website:</b>	<a href="http://www.renewschools.org">www.renewschools.org</a>

<b>Overview of Leadership Development Opportunity:</b>	ReNEW Schools seeks to expand its partnership with The New Teacher Project (TNTP) for the purpose of continuing a leadership development program to ready candidates to be future School Leaders. As such, participants in the ReNEW Leadership Development Program (RLDP) will spend a year creating a solid foundation for a school's academic program that will enable them to fulfill ReNEW Schools' mission to transform existing academically unacceptable PK-12 schools into rigorous, college preparatory schools.		
<b>Prepares you For:</b>	A ReNEW Incubation School Leader will spend a year to create a solid foundation for a new school's academic program that will provide students with educational activities and experiences that will enable them to understand and transfer ReNEW Schools' mission to transform existing academically unacceptable PK-8 schools into rigorous, college preparatory schools.		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input checked="" type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	<i>Salary of FTE: \$80,000 salary plus \$17,600 in benefits (22%) per candidate</i> <i>Participation in ReNEW's Leadership Development Program and Travel: \$10,000</i>

<b>Eligibility:</b>	<ul style="list-style-type: none"> <li>• At least 5 years of experience in education, preferably in an underserved area</li> <li>• At least two years of experience with coaching and mentoring adult educators</li> <li>• Proven results of closing the achievement gap with underserved students</li> </ul>
<b>Desired Qualities:</b>	<ul style="list-style-type: none"> <li>• Has experience in education, strategic planning, and communication techniques</li> <li>• Has experience with youth programs, successfully working with urban youth with measurable success</li> <li>• Maintains an unwavering pursuit of excellence even in the face of opposition and challenge</li> <li>• Is able to work collaboratively with a diversity of people</li> <li>• Able to observe and evaluate instruction and provide feedback</li> <li>• Able to work on and lead a team</li> <li>• Comprehensive understanding of curriculum and instruction</li> <li>• Capable of evaluating instructional program and teaching effectiveness</li> <li>• Capable of interpreting policy, procedures, and data</li> </ul>
<b>Application Process:</b>	<p>ReNEW Schools' Leadership Development Program will help support a select group of staff to grow in key leadership areas, particularly on the ability to accurately observe teachers and give them actionable feedback that improves instruction.</p> <p>Applicants will be instructed to submit a professional resume, comment on the academic results they have achieved to-date, and observe a videotaped lesson and provide feedback.</p> <p>Interested educators should contact <a href="mailto:Colleen@renewschools.org">Colleen@renewschools.org</a>.</p>

## Tallulah Charter School: Effective Leaders Academy

<b>Organization:</b>	Tallulah Charter School	<b>Location:</b>	Tallulah, LA
<b>Organization Type:</b>	<input type="checkbox"/> Graduate School <input type="checkbox"/> Non-Profit Organization <input type="checkbox"/> District <input checked="" type="checkbox"/> Charter School <input type="checkbox"/> Other:		
<b>About the Organization:</b>	Tallulah Charter School's (grades pre-k-5) mission is to ensure high academic achievement for all children by guiding students through enriching and challenging humanities, fine arts, technology, mathematics, and science curriculum designed to prepare students for the future, making them lifelong learners, change agents, powerful communicators, good citizens and prepared for a post-secondary education.		
<b>Primary Contact:</b>	Dr. Patricia B. Candler	<b>Website:</b>	<a href="http://www.tallulahcharter.org">www.tallulahcharter.org</a>

<b>Overview of Leadership Development Opportunity:</b>	<b>Components</b> <ul style="list-style-type: none"> <li>Summer Orientation and Leadership Institute</li> <li>Leadership position/site-based experiences</li> <li>Professional development/training on school leadership</li> <li>One-on-one Leadership Coaching</li> <li>Mentorship from experienced leaders</li> <li>Teamwork and commitment to excellence</li> <li>Managerial competencies such as finance and budgeting</li> <li>Pedagogical viewpoint</li> <li>Residency in the capacity of Assistant Principal at Tallulah Charter School</li> </ul>		
<b>Prepares you For:</b>	Upon completion of this leadership development opportunity, the apprentice will be prepared to launch and lead a new charter school. <b>Knowledge and skills gained:</b> <ul style="list-style-type: none"> <li>Become familiar with school structures that inform curricular, instructional, and assessment decisions</li> <li>Become familiar with educational, administrative, political, ethical, and financial questions and consider ways of using law creatively</li> <li>Develop the ability to make practical and strategic decisions that leverage financial resources to improve student outcomes</li> <li>Understand team functioning and effectiveness</li> </ul>		
<b>Prepares You to Launch a New School In:</b>	<input checked="" type="checkbox"/> Fall 2015 <input checked="" type="checkbox"/> Fall 2016 <input type="checkbox"/> Fall 2017 or beyond	<b>Potential Opportunity Costs:</b>	\$ 10,000    Supplies \$ 160,000    Salaries \$ 100,000    PD \$ 10,000    Stipends for attending PD \$ 5,000    Visitations at other schools \$ 285,000    Total

<b>Eligibility:</b>	Must have or be eligible to apply for administrative certification in Louisiana A minimum of 3 years of full-time experience teaching in a K-12 classroom A passing score on the School Leaders Licensure Assessment A teaching certificate (Hold or be eligible to hold a valid Louisiana teaching certificate or have a comparable level out-of-state teaching certificate)
<b>Desired Qualities:</b>	<b>Ideal qualities of applicant:</b> A potential leader that will be compassionate, intelligent, flexible, supportive, professional, and trustworthy.
<b>Application Process:</b>	To seek participation in the <i>Effective Leaders Academy</i> , interested applicants should contact Dr. Patricia B. Candler, Tallulah Charter School 1206 North Cedar Street Tallulah, LA 71282 Phone 318-574-0029, Fax 318-574-0073 <a href="mailto:pcandler@tallulahcharter.org">pcandler@tallulahcharter.org</a>