

# KIPP School Leadership Program

KIPP Schools have earned the distinction of being open-enrollment public schools that ensure impressive academic gains in historically underserved communities. They share a core set of operating principles known as the Five Pillars: High Expectations, Choice & Commitment, More Time, Power to Lead, and Focus on Results. The KIPP School Leadership Program is the first step towards starting a KIPP School and helping ensure that students in more communities around the country have access to high quality educational opportunities and eventually to college. KIPP's accelerated leadership program develops school leadership skills through a differentiated curriculum, hands-on residencies at exemplary schools, conferences, and support with school start-up activities.

## PROGRAM OVERVIEW

In the first year of the KIPP School Leadership Program, called the Fisher Fellowship year, outstanding educators participate in intensive leadership training and hands-on residencies at exemplary schools to build and strengthen their abilities as new School Leaders.

### Summer 2006

The six-week Leadership Institute, historically held at the Haas School of Business, University of California, Berkeley, establishes foundational knowledge and skills in three curricular areas: Instructional Leadership, Organizational Leadership, and Operational Management. Classes are led by premier business school professors, nationally recognized experts, and experienced KIPP School Leaders and Foundation staff. The aspiring School Leaders, called Fisher Fellows, gain greater knowledge, skills, and confidence that will be reflected in a school design plan and individual learning goals. The Institute lays the foundation for learning that takes place throughout the Fellowship year and beyond.

### Fall 2006

Residencies consist of up to seven weeks each in two KIPP Schools and other exemplary schools. By integrating themselves into the culture and daily life of the host school, Fisher Fellows learn how to use KIPP's mission and the Five Pillars to guide decision-making and daily interactions with parents, teachers, and students. An Intersession brings Fisher Fellows together for a week of ongoing training, debriefing, and further personal and professional development. Fall activities also include two weeks of visits to schools in their growth years.

### Winter 2006-07

Fisher Fellows participate in Bootcamp, a ten day conference of continued instructional, operational, and organizational systems training and where they present their completed school design plans. They regroup with KIPP Foundation staff to finalize the steps necessary to open new schools in the next six months.

### Winter/Spring 2007

Guided by their school design plans, Fisher Fellows embark on start-up work in their communities that turns their visions into viable, thriving schools and helps them continue the

transformation into School Leaders. This work, done with support from KIPP Foundation staff, includes authorization, student and teacher recruitment, facilities improvements, curriculum development, and community outreach. One additional training conference, Spring Summit, occurs late in the spring and further enhances the operational aspects of school leadership. The culminating event of the Fisher Fellowship year is the launch of new KIPP Schools in the summer.

## BENEFITS

In addition to extensive training and continued support from KIPP departments, Fisher Fellows will receive the following benefits during the Fisher Fellowship year:

- Annual stipend of \$50,000 - \$65,000, depending on the candidate's previous salary;
- Employment benefits, including medical, dental, vision, and life insurance, and a 401(k) retirement plan; and
- Travel to and housing during the Leadership Institute, Residencies, and all KIPP training events.

## APPLICATION PROCESS

Applications are accepted via our online application system at [www.kipp.org](http://www.kipp.org). There are two selection rounds for 2006-07:

**ROUND 1:** application deadline November 6, 2005 \*

**ROUND 2:** deadline to be announced on [www.kipp.org](http://www.kipp.org)

If you have further questions about the KIPP School Leadership Program, please contact Lynnae Hill-Mead, Regional Director of Recruitment, at 312-291-0838 ext. 24 or [lhill-mead@kipp.org](mailto:lhill-mead@kipp.org)

### \* BONUS FOR ROUND 1

Candidates whose completed applications for Round 1 have been received by midnight on November 6, 2005, and who are then admitted into the program, will receive a one-time bonus of \$5,000, payable on July 31, 2006.

