

KIPP School Leadership Program

Fisher Fellows 2005-2006



The KIPP School Leadership Program mission is to prepare KIPP Fellows with the knowledge and character skills needed to found, lead, and manage their own highly effective KIPP schools. The program consists of many formal training points including: Orientation, Institute, Residency, Intersession, Bootcamp, and Spring Summit.

Orientation Objectives

By the end of Orientation, each Fellow will:

- ✓ Meet as a cohort and begin building a team as Fellows
- ✓ Visit multiple KIPP Schools
- ✓ Have a clear understanding of the Fellowship evaluation process and our expectations around performance
- ✓ Gain an understanding of the content included in the three KSLP curricular strands: Instructional, Organizational, and Operational Leadership
- ✓ Understand the timeline and schedule associated with the training year, including detailed information about the goals and schedule of the Summer Institute
- ✓ Gather information about HR and technology resources, and gain technology knowledge and finance skills necessary for summer Institute
- ✓ Meet with current school leaders to discuss the personal investment, commitment and sacrifice that accompanies not only the Fellowship year, but the years of school-start-up

Institute Objectives

By the end of Institute, each Fellow will:

- ✓ Begin to transition current perspective to that of school leader
- ✓ Understand how to develop and lead a school with a strong culture, that is aligned to work successfully towards the KIPP mission
- ✓ Gain foundational knowledge and skills in Organizational, Instructional, Operational Leadership, and Community Development
- ✓ Learn to reflect constantly on values, qualities, behaviors, strengths and areas for development as a future school leader
- ✓ Incorporate the lessons learned into a preliminary vision of the KIPP school they will found, while developing a sense of personal responsibility for that school
- ✓ Build supportive relationships with peer Fellows and Leaders-in-Training
- ✓ Build productive working relationships with all members of the KIPP team who will support them on the way to school opening

Residency Objectives

By the end of Residencies, each Fellow will learn to:

- ✓ Establish, build, and reinforce a strong school culture, using KIPP's mission and the Five Pillars to guide decision-making and daily interactions
- ✓ Assess student learning
- ✓ Observe high quality teaching and learn to provide constructive feedback to teachers
- ✓ Improve instructional strategies
- ✓ Manage and develop teachers and other school staff
- ✓ Understand the business operations of the school
- ✓ Communicate vision to others
- ✓ Communicate and work with organizations beyond the school community
- ✓ Work toward residency learning goals, as defined by Fellows and KIPP staff prior to leaving the Institute
- ✓ Work with and build supportive learning relationships with peer Fellows and members of the KIPP Leadership School
- ✓ Observe, practice, and test the theories studied during the Institute

Intersession Objectives

By the end of Intersession, each Fellow will learn to:

- ✓ Debrief about Residency experiences to date and share lessons learned
- ✓ Discuss effective tools for managing difficult conversations with staff
- ✓ Observe teachers and practice giving and receiving critical feedback
- ✓ Increase capacity to create staff professional development plans
- ✓ Continue to focus on Instructional Leadership
- ✓ Planning for special populations – Special Education, ESL, etc.
- ✓ Continue to work on School Design Plan and school charter/contract

Bootcamp Objectives

By the end of Bootcamp, each Fellow will:

- ✓ Debrief about Residency experiences and share lessons learned
- ✓ Gather tools and tactics for building relationships with the media and honing pitch for other external entities
- ✓ Understand strategies in hiring an effective team and building competitive compensation options
- ✓ Receive further training around managing the school budget and cash flow
- ✓ Understand techniques found to be successful in KIPP schools
- ✓ Discuss and evaluate known strategies around management and discipline of students
- ✓ Gain critical feedback on School Design Plan from KIPP Foundation staff and current KIPP School Leaders
- ✓ Have a clear understanding of the task ahead, as it relates to start-up and a strategy for achieving all critical path deadlines

Spring Summit Objectives

By the end of Spring Summit, each Fellow will:

- ✓ Understand the details around the school's office set-up and management
- ✓ Gain further information around vendor negotiations and procurement
- ✓ Further discuss staff management, feedback, and observation systems
- ✓ Develop a strategy for engaging and managing parents
- ✓ Discuss employee assessments and legal issues around hiring and termination
- ✓ Receive details around Board financial reporting
- ✓ Share best practices around managing special needs populations within the KIPP model
- ✓ Learn about standardized testing protocol and policies