



SLPS INTRODUCES

RE-DESIGN FELLOWSHIP

Introducing a new leadership development opportunity for principals. Fellows are leaders who are committed to continuous improvement and driven to find innovative solutions to help better serve their student populations. These individuals will have a hand in transforming learning in our District in the current pandemic environment and beyond.



Overview

Together, we are navigating education in an historic time. Nothing in our education or professional development could have prepared us for the challenges we would face in a pandemic. As challenging as it has been for us all, the pandemic taught us some important lessons. It taught us that we can innovate and move quickly to implement change when necessary.

We must keep that momentum going, because returning to “normal” is not an option. We must continue our efforts to innovate and reimagine education for the betterment of students, staff and community.

Awards

- // Stipend
- // Paid travel experience(s)
- // Certificate of completion/lapel pin
- // Recognition by school, District and Board of Education
- // Designation as a leader for training opportunities

Expectations

As a Re-Design Fellow, you will be our agent of change. You will embark on a journey to gather information and data to support ideas and concepts that will catapult us toward our goals of improving student achievement, teacher satisfaction, parent awareness and community support. Each successful Fellowship candidate must agree to a three-year commitment to the District and this initiative. We expect at this point the Fellow will have created a clear and concise plan for re-envisioning his or her school (operations, practices/procedures, culture) for greater success.

Eligibility

We are looking for principals who are:

- // Leaders able to excite and inspire those inside and outside of the school community
- // Proven to have contributed to greater outcomes for students
- // Demonstrating, daily, the ability to think outside the box
- // Committed to continuous learning
- // Companionate in relating to students and parents
- // Committed to the students of Saint Louis Public Schools



Program Details

Whether you are a veteran leader or new to the District, you have the opportunity and responsibility to keep your knowledge current.



Participants:

Cohorts of 5 high-performing principals and 1-2 resident principals based on the need for support when the principals are out of town



Framework:

5 intensive learning experiences throughout the school year for high performers and coordinated learning experiences for resident principals as well



Timeline:

Application Deadline: Friday, May 21

Selection window: May 2021

Launch: June 2021

Program Goals

Build a Pipeline of Aspiring SLPS Leaders Who Will Serve as Change Agents:

- // Cultivate a system of innovative thinkers who are not afraid of change
- // Provide unique opportunities to travel and learn first-hand from successful programs
- // Retain high-performing principals and other aspiring leaders
- // Support the continuous improvement of schools led by these high-performing principals



Experience Framework

Intensive 1 (Pre-Launch): Late June 2021. 2-3 Days. Leaders (principals) develop individual project plans for fellowship year (no resident support is needed). Principals are paired with an executive coach and their plans are peer reviewed as well. Key question to answer: How will you use innovation to create continuous improvement at your school?

Intensive 2 (Launch): August 2021. 2-3 days. Prior to school starting, leaders are matched with their resident as well. Leaders onboard their own school leadership team to the innovation plan and support onboarding of residents. Expert (see many options below) is brought in for deep learning experience.

Intensive 3 (Learn/Explore/Reflect/Plan): September/October 2021. 3-4 Days. Fellows travel 1-2 days, in cohort or individually, for excellent school visits. Fellows may opt to bring another from their school team. Fellows return to debrief experience with cohort and expert coach. They have one day of planning to implement learnings and build accountability plans with their executive coaches.

Intensive 4 (Learn/Explore/Reflect/Plan): November/December 2021. 3-4 Days. Repeat process from Intensive 3 including 1 day for local school visits. Leaders formally update cohort and coaches on progress to date.

Intensive 5 (Learn/Explore/Reflect/Plan): February/March 2022. 3-4 Days. Repeat steps from intensive 3 and 4 while making final presentation on progress at school and plan for sustaining the change.

Review Panel Process:

Internal/external review panel to provide authentic feedback from industry leaders on both existing school success and plans to implement successful re-design.

- // Internal: Superintendent, representatives from HR, Academics, Finance
- // External: External expert, executive coaches, business leaders
- // Final presentation May of 2022: Present to Board of Education leaders