



Emerging Leaders Program

Program Overview

The Emerging Leaders Program is designed for team members who have led projects or initiatives that positively impacted their school community. The program focuses on developing both the adaptive and technical skills required to lead a team effectively. Through targeted development, intensive coaching, and meaningful collaboration, the program equips aspiring leaders with essential tools and operational frameworks.

During the program, participants remain in their full-time school roles and are given ongoing opportunities to practice and refine their leadership skills in real time. Emerging Leaders are part of a connected network across KIPP NYC, where they learn from one another and work toward advancing school-wide excellence and equity.

Program Objectives

- Cultivate Emerging Leaders
- Strengthen Leadership Capacity
- Establish a Collaborative Network

At the end of this program, leaders should be able to...

- Effectively lead teams by applying adaptive and technical leadership skills in real school settings
- Demonstrate increased self-awareness, equity-centered decision-making, and the ability to drive student and team outcomes
- Collaborate within a network of peers to share best practices, solve problems, and contribute to school-wide improvement across KIPP NYC

Competencies

The Emerging Leaders program is built on core leadership competencies that drive participant growth. These essential skills and mindsets empower leaders to build strong teams, foster equitable student outcomes, and lead with genuine purpose and clarity. They are:

- Self-Awareness
- Student Focus
- Driving Outcomes

Program Components:

This program is built around key modules and components that provide structured opportunities for growth, skill development, and reflection. These components ensure comprehensive support while leaders build capacity, collaborate with peers, and immediately apply learning in real-world contexts:

Emerging Leaders Cohort

Emerging Leaders participate in a cohort of peers across KIPP NYC. This group learns together through professional development sessions and school visits, building a supportive community where leaders can exchange ideas, reflect on practice, and grow together.

Monthly Coaching

Each participant receives monthly coaching aligned to their development goals. Coaches provide feedback, observe leaders in action, and help them apply leadership skills in real-time school settings.

Monthly Professional Development

Participants engage in regular professional development sessions focused on building leadership skills and instructional or operational excellence. These sessions are led by regional staff and external facilitators, with optional additional learning opportunities shared through the Emerging Leaders newsletter.

Quarterly Reflection Assessments

Emerging Leaders reflect on their growth using the KIPP NYC Leader Rubric. Each quarter, they assess progress on selected leadership skills, supported by coaching and aligned to the 70/20/10 development model and the *Leading for Learning* rubric.

Leadership Development Checkpoints

Throughout the year, participants receive structured feedback from their coach, manager, and the Leadership Development team. During intersessions, leaders submit a video or participate in an observation using the Cohesive Coaching Cycle. Mid-year and end-of-year checkpoints track growth and readiness. A final capstone reflection documents key learning and next steps.

I'm interested! Now what?

Candidates should:

- Be current KIPP NYC staff members
- Have demonstrated success leading projects, teams, or initiatives
- Show strong instructional or operational performance
- Exhibit commitment to equity, student achievement, and personal leadership growth

FAQs

When Do Applications Open? The application window will be open from December 8, 2025-January 21, 2026. To apply click [here](#).

Where do I go with questions? Attend upcoming [webinars](#) on 12/10 from 4 pm-5 pm or 1/7 from 4 pm-5 pm or reach out to [Sarah Gonsalves](#).



Will my school leader know that I have applied?

Yes. KIPP NYC candidates are not required, but strongly encouraged, to speak to their school leaders prior to applying. School leaders will receive a recommendation form and provide feedback as part of the application.

Who should apply?

Emerging Leaders spend one-year developing leadership skills and competencies to continue in a leadership position or progress to the next step in their journey. Specifically, candidates should have:

1. Bachelor's degree (Required)
2. Taken on a large project or responsibilities to gain leadership experience

What are the stages of the selection process?

The selection process consists of three stages and will take eight to ten weeks from the application deadline to the offer letter. Applicants will be notified after each stage of the process about whether they will progress to the next stage.

1. Resume and Application
2. Components Submission
3. Final Interview
4. Emerging Leaders Offer