



Leader Fellows Program

Program Overview

The Leader Fellows Program is designed to elevate leaders to positions of greater responsibility within KIPP NYC. Through hands-on experience, targeted coaching, and structured development, the Leader Fellows program builds system-wide leadership capacity and fosters a powerful, collaborative network of school leaders.

This program is designed for leaders with at least two (2) years of experience in a team leadership role. Leader Fellows focus on developing school-wide leadership skills, including leading teams, managing through others, instructional coaching, and transitioning from leading a single content area or grade to overseeing school-wide systems and structures.



Program Objectives

- Develop Leader Fellows to successfully lead a team and/or team-wide projects through on-the-job development, coaching, and professional learning.
- Increase leadership capacity within KIPP NYC schools to drive instructional excellence and equitable student outcomes.
- Build a connected cohort of leaders who learn from and support one another across the region.

At the end of this program, fellows 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.

Competencies

The Leader Fellows Program emphasizes key leadership competencies that guide participants' development and practice. These competencies reflect the skills, mindsets, and behaviors necessary to lead teams, drive instructional excellence, and foster equity and continuous improvement within KIPP NYC schools.

- **Self-Awareness:** Understands personal strengths, areas for growth, and impact on others, using this insight to lead effectively.
- **Critical Consciousness:** Recognizes and addresses inequities, making decisions that advance equity and inclusion for all students and staff.
- **Continuous Learning:** Demonstrates a commitment to ongoing growth by actively seeking feedback, reflecting on practice, and applying learning to improve outcomes.
- **Instructional Leadership:** Drives high-quality teaching and learning through data-informed decision-making, coaching, and support for instructional excellence.



Program Components

The Leader Fellows Program is structured around key components that provide comprehensive support for leadership growth. Through coaching, professional development, reflection, and collaborative learning, participants build the skills and experience required to lead teams, drive instructional excellence, and expand their impact across KIPP NYC schools.

Leaders Fellows Cohort

Leader Fellows (LFs) join a cohort of leaders from across the KIPP NYC region. Together, they participate in professional development and school learning experiences, creating a supportive and challenging network where leaders can reflect, share strategies, and push one another's growth.

Monthly Coaching

Each Leader Fellow receives monthly coaching aligned to their development goals. Coaches also conduct observations at least 1x quarterly to provide targeted feedback and support fellows in applying leadership skills in real-time school settings.

Monthly Professional Development

Leader Fellows engage in structured professional development sessions focused on leadership, instructional excellence, and team management. These sessions include regionally led workshops and external facilitators. Fellows are also encouraged to pursue additional learning opportunities connected to their individual growth goals.

Quarterly Reflection Assessments

Leader Fellows focus on core leadership skills and reflect on their development using the KIPP NYC Leader Rubric. Quarterly self-assessments, combined with coaching and a 70/20/10 development model grounded in the Leading for Learning rubric, help leaders monitor progress and refine practice.



Leadership Development Checkpoints

Leader Fellows participate in multiple feedback cycles throughout the year. This includes video submissions or live observations using the Cohesive Coaching Cycle. Twice each year, fellows meet with their coach, manager, and the Leadership Development Team to review progress. The program concludes with a capstone project or presentation that captures growth and a summative review.

I'm Interested! What's Next?

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 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?

Leader Fellows 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. A minimum of two years of leadership experience in coaching individuals and/or leading teams

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. Leader Fellows Offer