

The Woodrow Wilson MBA Fellowship in Education Leadership: Leadership Position Guidelines

The Woodrow Wilson MBA Fellowship in Education Leadership recruits and prepares outstanding leaders for schools and districts in participating states. The goal of the program is to address the United States' twin educational achievement gaps—the one between the nation's lowest performing and its best schools, as well as the one between the nation's best schools and their top international competitors.

The Fellowship seeks both to prepare leaders who can bring American schools up to world-class levels of performance and to develop a new gold standard for preparing education leaders.

The program will accomplish its mission through a rigorous Fellowship selection process, a thoughtfully designed, project-based MBA curriculum rooted in an educational context, and a multi-year executive coaching program to help turn theory learned in the classroom into practice in the school environment.

Once Fellows have completed the educational component and degree requirements of the Woodrow Wilson Fellowship, they will be eligible for principal licensure (assuming all other associated requirements have been met). ***In order to have a significant, school-wide impact, all graduating Fellows will be required to either be currently serving in a school leadership position, or within one year of graduation, move into a leadership position that is approved by WW and the MBA program director.***

Finally, in order to complete the commitment as a Woodrow Wilson Fellow, Fellows are required to serve a minimum of three years in a school leadership position and remain in their state.

School leadership positions are defined as positions at the Assistant Principal, Principal or cabinet level district position. Any of these positions will automatically fulfill the leadership requirement, so long as the position is at any instate public school or charter school.

While Fellows are granted a year after graduation to find one of these leadership positions, it is strongly recommended that all Fellows maintain constant and thoughtful dialogue with their superintendents over the entire course of the entire MBA program. This dialogue will present opportunities to highlight professional and personal growth in the program, detail key projects in the district they are currently working on, and a chance to discuss promotion opportunities available in the coming months or years.

It is the preference of the Woodrow Wilson Fellowship Foundation that whenever possible, Fellows remain within the district they were nominated; importantly, this is only a preference and not a requirement. Any district or charter within their state is acceptable. However, it should be in the district's best interest to find a satisfactory leadership opportunity for Fellows

so that they can retain their best talent, and so Fellows don't have to leave the district by the end of the year following graduation.

WW recognizes that some districts are small and succession planning will not always be an exact science or offer perfect timing. In those instances, there *may* be other school-level or district-level positions outside of AP, Principal and Superintendent that will fulfill the leadership position requirements. In order for a position to qualify, it should be a position that allows Fellows to do all/most of the following:

- contribute directly toward creating a shared vision for the school;
- create a positive school culture that is focused on outstanding student achievement for all students as evidenced by measureable results;
- make school-level decisions that impact educational success of the organization;
- advise, empower and hold teachers/staff accountable for student success;
- launch and/or discontinue relevant initiatives based on data, root cause and cost/benefit analysis and what is in the best interest of students;
- provide critical support and hold staff/teachers accountable for fidelity of initiative implementation;
- set measureable goals and provide feedback and support while holding teachers/staff accountable for achieving school-wide goals;
- act on critical issues requiring change (based on root cause and/or data analysis). This may include modification of previous plans and re-organization of organizational expertise, time, and attention to match student and school needs;
- cultivate other school leaders; be in a position to lead and influence other leaders.

For any position that is outside of the preapproved AP, Principal, or cabinet level district position, official approval from the university Program Director and the Director of The Woodrow Wilson MBA Fellowship in Education Leadership will be required. Fellows should submit an e-mail to the Program Director with a job description attached, as well as the Fellow's analysis of how the position will fulfill the above bulleted requirements.

If a Fellow does not secure a leadership position within one year after graduation, WW can seek to have all Fellowship monies returned to the Foundation. Of course, this is not the goal or preference of the Foundation, and special circumstances occasionally apply that may extend the deadline when necessary. In these circumstances, it will be important for the Fellow to have shown tremendous effort in their job search, and proactive contact with their nominating district Superintendent to find a suitable leadership position.