



# Eskolta Fellows 2018-19 Program Overview & Application

*We Help You Help Schools Learn*

The **Eskolta Fellows Program** is a professional development opportunity for talented public school educators who are eager to learn and implement methods to facilitate school improvement. Fellows join a community of peers to tackle challenging education problems. Eskolta is offering the program to a cohort of Fellows who will meet throughout the 2018-19 school year.

**Release Date:** June 20, 2018

**Applications Due:** July 19, 2018

# Eskolta Fellows

## 2018-19 Program Overview and Application

<b>July 19, 2018</b>	<b>Application Due</b>
<p><i>Completed applications will include a candidate's basic information, references, short response, and three attached artifacts. Applications can be submitted in soft or hard copy and must be emailed or post-marked by July 19, 2018.</i></p> <p><b>Email:</b> <a href="mailto:fellows@eskolta.org">fellows@eskolta.org</a>  <b>Mailing Address:</b> 50 Broad St., Ste. 1615, New York, NY 10004</p>	
<b>July 20-31, 2018</b>	<b>References Contacted</b>
<p><i>Each reference will be contacted by email during the two-week period from July 20th-31st.</i></p>	
<b>August 1-10, 2018</b>	<b>Interviews Scheduled with Finalist Candidates</b>
<p><i>Finalists will be contacted by email to schedule a 20-minute interview to be conducted by phone in the period between August 1st and August 10th. Interviews may be waived on a case-by-case basis if a candidate has worked extensively with Eskolta in the past.</i></p>	
<b>September 6, 2018</b>	<b>Fellows Invited &amp; Scholarships Offered</b>
<p><i>Candidates accepted into the program will be contacted by email and/or phone by September 6, 2018.</i></p>	
<b>September 18, 2018</b>	<b>First Session: Program Introduction and Overview of Methods</b>

### Who is eligible to apply?

Eligible candidates are currently working in a New York City public school, have experience facilitating adult learning, and have had exposure to the methods of improvement science and action research used by Eskolta to support school improvement. In past years, Fellows have come from a variety of educational backgrounds: teachers, counselors, teacher leaders, department heads, assistant principals, and instructional coaches.

### What does the program entail?

The 2018-19 Eskolta Fellows will focus on learning the methods of school improvement through the lens of an important educational problem: **Re-engaging adolescent learners who have experienced repeated setbacks and failures**. Fellows will explore current research, share practices, and study methods to address the underlying causes of the problem. Then they will design, test, and adapt strategies to make systemic improvements in their own schools while measuring the effectiveness of those improvements.

#### Project Leadership Skills



Embedded Goal-Setting

Responsive Management

Scaling Learning

#### Information Sharing Skills



Data Analysis

Codified Learning

#### Adult Learning Skills



Research

Facilitated Inquiry

### When and where will the Fellows meet?

The program involves a series of **eight after-school** and **one Saturday session** on school improvement methodologies. **All sessions take place at Eskolta’s offices in Lower Manhattan (50 Broad Street, New York, NY 10004).** Options are available for deeper engagement through coaching from Eskolta facilitators in between sessions to help Fellows implement projects at their own schools. Full and partial scholarships are available to qualifying participants; please indicate in the application if you are interested in applying.

	Basic Program	+ Advising Support	+ Intensive Support
	\$3,200	\$4,500	\$7,200
<i>Nine in-person sessions</i>	✓	✓	✓
<i>One in-person coaching visit and up to 10 hours of remote support from Eskolta facilitators between sessions</i>		✓	✓
<i>Three in-person coaching visits and up to 20 hours of remote support from Eskolta facilitators between sessions</i>			✓

### Program Instructor: Nicole DeFino

**Nicole DeFino** has been with Eskolta for three years and is currently a Senior School Design Partner, a role in which she has led various school design projects with New York City transfer schools and currently is supporting district facilitators for the NYCDOE College Access for All team. As a former transfer high school English teacher and assistant principal, she focused on curriculum design and instructional coaching. Nicole holds a B.S. in Marketing from the University of Maryland, an M.A. in English Education from Brooklyn College, an M.S.Ed. in Educational Leadership from Baruch College, and graduated from NYC’s DOE Leaders in Educational Apprentice Program (LEAP).

## Tentative Calendar

Session Topics	Month	Session Time
<b>Session #1:</b> Program introduction and overview of action research/improvement science methods	Tuesday, September 18	4:30-7:00pm
<b>Session #2:</b> Planning long-term school change efforts and assembling the right team	Tuesday, October 9	4:30-7:00pm
<b>Session #3:</b> Research and design of innovative school practices	Saturday, October 20	10:00am- 2:00pm
<b>Session #4:</b> Steps and strategies for piloting design ideas	Tuesday, November 13	4:30-7:00pm
<b>Optional Coaching Support:</b> Assembling a team and action plan [October-November]		
<b>Session #5:</b> Analysis and reflection for refining design ideas	Tuesday, November 27	4:30-7:00pm
<b>Optional Coaching Support:</b> Launching pilot work [November-December]		
<b>Session #6:</b> Sharing and debriefing of on-site experiences with methods	Tuesday, December 11	4:30-7:00pm
<b>Optional Coaching Support:</b> Problem-solving around pilot efforts [January-February]		
<b>Session #7:</b> Using effective documentation of process and products to move change forward	Tuesday, February 12	4:30-7:00pm
<b>Optional Coaching Support:</b> Measuring improvements [March-April]		
<b>Session #8:</b> Disseminating learning and scaling up innovative practices	Tuesday, March 12	4:30-7:00pm
<b>Optional Coaching Support:</b> Reflecting and scaling [April-May]		
<b>Session #9:</b> Comparative review of learning and improvement experiences from program	Tuesday, April 9	4:30-7:00pm

## Eskolta Fellows Application

### 1. Basic Information:

Name:	Current Position:
Email:	Current School or Office:
Phone:	Years Teaching:

To be eligible for the Eskolta Fellows program, you must have facilitated at least three adult learning sessions. For a session to qualify, you should have designed the agenda and facilitated a group discussion involving 3 to 20 people. Please list your most recent three sessions, approximate dates, and participants.

<b>Short description of session</b> <i>(topic, objectives, activities)</i>	<b>Approximate date</b>	<b>Participants</b> <i>(number of participants and roles)</i>

### 2. Reference List:

Please provide the names, email addresses, and positions for two references. One should be a current supervisor and one should be a participant in one of the adult learning sessions you listed above.

<b>Reference #1 [Current Supervisor]</b>	Name:
Email:	Current Office:

<b>Reference #2 [Participant]</b>	Name:
Email:	Current Office:

### 3. Experience with Eskolta:

Please list the ways, if any, in which you have been involved in projects facilitated, led, or supported by Eskolta in the past.

### 4. Scheduling:

Eskolta Fellows will consist of nine workshops held over the course of the year at Eskolta’s offices in Lower Manhattan. Please confirm that, if accepted, you will be able to arrive on time and attend on the following dates:

- |   |  |
|---|--|
| 1. Tuesday, <b>September 18</b> , 4:30-7:00pm   | 6. Tuesday, <b>December 11</b> , 4:30-7:00pm |
| 2. Tuesday, <b>October 9</b> , 4:30-7:00pm      | 7. Tuesday, <b>February 12</b> , 4:30-7:00pm |
| 3. Saturday, <b>October 20</b> , 10:00am-2:00pm | 8. Tuesday, <b>March 12</b> , 4:30-7:00pm    |
| 4. Tuesday, <b>November 13</b> , 4:30-7:00pm    | 9. Tuesday, <b>April 9</b> , 4:30-7:00pm     |
| 5. Tuesday, <b>November 27</b> , 4:30-7:00pm    |  |

**Yes, I will be able to attend the series of nine workshops throughout the year.**

**I will not be able to attend one or more sessions. Please list dates:**

### 5. Scholarships and Additional Coaching Support:

Through a generous grant from the Fordham Street Foundation we are able to offer scholarships for some participants. Indicate below if you are interested in applying.

**Yes, I am interested in applying for a scholarship to attend the Eskolta Fellows Program.**

Eskolta Fellows are offered two optional packages of added coaching support for an extra fee. Please indicate below if you are interested in either of the coaching options.

<input type="checkbox"/>	<b>Advising Support</b>	Engage in one coaching visit* and up to 10 hours of additional support from Eskolta facilitators between sessions.	<i>Additional Fee:</i> <b>\$1,300</b>
<input type="checkbox"/>	<b>Intensive Support</b>	Engage in three coaching visits* and up to 20 hours of additional support from Eskolta facilitators between sessions.	<i>Additional Fee:</i> <b>\$4,000</b>

*\*This includes but is not limited to observing team meetings or classrooms, co-planning project plans, gathering and debriefing feedback on implementation, or planning/reflecting with leadership.*

## 6. Short Response

### Part A – Strengths and Struggles

The Eskolta Fellows program focuses on building the capacity of our participants to:

- a. Assemble work trajectories aligned to school goals and vision
- b. Analyze the root causes of systemic and meaningful problems affecting schools
- c. Establish and foster trust in collaborations
- d. Design activities for adults to generate new ideas
- e. Design activities for adults to synthesize learning
- f. Design activities for adults to reflect on practice
- g. Facilitate adult learning
- h. Maintain continuity and responsiveness in project plans
- i. Analyze small-scale measurements
- j. Produce written materials that drive school change
- k. Scale up team learning

Of the above 11, which 3 would you consider to be currently your greatest strengths? Which 3 would you consider to be the areas that you currently struggle with the most or have practiced the least?

Pick one of the areas you noted—either a strength or a struggle—and briefly describe an experience you had in that area when things did not go as you had expected. What did you learn from the experience? What insights did you gain? What advice would you give? Write this in a style as if you were preparing it for another teacher to read and learn from.

## **Part B – Racial Equity**

How have you incorporated racial equity into your work in schools?

## **7. Attachments:**

### **Please provide a copy of:**

1. An artifact from your work that showcases an instructional strategy you designed to deepen learning for students who have experienced repeated setbacks and failures in school (i.e., a lesson plan, activity, tool, or video)
2. An artifact from your instructional leadership work (i.e., an agenda for a group learning session that you facilitated with a group of educators or a brief set of notes you wrote following one learning session)
3. Your resume or bio

### **Applications are due July 19, 2018:**

Email your application and three required attachments to [fellows@eskolta.org](mailto:fellows@eskolta.org) or mail a hard copy to 50 Broad St., Ste. 1615, New York NY, 10004. Completed applications must be received by July 19, 2018.