



# Eskolta Fellows 2019-20 Program Overview

*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 2019-20 school year.

**Release Date:** May 2019

**Application Deadline:** September 9, 2019

# Eskolta Fellows

## 2019-20 Program Overview

<b>September 9, 2019</b>	<b>Applications Due</b>
	<p><i>Completed applications will include candidate's basic information, references, short response, three attached artifacts and a separate principal's response. Applications should be submitted by September 9, 2019.</i></p> <p><b>Complete application online OR e-mail written responses and attachments to <a href="mailto:fellows@eskolta.org">fellows@eskolta.org</a></b></p> <p><b>Fellows Application:</b> <a href="#">Google Form Link</a> OR <a href="#">Download Materials</a>  <b>Principal Response:</b> <a href="#">Google Form Link</a> OR <a href="#">Download Materials</a></p>
<b>Sep 9-13, 2019</b>	<b>References Contacted</b>
	<p><i>Each reference will be contacted by email between September 9-13, 2019.</i></p>
<b>Sep 9-20, 2019</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 between September 9-20, 2019.</i></p>
<b>Sep 20, 2019</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 20, 2019.</i></p>
<b>October 1, 2019</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 2019-20 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

### What are the expectations of Fellows?

- Participate in all 9 sessions
- Lead regular team meetings (2x/month) with school-based staff at their school
- Participate in two planning calls with principal and coach to start and conclude the program
- Facilitate a team through the school improvement process
- Periodically check-in with principal to reflect and share insights

### When and where will the Fellows meet?

The program involves a series of **eight after-school** sessions and **one Saturday** session on school improvement methodologies. **All sessions take place at Eskolta’s office in Lower Manhattan (50 Broad Street, Ste. 1617, 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 scholarships are available to qualifying participants; please indicate if you are interested in applying.

	Basic Program	+ Advising Support
	\$3,200	\$4,500
<i>Basic Program includes:</i> <ul style="list-style-type: none"> <li>- Nine in-person sessions</li> <li>- Two planning calls with Fellow and principal to start and conclude the program</li> </ul>		
<i>Advising support includes:</i> <ul style="list-style-type: none"> <li>- Nine in-person sessions</li> <li>- Two in-person coaching visits with Fellow and principal to start and conclude the program</li> <li>- Three coaching calls with Eskolta facilitators in between sessions</li> </ul>		

## Program Instructors: Johanny Mejia and Nicole DeFino

**Johanny Mejia** joined Eskolta as a Research and Design Facilitator in the summer of 2018. At Eskolta, she has led professional learning communities with NYCDOE offices on feedback and improvement science, and coached teams of teachers working to develop tools and procedures for feedback and conferencing. Before joining Eskolta, Johanny received a B.S. in Business Management and Marketing from Boston College, but it was really her extracurriculars that left a major impact on her. After graduating in 2011, she decided to postpone a career in business to teach English in Seoul, South Korea, and she loved it! When she returned to New York in 2014, she joined Teach For America and since then worked at charter schools in Brooklyn with grades 3-5 as a Special Education Teacher. While teaching, Johanny also received her M.S.Ed in Teaching Students with Disabilities in Childhood Education from Brooklyn College. In her spare time, Johanny enjoys traveling, trying new foods, and checking out live music.

**Nicole DeFino** has been with Eskolta for four 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	Dates <i>(may be subject to change)</i>	Session Time
<b>Session #1:</b> Program introduction and overview of action research/improvement science methods	October 1st	4:30-7:00pm
<b>Session #2:</b> Planning long-term school change efforts and assembling the right team	October 22nd	4:30-7:00pm
<b>Session #3:</b> Research of innovative school practices	November 16th (Saturday)	10:00am-1:00pm
<b>Session #4:</b> Facilitating the design of innovative school practices	December 3rd	4:30-7:00pm
<b>Session #5:</b> Steps and strategies for piloting design ideas	January 7th	4:30-7:00pm
<b>Session #6:</b> Analysis and reflection for refining design ideas	February 4th	4:30-7:00pm
<b>Session #7:</b> Using effective documentation of process and products to move change forward	March 10th	4:30-7:00pm
<b>Session #8:</b> Disseminating learning and scaling up innovative practices	April 7th	4:30-7:00pm
<b>Session #9:</b> Review and share-out of learning	April 28th	4:30-7:00pm

**To complete the two-part Fellows Application, please use the Google Form links below or email written responses and attachments to [fellows@eskolta.org](mailto:fellows@eskolta.org)**

**DUE: September 9, 2019**

**PART 1: Eskolta Fellows Application**

*To be completed by the applicant*

Google Form: <http://bit.ly/EskoltaFellowsApp>

**Or**

Downloadable Materials: <http://bit.ly/FellowsAppDownload>

**PART 2: Principal Response**

*To be completed by the principal*

Google Form: <http://bit.ly/PrincipalResponse>

**Or**

Downloadable Materials: <http://bit.ly/PrincipalResponseDownload>