

# The Eskolta Fellows Program

**eskolta**  
We help schools learn.

The Eskolta Fellows Program is a community of talented educators leading equitable change in their schools. With the aim of improving conditions for their students—majority BIPOC, often intentionally marginalized by the system—Fellows gain skills in facilitation, data-collection, and liberatory design while piloting a project in their schools.



## How it works

Over the course of a school year, Fellows advance through a curriculum anchored in Culturally Relevant and Sustaining Education (CRSE) concepts and liberatory design, developing a practice they then test, adapt, and measure. Through full-group sessions and monthly coaching calls with an Eskolta facilitator, Fellows explore contextualized research, share practices, and learn strategies to address the underlying causes of the issue(s) they choose to focus on. Throughout, Fellows will become a part of a community that encourages reflection, trust, joy, and authenticity.

Fellows will be challenged to practice self-awareness, recognize oppression, embrace complexity, reach for liberatory collaborations with school community members, and attend to healing. During the program, Fellows will gain the skills to:

- Implement equity-centered design thinking and continuous improvement
- Engage their colleagues in cycles of learning by fostering trust
- Design activities that help teams understand their focus problem, generate new ideas, and reflect on their own identities and practices and those of their students
- Draw on student voice to understand problems
- Gather and analyze quantitative and qualitative data
- Examine and deconstruct their own implicit bias while recognizing how their work and their students' lives are affected by societal inequities
- Scale practices beyond the classroom

**“The work that we did, if there were any challenges or impediments, it just pushed us to think differently and grow.”**

—Vincent Saladino  
2021 Eskolta Fellow

## 🖱️ Learn more

For information on becoming an Eskolta Fellow, visit <https://eskolta.org/what-we-do/school-improvement-fellows/> or contact program facilitators Johanny Mejia and Brian Zimble at [Fellows@eskolta.org](mailto:Fellows@eskolta.org)