

2009 Fellows Program Fellowship Description

Locations: Boston, Chicago, DC Metro Area, Los Angeles, New York City, San Francisco Bay Area

Total Number of Fellowship Positions: 225

About Education Pioneers

Education Pioneers is a national nonprofit organization that exists to train, connect, and inspire a new generation of education leaders dedicated to transforming the educational system so that all students receive a quality education. Founded in 2003, Education Pioneers is focused on achieving the following objectives: (1) creating a pipeline of talented leaders from multiple disciplines who can significantly improve student outcomes in urban schools, (2) increasing the capacity of existing schools, districts, and education ventures to operate as high-performing organizations, and (3) building a national network of education leaders and reformers. To achieve these goals, Education Pioneers operates a rigorous summer training program where graduate students develop the experience, knowledge, network, and skills to design and implement creative solutions to our nation's most critical educational problems.

About the Fellowship Program

The Education Pioneers Fellows Program is a full-time, ten-week summer program where talented graduate students in business, education, law, policy, and other disciplines ("Fellows") work at effective schools, districts, and other organizations that support various aspects of Education ("Partners") in order to support a mission critical scope of work. In addition to working full-time, Fellows convene as a cohort for five workshops focusing on critical education reform topics, two events that bookend the Summer Program, a Fellows showcase, and other networking events.

Work Experience

Fellows intern for a minimum of ten weeks under the guidance of experienced leaders at Partner organizations. These internships are designed to create value for Partners by providing Fellows with meaningful work experience based on their particular skills, backgrounds, and interests. Each Fellowship has its own job description featuring at least one mission-critical project.

Fellowship Events

Fellows are required to participate in five full-day workshops that feature inspiring and successful education leaders, encourage reflection and learning, and engage Fellows in individual and group activities and case discussions designed to develop the skills and knowledge to succeed as education leaders. Workshops focus on key leverage areas where Fellows can apply their skills to drive systemic change as well as on the leadership skills to support that change. In 2008 workshops focused on:

- Urban School Districts: Driving Improvement through Local Reform
- Charters and Choice: Expanding High-Quality School Options
- Quality Teachers and Leaders: Increasing the Pipeline of Excellence
- Beyond the Traditional School Day: Expanding Student Opportunities
- Philanthropy and Education: Supporting Entrepreneurship and Innovation

In addition, Fellows attend a Summer Foundations orientation event at the beginning of June, a Fellows Showcase in August (an opportunity for Fellows to share their summer work with the Education Pioneers community of Partners and Supporters), and a Summer Capstone event in mid-August to reflect on the cohort experience. Fellows join education leaders and organizations for additional fellowship events throughout the summer thereby building a powerful network of leaders and professionals working in education reform.

Career Support during the Fellowship

Individuals who have already graduated prior to the summer receive extensive career support from the Education Pioneers team during their 10-week Fellowship including resume advising, career strategy coaching, and job search and networking support. In addition, graduated Fellows are paired with leaders in the field who share similar interest and serve as a mentor throughout the job search process.

For more information or to register and apply online, please visit www.educationpioneers.org.

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T A L E N T T O T R A N S F O R M

Alumni Network

Education Pioneers supports its national network of education leaders by providing ongoing professional development and career support to alumni as they progress throughout their careers including:

- Helping alumni find and stay in roles in the education sector through one-one-one career counseling, career e-resources, mentoring, and job placement.
- Hosting Competency Building Activities that include skill and knowledge building events, as well as technology-facilitated knowledge sharing.
- Facilitating Community building events that allow Alumni to stay connected and continue to enjoy a vibrant network of Education Reform professionals

As the Fellows Program expands to new sites across the nation, Education Pioneers' alumni network will experience rapid growth with pockets of strength in urban centers across the nation. By 2013, the Education Pioneers network will include approximately 2,200 alumni who will drive significant change as education leaders in urban centers across the nation.

Qualifications

Education Pioneers seeks top graduate students in business, education, law, policy, and other disciplines looking to make an immediate impact and explore possible careers in urban education reform. Applicants must have completed at least one year of graduate studies or must have graduated within one year of the Summer Fellows Program they are applying for. In addition, candidates must be able to commit to a ten week program, all five Fellows Workshops and other mandatory aspects of the summer program.

Strong candidates for the Fellowship program will possess:

- A strong commitment to the mission of Education Pioneers and its core values of courage, optimism, collaboration, and action
- A track record of excellence and success in an academic and professional setting
- Knowledge of and experience in one or more functional areas including, finance, strategy, marketing, operations, human resources, curriculum design, professional development, policy analysis, urban education reform, and law
- Outstanding problem-solving and analytical skills
- Exceptional interpersonal and written and verbal communication skills
- Strong project management and organizational skills
- A high level of self-awareness and commitment to personal growth including a keen desire to work with and learn from others with diverse backgrounds and perspectives
- Passion for K-12 urban education reform

Compensation

Fellows are paid a stipend by the Partner organizations where they are placed by Education Pioneers. The 2009 Fellow stipend will be \$7,000 (\$700/week x 10 weeks). Fellows are also encouraged to apply for public interest funding / matching funds through their schools to supplement this amount.

In unique cases, candidates forge relationships with specific education organizations where they have already confirmed paid or unpaid summer internship placements. This is often the case with law related internships. Due to the nature of many law internships, law students who work with education / non-profit organizations during the summer often do so unpaid. Law students who have already found summer internships in education (paid or unpaid) are encouraged to apply for the Fellows Program. All Education Pioneers Fellows are compensated by the organization they are interning with. Therefore, candidates working in an unpaid, law-related internship will not receive financial compensation from Education Pioneers but will partake in all aspects of the Education Pioneers Program.

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TALENT TO TRANSFORM

2009 Fellows Program Admissions Process

Education Pioneers is offering two application rounds in 2009. We encourage applicants to apply as early in the process as possible when more Fellowship positions are available. We welcome applicants to apply at anytime throughout the year and will review applications on a rolling basis during the round for which they are received.

| | Round 1 | Round 2 |
|---|---|---|
| Online Application Due | 12/21/08 | 2/15/09 |
| Submit your resume and basic application information online. An Education Pioneers staff will review your application and notify you of whether or not you will be advancing to the Essay stage within 24 hours. We encourage you to apply as early as possible. | | |
| Essay Response Due | Within one week of receiving invitation. | Within one week of receiving invitation. |
| Applicants advanced to the Essay phase will be asked to submit an online essay as well as other applicant information. | | |
| Preliminary Phone Interview | By 1/16/09 | By 3/6/09 |
| Some applicants may be asked to speak with a member of the Education Pioneers Admissions team prior to their in depth interview. | | |
| In Depth Interview | By 2/04/09 | By 3/20/09 |
| Applicants who demonstrate the core qualifications for the Education Pioneers Fellowship in their application and essay will be invited to participate in our one-on-one in depth interviews. When possible, these interviews are conducted in person on your graduate school campus. For candidates not based at an Education Pioneers site, in depth interviews may be conducted over the phone. | | |
| Group Interview Day | 2/06/09 | 3/21/09 |
| The strongest applicants will be invited to participate in our regional Group Interview Days. During these events, candidates will have the opportunity to meet each other, Education Pioneers Alumni, and learn more about our program. Please note that Group Interview Days are mandatory. Be sure to reserve the Group Interview date for the application round which you applied in. Education Pioneers will offer a travel stipend for candidates not based in a site hosting a group interview day for their round. | | |
| Notification of Admissions Decisions | 2/13/09 | 3/27/09 |
| Candidates will be notified of their application status within five business days after their Group Interview. | | |
| Fellow Decisions Due to Education Pioneers | 2/27/09 | 4/10/09 |
| Education Pioneers asks that candidates take no longer than two weeks to make their final decision about whether or not to become a Fellow. However we do respect recruiting policies at individual schools. | | |
| Finalist Candidates | | |
| When admitting Fellows, Education Pioneers considers the following criteria: 1) Candidates fit for the Fellowship program based on their ability to fully contribute to and benefit from the cohort experience and 2) The relevance of a candidates' background and skill set to the needs of our Partner organizations based on our current knowledge of summer projects. Finalist Candidates are individuals we feel meet the first criteria and who we would be happy to admit into our program, but who we do not have a current summer project for. Finalist candidates will therefore be admitted if and when Education Pioneers is able to secure a project suitable for their background and interests. | | |
| Matching Process | | |
| Once a Fellow has been accepted into the Education Pioneers program, our staff works hard to place them in the most relevant project based on their skill-set and interests which also fulfills the needs of the partner organization. As a result, the time it takes to match a Fellow may vary based on the individual or Partner. | | |

FAST TRACK Program: This year we will be piloting a FAST TRACK Admissions Round in early December for candidates attending Boston and Bay Area schools (who allow an earlier admissions process). Candidates from these schools who apply by November 30th may be invited to participate in this program and will receive more information during the application process.

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