



Diverse Leaders Fellowship



2021 - 2022



OVERVIEW

We believe staff at all levels of the organization should reflect our students and communities. We build diverse teams because they perform better—getting the best results for our students—and create spaces for people of all intersectional identities to feel included, valued, and affirmed. We share our ideas and input, and we seek diverse voices and bring in traditionally excluded individuals and perspectives to arrive at the best decisions. We actively seek understanding to avoid assumptions and mitigate bias. We examine ourselves to ensure our practices and beliefs lead to equitable outcomes for all.

The Diverse Leaders Fellowship (DLF) is designed to identify Noble’s emerging intersectional leaders of color, invest in their development, and strengthen the educational leadership pipeline within Noble, Chicago, and beyond. This pathway will provide a space of connection, visibility, learning, and authenticity to increase the greater impact of Noble’s next generation of leaders. Participants can expect to participate in a cohort experience providing supplemental professional development, cohort community building, networking opportunities, and one-on-one mentoring.

Beginning in 2018, the Diverse Leaders Fellowship stands as Noble’s longest running developmental leadership pathway. The Diverse Leaders Fellowship programming is also designed to avoid overlap with additional Noble offerings, such as The Management Accelerator, Distinguished Teacher Pathway, etc. DLF participants are encouraged and welcome to apply to multiple pathway programs as their interests and schedules allow.



OBJECTIVES

The Diverse Leaders Fellowship is built to create participant opportunities based on the DLF Core Values:

- ✔ **Connection** - The work of education is soul work. The gravity of being a person of color responsible for the learning *within* communities of color carries additional weight. Therefore, this soul work requires community. We hope to build community within the cohort (intra-cohort), across cohorts (inter-cohort), within greater Noble, and across the Chicago educational landscape.
- ✔ **Visibility** - You can't be what you can't see. We champion one another while supporting one another's professional and personal growth. Once we've gained the skills and developed our self-awareness, we begin the process of self-advocacy. We see a brighter light shine on our career goals and increase our understanding of careers at Noble and beyond.
- ✔ **Learning** - We do the best we can until we know better. Once we know better, we do better. We look to expand our professional toolkit through skill and knowledge building sessions. We learn from the perspectives of those around us including our cohort and our mentors. We access supplemental materials to learn even more about ourselves, our strengths, our areas of growth, and our progress.
- ✔ **Authenticity** - Just BE. We build community for one another that assumes welcome and provides welcome. We see our time together as a lift and not a burden. We see the space as sacred, shared, and supportive. We encourage each other to just BE.



Diverse Leaders
Fellowship





Program Structure

TIME COMMITMENT

- Participants can expect to spend 3-7 hours per month on activities associated with the program
 - DLF Sessions: 3 hours
 - Mentor Connections: ~1 hour
 - Survey Completion: ~.5 hour
 - Session Prep Work (as needed): ~2 hours
- The fifth cohort will start in September 2022 and end in June 2023.
- NOTE: DLF Sessions are expected to take place one Friday per month, 1PM - 4PM CST. This will be finalized with the reveal of the SY22-23 Noble Calendar.

REQUIRED EVENTS AND ACTIVITIES

COHORT SESSIONS

Participants can expect 9 Whole-Group Sessions focused on supplemental professional development and training modules specific to diverse leadership. Topics will be determined based on the needs and asks found within the cohort applications. Samples of the previous cohort's topics include:

- Relational Love: Nurturing a Space Built on Unity & Collaboration
- Safety & Safe Spaces: Shifting our Margins to the Center
- A Leadership Lens: Influence, Strategy, and Movement as a Leader With or Without "the Title"
- Resilient Leadership: Navigating Workplace Politics Using Your Authentic Voice

MENTORSHIP SESSIONS

Participants can anticipate being paired with a Noble mentor based on candidate application information. Schedules allowing, there will be approximately 9 one-on-one mentorship sessions to develop professional relationships between participants and Noble senior leaders. These sessions may include, but are not limited to, discussion of the following:

- Career mapping and planning
- Progress toward professional development goals
- Preparation for career conversations with supervisors
- Problem-solving for work-related issues
- At least 1 supervisor career conversation to discuss participant career goals and progress

POTENTIAL OPTIONAL EVENTS

- Social events to promote networking and connectedness across campuses and across cohorts
- Leadership Shadow Day to provide exposure and insight into the work of mentors, principals, managing directors, or chiefs in the network through shadowing opportunities
- Discovery Dialogues to speak with individuals in roles of interest to learn more about the nuance and complexities of the position
- Family Forums to bring all cohorts together to learn about specific topics impacting the community



DLF Candidate Qualifications

Admission to the Diverse Leaders Fellowship is competitive. We anticipate an upcoming fifth cohort of 18-20 fellows. All selected participants will be emerging leaders who:

- Are mission aligned and embody Noble's core values
- Identify as a leader of color representing the children we serve
- Have a track record of positive impact within their educational community
- Have completed their first year with Noble by the cohort's launch
- Have the ability to attend all sessions and participate for the duration of the program

Participant Commitment

ROLE AND RESPONSIBILITIES OF COHORT FELLOWS:

- Proactively engage with mentor to schedule and organize one-on-one sessions
- Come prepared to all sessions to discuss professional questions, problems, goals, etc.
- Follow-through on commitments and dedicate uninterrupted time to meeting DLF/mentor assignments
- Maintain a space (in-person or virtually) of positivity, radical joy, and unmitigated support
- Attend all whole group sessions (final schedule to be shared upon acceptance to program)

How To Apply

APPLICATION COMPONENTS INCLUDE:

- Completed [Application](#)
- Updated Résumé
- 1 Campus Reference (Both Written and Recorded Formats are Accepted)

Website

TO VIEW OUR CURRENT MENTORS AND FELLOWS, PLEASE GO TO WWW.NOBLETSCHOOLS.ORG/TALENT-PATHWAYS



The application must be completed, and submitted online. Incomplete or late applications will not be considered. Contact Director of Equity, Inclusion, & Diversity, D. Nigel Green, at DNGreen@nobleschools.org with specific questions.