

Click [here](#) to apply



Unlocking Leadership

Aspiring Leader of Teams Fellowship

Purpose: Develop proud, empowered and confident leaders of teams who create success, empower others and lead by example through their ability to create strong team cultures, develop quality talent and make strategic decisions regarding complex organizational issues. Roles that fall within the Leader of Teams designation include *Assistant Principals, Deans, Content Facilitators* and *Directors*.

How Fellows will Grow: The fellowship will operate with the belief that leaders grow best when the following conditions set the foundation of every learning experience:

1. Social Learning – The sharing of diverse experiences supports learning and creates interdependence between future district leaders.
2. Immediate Application – Topics will increase effectiveness in current role and build the foundation for the next level of leadership.
3. Learner Driven – Participants choice and autonomy in avenues of engagement will increase ownership and accelerate learning.
4. Problem Centered – Producing solutions to current problems will develop key leadership skills in a meaningful, low stakes manner.

The Primary Structures of Engagement are:



Portfolios

Self-assessment and reflection exercises to capture fellows' leadership growth throughout the program



Projects

With guidance of a mentor, complete job embedded opportunities to build technical skills needed for a particular role



Peers

Small group collaboration to provide feedback and support on an individual's current problem of practice



PLEs

Professional Learning Experiences address skills, time applications and work values a Leader of Teams must possess

Year 1

Attend PLEs

Complete three leadership self-assessments and determine the specific role would like to work towards in near future

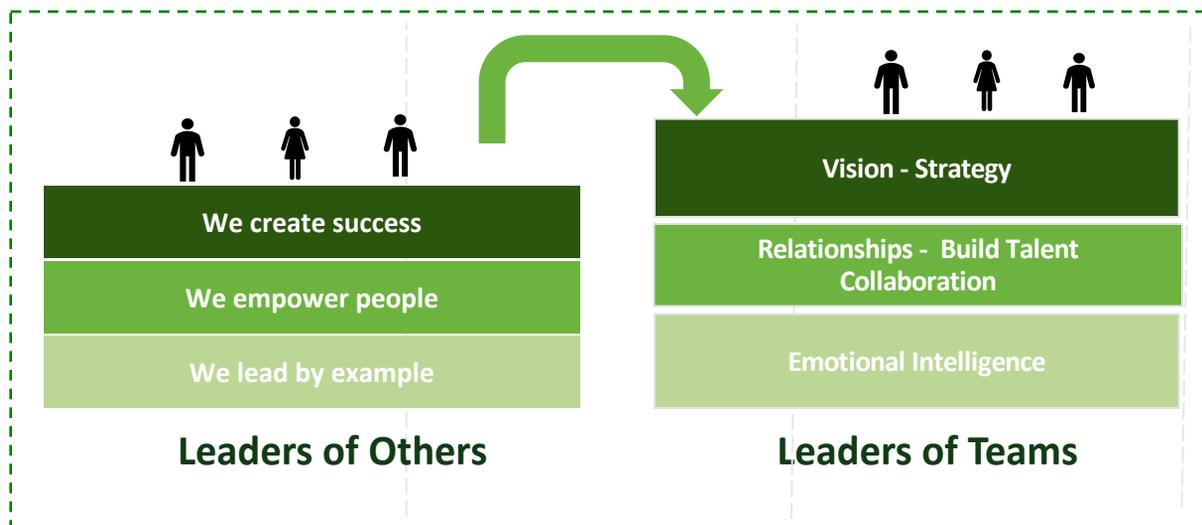
With small group of peers, engage in ongoing "Problems of Practice" rooted in self-assessment/key leadership challenges

Year 2

Complete three leadership self-assessments to support areas of strength/growth in preparing for identified desired role

With support of strategically matched mentor, select and complete job-embedded projects

Content Aligned to Prioritized Leadership Definition Indicators will Support the Transition to Leader of Team:



Category	Indicator	Topics
We Create Success	Vision	Cultivating shared purpose in pursuit of ambitious goals
	Strategy	Ensuring time and resources align to vision and goals Creating short- and long-term plans to achieve goals Adjusting course based on evidence
We Empower People	Relationships	Building trust and authentic relationships Identifying and leveraging strengths to build strong individual and collective relationships Leveraging direct conversations to foster deeper relationships
	Building Talent	Creating a culture of constant learning and candid feedback Distributing leadership and sharing authority
	Collaboration	Building a culture of collaboration Navigating and resolving conflict
We Lead by Example	Emotional Intelligence	Understanding and managing emotions Diagnosing and adapting to meet the emotional needs of others Fostering and maintaining a culture of optimism

Strong candidates meet the following criteria:

Click [here](#) to apply

1. Have maintained a strong record of performance in current role over multiple years.
2. Have at least six years of professional experience and two years in Grand Prairie ISD.
3. (if pursuing a school based Leader of Teams role) Have attained or will be pursuing their Principal Certification/Masters' Degrees as of August 2019 and held a Teacher Leader (grade level/department lead) or higher role.

Learning Cycles:

During the first year, fellows will participate in continuous Cycles of Learning. These cycles will provide consistent structures of engagement for fellows to engage in key content, reflect on their leadership growth and collaborate with peers.



Stage	Description
Input	Fellows will engage with articles, books and research pertaining to the focus topic of the learning cycle. These materials will build common framework and language for fellows as they begin deeper conversation at PLEs and during peer coaching.
Professional Learning Experience (PLE)	A shared learning experience for fellows to apply what they've learned through readings/research to their daily work. During the PLE, they will form an opinion of where they might focus building skills that align to the Learning Cycles focus topic.
Action Plan	After each PLE, fellows will create and execute an action plan that sets bite-sized goals on the skills they aim to build and clearly defines the actions they will take.
Peer Coaching	Between each PLE, fellows will engage with a small group of their peers to bring a particular challenge they are experience that aligns to the Learning Cycles focus topic.
Self - Assessment	Each Learning Cycle will close with a self-assessment. Using the GPISD Leadership Definition Leadership Levels Guide, fellows will capture the growth of their leadership on the focus topic.

We Lead by Example

Learning Cycle #1 – Emotional Intelligence

We Empower People

- Learning Cycle #2 – Relationships
- Learning Cycle #3 – Collaboration
- Learning Cycle #4 – Build Talent
- Learning Cycle #5 – Build Talent

We Create Success

- Learning Cycle #6 – Vision
- Learning Cycle #7 – Strategy

Click [here](#) to apply