



EMERGING LEADER FELLOWSHIP OPPORTUNITY, 2021-2023

Advancing Teacher Diversity in Philadelphia Public Schools



CENTER FOR
BLACK EDUCATOR
DEVELOPMENT

Host Organization:	Center for Black Educator Development
Location:	Philadelphia, PA
Dates:	September 1, 2021 – August 31, 2023
Salary:	\$60,000 / year, plus benefits

Stoneleigh Emerging Leader Fellowship

The [Stoneleigh Emerging Leader Fellowship](#) is a two-year, full-time, hands-on position for early career professionals. Fellows work collaboratively with a host organization and the [Stoneleigh Foundation](#) to execute a project that advances the missions of these organizations and enhances Fellows' professional skills and leadership development. Fellows are also supported by a cohort of peer Emerging Leaders who participate in Foundation programming.

The Project: *Advancing Teacher Diversity in Philadelphia Public Schools*

A teacher corps that reflects its students' racial/ethnic identity and background can help close achievement and opportunity gaps. Yet, in Pennsylvania, 15% of all students are Black, while only 4% of the state's teachers are Black. In Philadelphia, this disparity is even more striking—49% of all students are Black, while only 24% of public-school teachers identify as such. Access to Black educators is proven to help students of color remain in school, graduate on time, and matriculate to college.

To address this critical shortage of Black educators in Philadelphia, the Fellow will work with the [Center for Black Educator Development](#) to increase equity in the recruiting, training, hiring, and retention of high-quality educators that reflect the background of the students they serve. Specifically, the Fellow will:

- **Develop and implement a comprehensive workplan** to advance teacher diversity in Philadelphia public schools in partnership with the School District of Philadelphia.
 - *Conduct interviews and focus groups with stakeholders* to inform the workplan, as well as analyze prior research and community feedback sessions.
 - *Design tools, processes, protocols and policies* that advance teacher diversity in Philadelphia public schools.
- **Support the Researchers Roundtable** on advancing teacher diversity.
 - *Curate and organize research and related efforts* on teacher diversity led by school districts, schools of education, and education reformers throughout the country.
 - *Develop mechanisms to inform efforts* to advance teacher diversity, share new thinking and ideas, and drive recommendations for future research and policy changes.

- **Design and help promote a policy agenda and advocacy plan** for advancing teacher diversity in Philadelphia and Pennsylvania, including analyzing relevant research and best practices, convening partners to build consensus on a reform agenda, and educating policymakers.

Candidate Qualifications

Candidates should have completed a graduate degree between 2018 and 2021 or have an undergraduate degree with equivalent professional experience. Candidates should also have deep content knowledge of and interest in teacher diversity, experience working within large urban school districts, proficiency in qualitative and quantitative research, and excellent interpersonal and writing skills.

We strongly encourage a diverse pool of candidates to apply, including women, people of color, people who identify as LGBTQ, people with disabilities, and people who have lived experienced of housing insecurity, and/or system involvement. We invite candidates to include in their cover letters a statement about how their unique backgrounds and experiences might contribute to their perspectives on and execution of the Fellowship Project.

Application Process

Please submit the materials below to Victoria Harrison (victoria.harrison@thecenterblacked.org) by **December 31, 2020**. Please contact Victoria if you have any questions about the Fellowship, application process, or required materials.

- A resume or CV
- A writing sample
- Two written references preferred
- A cover letter articulating why you would like to participate in the Fellowship, how it will advance your professional goals, why this project interests you, and what prior experience and training you bring that prepares you to lead this Fellowship project

Candidates chosen for an interview will be contacted directly by the Center for Black Educator Development. One final candidate will be recommended to and interviewed by the Stoneleigh Foundation in January 2021. In March, Stoneleigh staff will present recommended candidates and projects to its Board of Directors for their final determination.

About the Center for Black Educator Development

The [Center for Black Educator Development](#) works to ensure there will be equity in the recruiting, training, hiring, and retention of quality educators who reflect the cultural background and share common socio-political interests of the students they serve. The Center is revolutionizing education by dramatically increasing the number of Black educators so that low-income Black and other disenfranchised students can reap the full benefits of a quality public education.