



APPLICATION GUIDE

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SURGE FELLOWSHIP MISSION

The Surge Fellowship is a program for emerging leaders of color in education.

The Surge Fellowship is Surge Institute's flagship program. The fellowship program's mission is to dramatically change the face of leadership in education by preparing, connecting, supporting and elevating high-capacity African-American, Latinx and Asian/Pacific Islander leaders across organizations that seek to improve education options and outcomes for low-income children.

We believe the number of highly effective and prepared leaders of color in education will impact sustainability of efforts to increase high quality education options for low-income children. Leaders who have a sense of shared experience with the communities and children served are more likely to build and lead organizations in culturally competent and sensitive ways, thereby increasing the likelihood of communities seeing themselves as shared owners of the work to dramatically improve access to high-quality education for their children.

The desired outcome of the Surge Fellowship is to build more executive leaders of color across the education landscape. Fellowship participants will be prepared for acceleration towards roles such as superintendents, CEOs, commissioners, and executive directors throughout the industry. Surge programming has been rigorously and thoughtfully developed to provide greater understanding of the landscape of education reform, access to prominent and powerful networks to accelerate professional growth and increased ability to navigate and collaborate among groups that are often at odds. Finally, Fellows will emerge from their fellowship experience having learned more about how districts, charters, civic organizations, government, and non-profits can collaborate to dramatically improve outcomes for students, families and communities.

DESCRIPTION

This inaugural Surge Fellowship cohort will include 10 - 15 emerging leaders in the Oakland area.

Candidates for the Surge Fellowship are African-American, Latino and Asian/Pacific Islander education leaders with passion for serving high-needs communities. They must have earned a Bachelor's degree and have six or more years of work experience, including an education or youth-serving role at the time they begin the Fellowship. These prospective Fellows have demonstrated an ability to achieve and lead, have experience leading projects, and may have experience leading teams.

Surge Fellowship program content will be administered over a series of 7 sessions that are one to two and a half days in duration. The sessions are a mixture of professional learning and personal development, including case discussions, text-based

discussions, and participant presentations. The Surge Fellowship trademarks include courageous conversations about race and class in leadership and fellow's engagement in developing executive skills through exposure, reflection, practice and coaching. Fellows leave the program having developed understanding of and competency in organizational management, relationship management, strategic planning and problem solving, navigating complex environments, and expertise in the history and structure of public education.

The Surge Fellowship Oakland is currently focused on Oakland, California, in both the selection of local Fellows and in administration locations for the series.

The Surge Fellowship is the signature program of The Surge Institute, an organization founded in 2014 by Carmita Semaan. The Fellowship is made possible through the support of the Bill and Melinda Gates Foundation, the Walton Family Foundation, the Charles and Lynn Schusterman Foundation, Startup: Education, NewSchools Venture Fund, Crown Family Philanthropies, Fry Foundation, Joyce Foundation and a number of generous individual supporters.

PROGRAM SCHEDULE

The Surge Fellowship will address personal leadership and professional skills for aspiring leaders.

The Fellowship begins in February 2018 and concludes in August 2018. The Fellowship kicks off with a two and a half-day retreat and culminates in a graduation celebration. In the intervening months, the Fellowship cohort participates in full-day sessions each month. Fellows are required to complete homework assignments and make monthly contact with their executive coaches and affinity groups.

MONTH	TOPICS*
FEBRUARY 22-24, 2018	Opening Retreat Systems, Equity and our Power to Lead
MARCH 16, 2018	The Matrix: Race, Equity and the Impacts on Leadership
APRIL 13, 2018	Our Stories, Our Power
MAY 11, 2018	The Power of Collective Solutions
JUNE 8, 2018	Healing, Love, and Action
JULY 13, 2018	Survivance: Leading Change
AUGUST 23-25, 2018**	Closing Retreat and Graduation The Power of Authentic Leadership

*Topics subject to change

**August 23 programming is evening only

CANDIDATE CRITERIA

- African-American, Latinx or Asian/Pacific Islander leader between the ages of 28 and 40, based in the Oakland area for the duration of the Fellowship
- Bachelor's degree (minimum)
- Minimum of six years work experience
- Employed in education or youth-serving role (district, charter, public policy, philanthropy or advocacy/non-profit) for the duration of the Fellowship
- Ability to attend all sessions and participate for the duration of the program

FINANCIAL CONTRIBUTION

- Sponsoring organizations are expected to pay a tuition of \$3,000 per fellow for the program
- Limited scholarships are available for accepted candidates with financial needs

APPLICATION REQUIREMENTS

Applications for the Surge Fellowship are submitted online at surgeinstitute.org/2018-surge-fellowship-app

To be considered, applications must include the following:

- Completed Application
- Résumé
- Two recommendation letters, including one from current organization
- Signed Memorandum of Understanding

The deadline for application submission is 11:59 PM CDT on January 22, 2018. The application must be completed, and submitted online. Incomplete or late applications will not be considered. Contact The Surge Institute's administrative team at oakland@surgeinstitute.org with specific questions.

THE SURGE FELLOWSHIP PROGRAM TIMELINE

JANUARY 22, 2018 | APPLICATIONS DUE (AT 11:59 P.M.)

FEBRUARY 6, 2018 | COHORT SELECTION

FEBRUARY 22-24, 2018 | OPENING RETREAT

MARCH 2018 - JULY 2018 | MONTHLY PROGRAM SESSIONS

AUGUST 2018 | CLOSING RETREAT AND GRADUATION