

About the Innovation Fellowship (For New School Designers)

Over the next five years, the School Design Lab seeks to partner with teams comprised of equity-focused, transformational education-entrepreneurs with the vision, skill, grit, and capacity to design and launch a set of new, highly innovative schools designed to meet the unique assets and needs of Oakland's most underserved and/or vulnerable student populations.

Applicant Criteria

The Innovation Fellowship will be awarded to visionary, entrepreneurial design teams that are:

- Led by exceptional, experienced, high capacity leader(s) and teams, including one member who will serve as a founding school, organizational, or instructional leader
- Committed to an intensive, multi-year design process that, in the first two years of design, will require design team leaders/fellows to spend a minimum of 2 full day/week focused on design and launch efforts
- Demonstrate a commitment and the capacity to design transformational school models and effective organizations that will prioritize and result in a rigorous academic program and joyful climate that achieves exceptional outcomes for our city's and the school's historically underserved and/or most vulnerable students
- Are proposing a school model that is designed to solve a clear need or problem in Oakland's public education ecosystem that will benefit our most underserved or vulnerable students
- Able to attract funders outside of the School Design Lab

The Innovation Fellowship: Pre-Authorization Innovative Launch Program & Funding

Design Teams that meet the criteria above and are accepted into the School Design Lab Innovation Fellowship will receive:

- A total of \$80k in pre-authorization funding (likely dispersed as \$30k in year one and 50k in year two; or \$20k in year one, \$30k in year two, and \$30k in year three)
- Fellowship requirements/supports that includes:
 - Two cohort-based retreats per year
 - Up to three quarterly cohort-based redesign modules over the course of a two-year period
 - Up to two quarterly individually based/personalized redesign modules over the course of a two-year period
 - Participation in the Educate78 UnboundEd Community of Practice
 - Personalized leadership coaching for up to two fellows per school
 - Personalized design coaching for the designated design team

- Up to three study trips per year
- Budget development and 501c3 incorporation supports/consultation
- Charter/New School support (writing and authorization)

- In the first year of the program (Engage and Explore Phase), fellows will:
 - Reflect on and understand themselves as Transformational Leaders
 - Complete an in-depth analysis of the current state of the community and student population they seek to serve. Teams will identify the problem(s) they hope to solve through a design process,
 - Build and on-board a design team
 - Build mission critical start-up operational systems including internal and external communication materials and systems, incorporating as a non-profit, creating a development plan, and developing a pre-authorization budget
 - Engage their community around the design process through both grass-tops engagement/research and grassroots community organizing and involvement
 - Revisit, revise, renew, and/or create a powerful mission, vision, and graduate profile for their school
 - Explore various education program and/or operation models that may address the problem the school seeks to solve
 - Prototype an education and/or operation model for the school and deeply explore each aspect of this proposed model through study trips, conferences, and research
 - Design and execute a minimum of two small scale prototypes, or pop-ups that test key aspect of the school's education and/or operations prototype
 - Evaluate, reflect on, and communicate key lessons learned from the initial prototypes and refine the model based on key findings

- In the second year of the program (Prototype and Design Phase), fellows will:
 - Reflect on and understand themselves as Transformational Leaders
 - Update their in-depth analysis of the current the community and student population they seek to serve. Updating the problem(s) they hope to solve through a design process, including engaging in the revision of a rigorous set of student outcomes that the school will seek to address through this work and the proposed education or operational program model
 - Design and execute a small to medium scale prototype/pop-up or pilot that will further test a key aspect of the school's education and/or operations prototype
 - Engage in grass-roots and grass-tops advocacy related to the authorization of the school's transformation plan
 - Draft, refine, and submit a high-quality OUSD New School Proposal or Charter Petition, including engaging in the identification of a rigorous set of student outcomes that the school will seek to address through this work
 - Draft, refine, and submit a high-quality transformation proposal

- (Optional) Apply for a Innovation Launch Grant through Educate78

The Innovation Fellowship: Post-Authorization Innovative Launch Program & Funding

Upon authorization of the School's Charter or District New School Proposal, organization/schools will be eligible to apply for start-up funding in the amount of up to \$1,000/student¹ based on the full enrollment of the school. This funding may be provided over several years of growth and based on defined milestones.

Funded schools that participate in the Innovation Launch Fellowship will also receive three years of implementation coaching for a period of three years (a value of approximately \$30K).

¹This amount minus grant funding from the pre-authorization phase