

Mary Jane Patterson Fellowship



The **Mary Jane Patterson Fellowship** is an aspiring principals' leadership development program that honors the service and memory of Mary Jane Patterson:

- A true education pioneer who was a successful teacher for many years
- First black principal at Paul Laurence Dunbar, DC's first public high school
- A forward-thinking leader who knew that teacher quality was key ingredient to student learning

Key Program Characteristics:

- 18-month learning journey beginning in January 2013, culminating with a principalship in SY 2014-15
- Cohort-based learning about leadership designed for 12-15 DCPS employees (currently engaged in selection process)
- Learning will be standards-aligned, job-embedded, built around coaching, and enhanced by use of protocols to tackle real problems



Key Program Goals:

- Create a **pipeline for effective school leaders** to improve the performance of DCPS schools
- Demonstrate a **commitment to our own people** and build leaders' skills to improve leadership practices and raise student achievement
- Facilitate the highest level of **investment of senior leaders** in the development of future school leaders
- **Increase partnerships** with education organizations and institutions locally and nationwide

Key stakeholders who will help drive learning for Fellows:

- **Principal Content Experts:** Host cohort learning sessions at their schools when their areas of expertise are the key focus of learning (e.g., Phase One experts include principals Hughes, Pinder, and Gordon)
- **Host Principals:** Assign stretch assignments, meet weekly with Fellows, participate in regular progress monitoring conversations, and shadow Patterson Fellows... all during Phase Three Residency
- **Coaches:** Manage Fellows' individualized learning plans, facilitate 360 feedback reflection, debrief real challenges in real-time
- **Instructional Superintendents:** Play critical and divergent roles in helping Fellows hone leadership skills
- **External Partners:** Facilitate cohort learning sessions and retreats, building DCPS capacity over time; Phase One partners include Georgetown, Flamboyant Foundation, and Brendan O'Day
- **Principal Effectiveness Team & Advisory Committee:** Support development of overall program design; help guide participant selection; facilitate cohort learning; manage assessment and evaluation

To be considered for the Patterson Fellowship, potential candidates:

- Must be a DCPS employee with Master's degree
- Must be interested in pursuing a principalship for 2014-15 school year
- Must have a minimum of 2 years of classroom teaching experience
- Must be willing to commit to extended days and weekend learning
- Must be willing to be placed in a high need school
- Willingness to serve 3-5 years as DCPS principal