



The Noble Principal Fellowship 2024

OVERVIEW

The Noble Principal Fellowship is designed to expose and develop high-performing individuals with the skills and competencies necessary to run a Noble campus. This fellowship serves as a direct Noble principal pipeline for fellows completing the program exemplifying readiness and a desire to lead.

The Noble Principal Fellowship is a one-year, cohort-based principal exposure and development program that begins in March 2024. Throughout the year, fellows engage in learning sessions and school visits facilitated by Noble's senior leaders and external partners.

OBJECTIVES

Upon completion of the program, participants should walk away with:

- Exposure to and development of the skills and competencies required to successfully run a Noble campus
- A set of tools and best practices that can be utilized across a variety of school leadership positions
- Critical self-reflection and supervisor/peer feedback on leadership competencies, core values, and ability to drive results within the six commitments that forward our vision and mission
- Summative conversation with Program Director and Campus Principal or Chief on principal readiness at Noble
- A broader professional network and set of opportunities within Noble's organization

PROGRAM DETAILS

Timeline and Commitment

The Noble Principal Fellowship is expected to run from March 2024 to December 2024.

Participants should expect to attend monthly sessions that are approximately 3 hours in length. Participants must at minimum attend 90% of all required events in order to absorb the knowledge needed to be a Principal at Noble. Participants who fail to meet this minimum requirement will forfeit their good standing in the cohort and will be dropped from the program.

Participants should expect to spend up to three hours preparing for each session.

Sessions are tentatively scheduled to take place at our NST Office at 1 N. State St (15th Floor) one Wednesdays of each month from 1pm - 4pm (pending SY25 school calendar):

Wednesday, **March 6th**
Wednesday, **April 3rd**
Wednesday, **May 1st**
Wednesday, **June 5th**
Wednesday, **July 10th**

Wednesday, **August 7th**
Wednesday, **September 4th**
Wednesday, **October 2nd**
Wednesday, **November 6th**
Wednesday, **December 4th**

Program Structure and Scope

The Noble Principal Fellowship focuses on the skill sets and mindsets aligned to our [Noble Identity Framework](#) and [Leadership Framework](#).

CANDIDATE QUALIFICATIONS AND HOW TO APPLY

Admission to the Noble Principal Fellowship is extremely competitive. We anticipate naming 2 - 5 Fellows in the 2024 cohort.

Ideal candidates should have the following:

- A commitment to excellent equitable outcomes
- An ability to build strong relationships grounded in trust
- Demonstrates continuous learning and coachability
- Embodies Noble's core values
- A strong desire to become a Noble Principal within the next 1 - 3 years
- Minimum of a Bachelor's degree

Prospective Fellows should submit the following application components:

1. Essay response (each question to be answered in 500-700 words)

- a. What would you be able to accomplish or achieve at Noble as a principal that you are not able to accomplish in your current role?
- b. What is something you want to learn and be able to do better as a result of this program?
- c. Provide an example of how your leadership shows up in your work. What are the most important characteristics of your philosophy around leadership? What role does relationships play in this?
- d. What has been the most valuable lesson you have learned about your leadership in the last two years? Who was most influential in helping you learn that lesson? How have you passed that understanding onto those you lead?
- e. How have you reflected upon your own personal identity, positionality, biases, and/or privilege in support of your growth as an educator at Noble? How has this reflection impacted the spaces you serve?

2. Resume

- a. Prospective participants should submit a current copy of their resume showcasing results, work contributions, leadership, management responsibilities, etc.

3. References

- a. Please include the name and contact information for three/four professional references.
- b. References must include your Principal/Chief, your direct supervisor, a peer, and a direct report (someone you lead).
- c. Please ask references to complete a [360 survey](#) on your behalf by November 3, 2023.

4. Self-assessment

- a. Perform a [self-assessment](#) against Noble's Leadership Competencies, Core Values, and Six Commitments

5. Emerging Leader Programs

- a. If applicable, please [list](#) the emerging leaders program(s) you are currently involved in and/or completed.

DEADLINES

The deadline to apply is November 3, 2023. Click [here](#) to apply online. The cohort for the 2024 Noble Principal Fellowship will be named by Friday, December 22, 2023.

Questions?

Please contact Brenda Cora, Chief Schools Officer, at bcora@nobleschools.org with questions.