



PHILADELPHIA  
ACADEMY  
OF SCHOOL  
LEADERS

# NEUBAUER FELLOWSHIP IN EDUCATIONAL LEADERSHIP SELECTION OVERVIEW



The selection process for the Neubauer Fellowship in Educational Leadership serves to identify principals across Philadelphia's district, charter, and faith-based schools who are deeply committed to Philadelphia's schoolchildren and to their own leadership development in support of taking their schools to the next level.

## NEUBAUER FELLOWSHIP IN EDUCATIONAL LEADERSHIP OVERVIEW

A two-year, cohort-based program for dedicated principals, the Neubauer Fellowship in Educational Leadership develops the critical leadership skills needed to elevate school performance and advance student outcomes.

Enhance your skills, expand your network and resources, and share strategies and best practices with your peers through this unparalleled professional development experience with demonstrated results.

## Selection Criteria

The selection process identifies school leaders with a track record of driving improvements in student achievement and who are poised to take their skills—and school performance—to the next level. Successful candidates demonstrate the following leadership competencies:

**VISION:** Articulate a clear, compelling school-wide vision and align priorities and leadership actions to achieve that vision

**ACCOUNTABILITY:** Hold self and others accountable for improving student outcomes based on a belief that all children can achieve at high levels

**RESULTS-ORIENTATION:** Set ambitious goals, monitor progress, and demonstrate persistence to overcome obstacles

**INCLUSIVE CULTURE:** Create a safe, respectful, supportive, and inclusive environment for all students

**INTERPERSONAL SKILLS:** Effectively communicate, collaborate, and build relationships with diverse stakeholders

**INSTRUCTIONAL EXPERTISE:** Facilitate student mastery through data-driven instruction and effective instructional practices

**CAPACITY BUILDING:** Build capacity of teachers and staff to provide rigorous instruction for all students

**PROBLEM-SOLVING:** Use data to identify and prioritize problems, inform decisions, and implement effective solutions

**SELF-AWARENESS AND CONTINUOUS IMPROVEMENT:** Reflect, accurately assess own strengths and growth areas, solicit feedback, and pursue growth opportunities

**COMMITMENT:** Demonstrate a deep commitment to Philadelphia's schools and students

## Selection Process Overview

Online Application and Submission of Supporting Documents

In-School Interview Day

Data Review and Reference Checks

Final Determination and Notification



# Stages of the Selection Process

To ensure that candidates have ample opportunities to demonstrate their skills, knowledge, and mindsets, PASL developed a multi-stage selection process featuring varied activities, designed to gather evidence of specific competencies designated as selection criteria. Proprietary rubrics evaluate and score each step of the Neubauer Fellowship application process.

## ONLINE APPLICATION & SUBMISSION OF SUPPORTING DOCUMENTS

In addition to basic professional information, the online application asks principals to address aspects of leadership, such as:

- **DEFINING THEIR ROLE AS A SCHOOL LEADER**
- **PROVIDING SPECIFIC EXAMPLES, WITH SUPPORTING EVIDENCE, OF STEPS THEY HAVE TAKEN TO:**
  - Increase student achievement
  - Enhance teachers' ability to provide high-quality instruction to students
- Nurture a safe, supportive environment for all students
- Define and address priority areas for school improvement
- **IDENTIFYING THE UNIQUE SKILLS AND QUALITIES THEY WOULD BRING TO THE FELLOWSHIP AND AREAS FOR THEIR POTENTIAL GROWTH**

Additional supporting documents requested as part of the online application include a professional resume, two professional references, and a supervisor nomination form. Applications are screened anonymously by education experts outside of Philadelphia Academy of School Leaders to ensure that each applicant is evaluated solely on the evidence provided. Answers are evaluated on standards of consistency, completeness, and clarity, and the quality of supporting data and evidence.

## IN-SCHOOL INTERVIEW DAY

Members of the Selection Committee will spend time in the schools of prospective Fellows who move past the initial online application screening.

During the 90-to-120-minute school visit, members of the Selection Committee collect information and observe how the principal's leadership has impacted instruction and the climate/culture of the school.

Representatives gather evidence about the principal's skills in:

- **CREATING A SCHOOL CULTURE THAT DEVELOPS AND ENGAGES STAFF AND IS FOCUSED ON STUDENT ACHIEVEMENT**
- **IDENTIFYING EXEMPLARY INSTRUCTIONAL PRACTICES**
- **IMPROVING TEACHER EFFECTIVENESS THROUGH THE IMPLEMENTATION OF HIGH-IMPACT INSTRUCTIONAL PRACTICES**
- **NURTURING A SAFE, SUPPORTIVE ENVIRONMENT FOR STUDENTS CHARACTERIZED BY HIGH EXPECTATIONS**

The visit consists of an interview; observations of classrooms to demonstrate instructional leadership; a showcase of school culture that demonstrates systems leadership; and a debrief with the principal. This school visit structure allows prospective Fellows to showcase their schools and demonstrate their leadership abilities.

Members of the Selection Committee will score each school visit on a rubric. Evaluations are based on the applicant's ability to provide detailed responses with evidence, communicate clearly, and demonstrate a commitment to personal growth and school leadership development.

## DATA REVIEW & REFERENCE CHECKS

During the Data Review stage, members of the Selection Committee examine School Progress Reports and other school data sources and conduct reference checks.

## FINAL DETERMINATION

The Selection Committee makes final determinations by examining all of the information and assessments collected throughout the selection process. Through a holistic process of reviewing all selection process data, the Selection Committee identifies the candidates who consistently demonstrate that they have the skills and mindsets required to push their leadership and their schools to even higher levels of performance. Those applicants are consequently invited to participate in the Neubauer Fellowship in Educational Leadership.



## NEUBAUER FELLOWSHIP COHORT 9

APPLICATION TIMELINE

### APPLICATION OPENS:

November 3, 2025

### APPLICATION DEADLINE:

January 5, 2026

### IN-SCHOOL INTERVIEWS/SITE VISITS:

February through mid-March 2026

*(Invitations will be extended by January 31, 2026)*

### FINAL DETERMINATION AND INVITATIONS TO PARTICIPATE:

By April 14, 2026

### ANNOUNCEMENT OF THE 2026 NEUBAUER FELLOWS:

May 2026

LEARN MORE



Visit [PhillySchoolLeaders.org/programs/neubauer-fellowship](https://PhillySchoolLeaders.org/programs/neubauer-fellowship) to learn more, apply, or nominate a principal.

#### Questions?

Contact Program Director Latanya Simmons at [Latanya@PASL.org](mailto:Latanya@PASL.org)

