

SPED FELLOW



Academy

2022-2023 SPED Fellow Guide

FEBRUARY 2022



If you are a novice SPED leader ready to improve your instructional leadership and increase your influence in the special education field, this professional development program is for you. The SPED Fellow is a year-long, comprehensive development program that provides in-person training, coaching, and a community of practice. The SPED Fellow will instill the knowledge and skills the next generation of special education leaders need to lead and sustain change to improve outcomes for students with disabilities. Cohort two of the fellowship will run in 2022-2023.

The 2022-2023 SPED Fellow Guide describes:

- ✓ Tentative schedule for fellowship activities
- ✓ Application questions
- ✓ Frequently Asked Questions, including the selection timeline
- ✓ Scoring for the application and interview

PLEASE NOTE THAT WE ARE ONLY ACCEPTING ONLINE APPLICATIONS BETWEEN APRIL 11 AND MAY 13.

Please do not email or submit hard copies of your application as they will not be considered.

SPED FELLOW COHORT THREE: SCHEDULE OVERVIEW*

JUNE 2022

- Fellow interviews
- Announce fellowship cohort

JULY 2022

- **July 7:** Cohort three launch
- **July 19:** In-Person Session: *Equity and Cultural Responsiveness*

AUGUST 2022

- Online Learning Session

SEPTEMBER 2022

- **September 6:** In-Person Session: *Identifying, Engaging, and Managing Key Stakeholders*
- **September 7:** In-Person Session: *Cultivating a Student-Centered Vision of Teaching and Learning Aligned to Louisiana’s Academic Strategy*

OCTOBER 2022

- Online Learning Session

NOVEMBER 2022

- **November 8:** In-Person Session: *Leveraging Data to Empower Change in School and Programs*

DECEMBER 2022

- Online Learning Session
- **December 6:** Executive Learning Project Pitches

JANUARY 2022

- **January 10:** In-Person Session: *Creating Compliant Systems for Student Success*
- **January 11:** In-Person Session: *Aligning Budgets and Spending Towards Priorities*

FEBRUARY 2022

- Online Learning Session

MARCH 2022

- **March 7:** In-Person Session: *Leadership for Developing and Sustaining Teams with a Rigorous Focus on Improving Student Outcomes*

APRIL 2022

- Online Learning Session

MAY 2022

- **May 9:** In-Person Session: *Leadership for Creating and Implementing Long-Term Change*

JUNE 2022

- **June 13:** In-Person Session: *Leading and Sustaining Change After the Fellowship*
- **June 14:** In-Person Session: *Leadership Synthesis and Final Colloquium*

***All dates are subject to change.**

APPLICATION PART 1: TELL US ABOUT YOURSELF

Name:	Cell phone number:
Email address:	
School system:	
Role:	
How many years have you been in this role?	
How many years have you worked in the special education field? In which role(s)?	
Please list your educational leader certification:	
Please list the professional development and training you have completed in the last 12 months.	
Are you a member of any special education organizations or councils? Which one(s)?	
Do you have any formal or informal training you would like to describe? Please do so below:	

APPLICATION PART 2: TELL US ABOUT YOUR LEADERSHIP AND PROFESSIONAL GROWTH

1. If selected for the SPED Fellow, you will participate in in-person training sessions, and online learning sessions. You will also receive support from a mentor-coach and complete an executive learning project. Do you have or can you obtain support from your superintendent to fully attend and engage in all aspects of the fellowship?
2. If you are an aspiring special education supervisor, you will need to obtain a letter of recommendation from your school systems current special education supervisor and a letter of support from your superintendent to fully attend and engage in all aspects of the fellowship. Can you obtain both documents?
3. What is something you have accomplished as a special education leader that makes you proud? What leadership skills did you use to be successful?
4. Louisiana's students, including children with disabilities, are just as smart and capable as any in America. Describe how your program maintains high expectations for the potential of students with disabilities.
5. Louisiana educators, including special education and general education educators, are accountable for student learning. What are your current practices in ensuring that all educators are accountable for supporting the learning of students with disabilities?
6. Choose three areas of special education leadership and management that are **growth areas** for you:
 - Cultivating and implementing a student-centered vision of teaching and learning
 - Navigating laws and policies for effective special education system management
 - Developing and sustaining teams focused on improving student outcomes
 - Strategic budgeting
 - Creating and implementing long-term change
 - Identifying, engaging, and managing key stakeholders
7. Describe one growth area from the list above and why you need to improve in this area. How would improving in this area impact the children, families, and teachers you work with every day?
8. What do you hope to gain (personally and professionally) from participating in the SPED Fellow?

FREQUENTLY ASKED QUESTIONS

WHAT IS THE SPED FELLOW?

In October 2019, the Department received a competitive grant from the US Department of Education to launch a special education leader fellowship. The SPED Fellow is a year-long, comprehensive development program for novice special education leaders across the state. The fellowship will provide in-person training, coaching, and a community of practice that will instill the knowledge and skills the next generation of leaders need to lead and sustain change to improve outcomes for students with disabilities.

HOW DO I BENEFIT FROM THE SPED FELLOW?

In addition to targeted training and coaching from state and national experts, participants who successfully complete the program will earn a Distinction on their EDL 1.

WHO CAN PARTICIPATE?

The Department will select up to 20 novice and aspiring special education leaders (administrators) who are ready to improve their instructional leadership and increase their influence in the special education field.

HOW DO I KNOW IF I AM A STRONG CANDIDATE FOR THE SPED FELLOW?

If you can answer “yes” to the questions below, you should consider applying for the fellowship.

- Is your role 100% administrative (director, assistant director, special education coordinator, with no regular teaching responsibilities) in a special education context?
- Are you a novice special education leader (i.e. 3 or fewer years experience)?
- Are you interested in elevating your leadership role in your school system, community, and state?

HOW ARE PARTICIPANTS SELECTED FOR THE SPED FELLOW?

Interested Fellows will participate in a competitive selection process. The first round will include an application and recommendation/approval from the superintendent. The final round will include a Zoom interview with the selection committee.

WHAT IF I AM NOT SELECTED FOR THE SPED FELLOW?

You will have the option to review the score sheet from your application to guide future applications. Cohort three is a small group, so please consider future cohorts.

WHEN DOES COHORT TWO OF THE SPED FELLOW TAKE PLACE?

Cohort Three will run from July 2022 to June 2023.

WHAT IS THE TIME COMMITMENT TO PARTICIPATE IN THE SPED FELLOW?

Monthly cycles of learning include either an in-person day long training session or supplemental online collaboration session, meetings with an assigned mentor-coach, and completion of all pre and post session learning activities. Over the course of the fellowship, there will be 10 day-long training sessions and 5 supplemental online collaboration sessions. All day-long sessions will take place in Baton Rouge. Participants will also receive coaching and complete an executive learning project. Those selected for the SPED Fellow must participate in all activities to effectively complete the fellowship.

WHAT IS AN EXECUTIVE LEARNING PROJECT?

Fellows will design and implement a plan to address a problem of practice that is relevant to their school system. Fellows will incorporate skills learned in the fellowship with guidance from mentor-coaches.

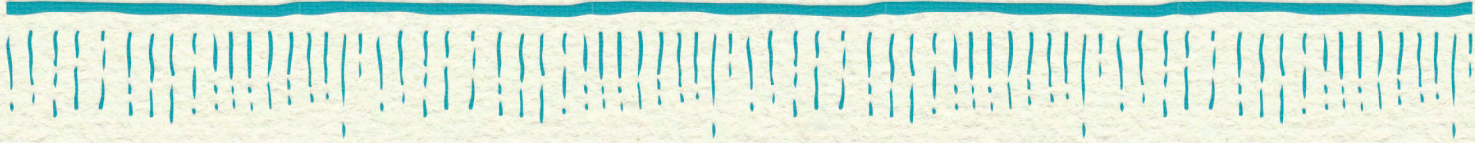
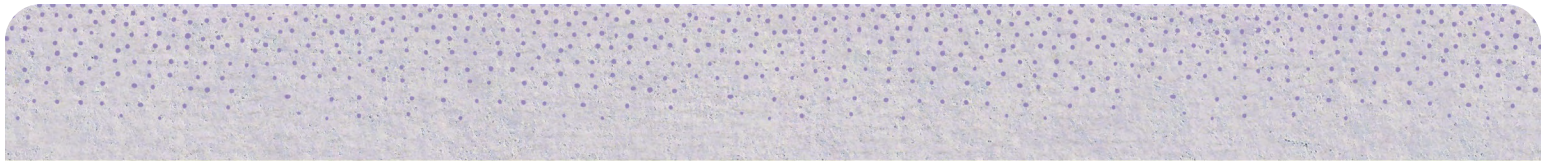
HOW CAN I LEARN MORE ABOUT THE SPED FELLOW?


The Department will host two informational sessions for prospective fellows on April 8 at [9 a.m.](#) and [1 p.m.](#) Please visit the [SPED Fellow page](#) and subscribe to the LDOE [School System Leader Newsletter](#) to receive registration and participation information. You can also send your questions via email to specialeducation@la.gov with SPED Fellow in the subject line.

SPED FELLOW SELECTION RUBRIC

APPLICANT'S NAME: _____

CRITERIA FOR APPLICANT	APPLICATION	INTERVIEW	NOTES
Applicant demonstrates commitment and has support to participate in all aspects of the fellowship.	___/5	___/5	
Applicant is committed to an ambitious vision for students with disabilities, families, and teachers from their school system.	___/20	___/20	
Applicant demonstrates commitment to continuous improvement and reflects a growth mindset.	___/10	___/10	
Applicant would benefit from the targeted training that will be addressed through the fellowship.	___/5	___/5	
Applicant demonstrates readiness to participate in a comprehensive professional development program.	___/10	___/10	
TOTAL	___/50	___/50	



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