School Empowerment Network
LEAD THE CHANGE

SCHOOL DESIGN FELLOWSHIP

Transforming Schools Through Advanced STEM Design



WHO WE ARE

About SEN

Founded in 2015, SEN partners with districts, networks, and state agencies to build the conditions where rigorous instruction, strong leadership, and clear strategy meet. Strong leaders. Aligned systems. Lasting change.

100K+
students impacted

500+
leaders developed

200+
schools strengthened

40+
districts across 8 states

FOUR WAYS WE PARTNER

woven together by a focus on leadership

Develop Leaders

Building the leadership pipeline that drives better instruction and stronger schools.

Teach to Lead
Aspiring Leaders
Leader-Driven School Improvement

THIS SERVICE

Design Schools

Helping leaders create new, better school models and strong early-childhood programs.

School Design and Redesign
Early Childhood

Strengthen Teaching

Coaching teachers directly to lift the quality of daily instruction.

ENACT HQIM
Responsible AI
Special Education Coaching

Evaluate & Plan

Diagnosing where a school or system stands, then setting the priorities and strategy to move it forward.

School Quality Reviews
Executive Coaching
Special Education Audit

OVERVIEW

Through this fellowship, each participant is guided to refine a clear mission and vision for STEM instruction, as well as school culture, and to then develop a detailed school design plan which brings their vision to life leveraging their already existing strengths.

This program also focuses on helping participants develop the team-building and leadership skills needed to effectively design a school and manage staff to high standards of quality.

Our School Design Framework

At SEN we see the school design process like a "waterfall" with all design decisions flowing from the top — the school's reason for existence — its mission, and intended academic and graduate outcomes.

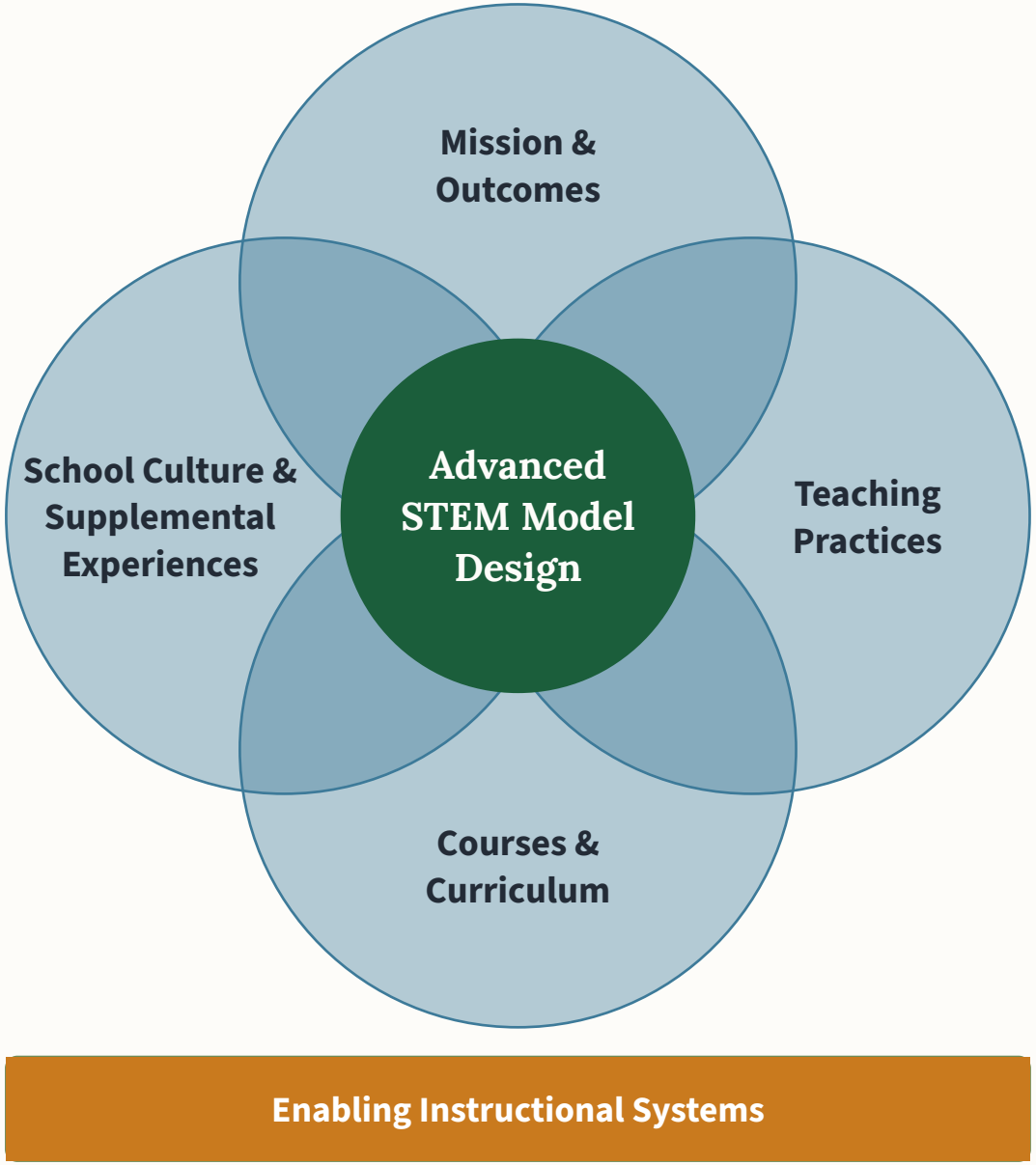


With thanks to Attuned Education Partners, The Cleveland Metropolitan School District, and KIPP Public Schools

ADVANCED STEM DESIGN ELEMENTS

In this three-year Fellowship, participants explore five Advanced STEM Model design elements,

make critical design decisions to align each element to their community context, and learn to lead others to execute the Advanced STEM Model with excellence.



Fellowship Programming

The fellowship is launched by a Unit 0 — Build self-awareness as a leader, understand local STEM context, and set up structures (coach, calendar, input team) to guide the year-long design work

UNIT 1

Foundations of STEM Leadership

Define STEM and STEM fluency, craft a mission and outcomes grounded in equity and local context, and establish clear graduate and academic goals.

UNIT 2

Academic STEM Design

Design an advanced STEM academic program: course map, assessments, HQIM, PBL/EDP integration, and teaching practices that drive mastery and STEM fluency.

UNIT 3

Creating a Culture of STEM Identity & Belonging

Create STEM culture, partnerships, and rituals that build belonging, representation, family engagement, and student confidence in rigorous STEM pathways.

UNIT 4

Building Enabling Systems

Build staffing, scheduling, PD, observation-feedback, and data systems that coherently support high-quality STEM instruction and continuous improvement.

UNIT 5

Launching the School Design Plan

Provide orientation and training for, teachers, students, and families on the STEM model. Train instructional leaders (APs, ICs, etc.) on relevant instructional leadership competencies and systems

UNIT 0 July – August

Fellowship Orientation

PURPOSE

Unit 0, Fellowship Orientation, is about grounding you in the big picture of your STEM school design journey and setting up the structures you need to be successful across the year. In this unit, you'll build a strong relationship with your coach, clarify your goals, unpack the year-long project plan and milestones, and begin exploring the STEM school design framework and example models so you can start imagining how they translate into your local context.

You'll also identify key stakeholders whose voices you'll regularly bring into the work and align calendars and touchpoints so the fellowship integrates smoothly with your campus and district priorities.

KEY ACTIVITIES INCLUDE

- Build a relationship with your coach and clarify fellowship goals.
- Review the year-long project plan, milestones, and deliverables.
- Learn the STEM school design framework and study example STEM models.
- Identify your input team and schedule recurring feedback and planning touchpoints.

DELIVERABLES

- Stakeholder and Change Management Plan
- Fellowship Project Plan
- STEM Landscape Community Project

UNIT 1 Aug – Sept

Foundations of STEM Leadership

PURPOSE

Define STEM and STEM fluency, craft a mission and outcomes grounded in equity and local context, and establish clear graduate and academic goals.

KEY ACTIVITIES

- Analyze your current STEM context and data.
- Draft or refine STEM mission, vision, and graduate profile.
- Define STEM fluency and priority student outcomes.
- Calibrate with peers using sample STEM models.

DELIVERABLES

Graduate Outcomes aligned to STEM Fluency Skills, with behaviors for each outcome.

Academic Outcomes (by level) with rationale for selections tied to state accountability expectations.

Mission statement capturing who you serve, what graduates will achieve, and how the model delivers on that promise.

UNIT 0
Fellowship Orientation

UNIT 1
Foundations of STEM Leadership

UNIT 2
Academic STEM Design

UNIT 3
Creating a Culture of STEM Identity & Belonging

UNIT 4
Building Enabling Systems

UNIT 5
Launching the School Design Plan

UNIT 2 Oct – Nov

Academic Design

PURPOSE

Design an advanced academic program: course map, assessments, HQIM, CTE pathways, and teaching practices that drive mastery.

ACTIVITIES

- Map STEM course pathways and sequences.
- Identify or select HQIM, assessments, and PBL/EDP tasks.
- Draft the instructional vision and core teacher moves.
- Create sample unit/assessment artifacts for feedback.

DELIVERABLES

Course Offerings selected and aligned to Advanced STEM Model Curriculum Selection for math and reading courses

STEM Teaching Practices identified and grounded in STEM Pedagogy Framework

Professional Development Plan (Teacher Learning Roadmap) across planning and Years 1–2.

High-Impact Assessment Plan outlining all assessments, purposes, frequency, and use of data.

UNIT 0
Fellowship Orientation

UNIT 1
Foundations of STEM Leadership

UNIT 2
Academic STEM Design

UNIT 3
Creating a Culture of STEM Identity & Belonging

UNIT 4
Building Enabling Systems

UNIT 5
Launching the School Design Plan

UNIT 3 Nov – Dec

Creating a Culture of STEM Identity & Belonging

PURPOSE

Create STEM culture, partnerships, and rituals that build belonging, representation, family engagement, and student confidence in rigorous STEM pathways.

ACTIVITIES

- Name core STEM culture commitments and rituals.
- Design belonging and identity-building experiences for students.
- Plan family/community engagement and partnerships.
- Draft a student recruitment and storytelling plan.

DELIVERABLES

Culture Vision statement

STEM Culture & Supplemental Learning Experiences Portfolio that includes:

- STEM Club/Afterschool Experience Plan
- Community Partnership Plan
- STEM Family Experience Plan
- Field Lesson Experiences
- Rituals/Routines

UNIT 0 Fellowship Orientation

UNIT 1 Foundations of STEM Leadership

UNIT 2 Academic STEM Design

UNIT 3 Creating a Culture of STEM Identity & Belonging

UNIT 4 Building Enabling Systems

UNIT 5 Launching the School Design Plan

UNIT 4 Jan – Feb

Building Enabling Systems

PURPOSE

Build staffing, scheduling, PD, observation-feedback, and data systems that coherently support high-quality STEM instruction and continuous improvement.

ACTIVITIES

- Build staffing and scheduling models that support STEM pathways.
- Design PD scope and sample sessions for teachers.
- Plan observation-feedback and data review cycles.
- Align operational systems (enrollment, counseling, discipline) to the model

DELIVERABLES

Staff Selection and Hiring profile with competencies, tools, and process/timeline.

Strategic Scheduling master schedule and aligned staffing model

Development of Instructional Systems

a. Curriculum Leadership
b. Observation and Feedback
c. Data-Driven Instruction

UNIT 0
Fellowship Orientation

UNIT 1
Foundations of STEM Leadership

UNIT 2
Academic STEM Design

UNIT 3
Creating a Culture of STEM Identity & Belonging

UNIT 4
Building Enabling Systems

UNIT 5
Launching the School Design Plan

UNIT 5 Mar – June

Launching the School Design Plan

PURPOSE

Provide orientation and training for, teachers, students, and families on the STEM model. Train instructional leaders (APs, ICs, etc.) on relevant instructional leadership competencies and systems

ACTIVITIES

- Develop orientation and training materials for all stakeholders, learning the keys to effective stakeholder engagement along the way
- Train all instructional leaders on the Enabling Systems developed in Unit 4 and operationalize by integrating into upcoming school year calendar and resources
- Work through the Launch Ready Checklist making sure all the pieces are in place for an exceptional first day of school!

AFTER UNIT 5

TWO YEARS OF POST-OPENING COACHING

Principal and Leadership Team Coaching

Weekly 1:1 principal coaching as well as leadership team development such as modeling/scaffolding PLC facilitation.

Site Visits

Monthly full day visits to deliver PD to teachers, co-observe classrooms and train leaders.

School Design Plan Implementation Progress Monitoring

Quarterly stepbacks with district stakeholders to ensure the model and projected outcomes are on track.

Cohort Convenings

Three times a year, all founding leaders and select members of their teams come together for shared learning.

Fellowship Programming & Structure

Our Focus: SEN ensures each fellow is school-leader launch ready through the following learning experiences:

Weekly Coaching: Individualized coaching to apply tools and move the School Design Plan forward.

Peer Learning: In-person convenings to deepen learning and advance key design milestones

Excellent School Visits: Gain inspiration and test ideas through visiting high performing STEM schools

Weekly Virtual Design Sessions: Collaborative virtual learning to build STEM school design expertise.

School Design Plan Feedback: Ongoing feedback to make the plan coherent, contextualized, and implementation ready

Project Management: Detailed launch support at both the campus and district level to support with operations such as hiring, procurement, facilities readiness

Sessions include practical exemplars and follow-up tools for Fellows to write a strong school design plan. SEN engages district leaders to create strong coherence in communication from the district to the Fellow.

GET IN TOUCH

Lead the change.

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