

# The BES Fellowship

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**Building Excellent Schools begins with YOU**

Design, Found & Lead Your Own Charter School



[WCSRC Charter School Conference -- December 2012](http://www.wacharterschools.org)

<http://www.wacharterschools.org>

# Building Excellent Schools

## Agenda

- Building Excellent Schools Fellowship Overview
  - The Fellowship Year: Design, found and lead
  - No Excuses
- Fellow Profiles  
Hrag Hamalian
- Application and Selection Process
- Next steps
- Q&A

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## The Fellowship Year

- **Almost 100 training days throughout the year across the country and in Boston:**
  - school culture
  - instructional leadership
  - strategic management
  - financial management
  - governance
  - community relations
- **An extended residency in a successful urban charter school under the supervision of an experienced school leader**
- **Coaching and support for board and charter application development**
- **Visits to more than 30 of the highest performing charter schools**

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## The BES No Excuses Philosophy

The **BES** no excuses model employs proven practices that have been utilized in schools across the country with documented success in closing the achievement gap. It is based on the following ten core principles:

- Firm belief that all students can learn and achieve at high levels
- Clear, outcome-focused mission, understood by all, evidenced throughout the school
- Highly visible leader, ensuring all are focused on the mission
- Structured learning environment and organization
- Classroom practices promote continuity and predictability across classrooms
- Frequent internal assessments with data to drive instruction
- Strong discipline code enforced by all
- Clear and frequent communications with parents regarding student performance
- Strong curriculum focus on skill mastery
- Extended school day and school year

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## Fellow Profile: Common Threads

**Leadership:** demonstrates the ability to envision and execute  
*Can operationalize the vision with clarity, drive and optimism*

**Driven:** Hungry and humble to close the Achievement Gap  
*Is a maniac (in a good way!) about student academic achievement. Wants to be pushed to get there*

**Mission-Aligned:** Relentless in the pursuit of an excellent school where student achievement drives all aspects of school design

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## Fellow Profile: Hrag Hamalian

While an undergraduate at Boston College, Hrag Hamalian tutored underserved Boston Public School children. He had taught before—in high school, in middle school, at camps—and already harbored an affinity for teaching, but this experience was different: Working one-on-one with underprivileged kids fostered in him a passion for urban education.

So Hamalian volunteered with Teach For America after graduation. His two-year stint teaching ninth-grade and honors biology at Alain Leroy Locke High School in Watts, CA—one of the lowest performing high schools in the nation—exposed him to the failures of our urban educational system and solidified in him a desire to improve it.

After completing the **BES Fellowship**, Hamalian founded Valor Academy Charter School in Arleta, CA, in 2009. The school currently serves 480 students in grades 5-8; it was named a 2012 California Distinguished School for its innovative education programs that encourage students to learn and help close the achievement gap. Under Hamalian's management as lead founder and head of school, Valor Academy has plans to grow in the coming years.

In addition to a bachelor's degree from Boston College, Hamalian earned a master's in secondary education from Loyola Marymount University and is currently pursuing a master's in business administration from UCLA.

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## Application Process

### Pre-Application

- Online self-study questionnaire and survey
  - Understanding of the 'No Excuses' model
  - Begin to operationalize the vision – what is that school you want?

### Introductory Application

- Introductory information and resume, including school overview
  - Ability to communicate leadership style and written school vision

### Formal Application

- Select candidates will then be invited to submit a formal application—a process that involves answering questions via webcam.
  - No prep required. Candidates will be asked to think about leadership experiences and detail school vision

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## Interview Process

### 1<sup>st</sup> Round: Phone Interview

- Select candidates will then be invited to participate in 1-2 phone interviews with senior-level BES staff.
  - Calls range from 20-30 minutes. No prep work required.

### 2<sup>nd</sup> Round: Final In-Person Interview

- Finalist candidates are invited to participate in a multi-hour interview in the Boston office.
  - Candidates should be prepared to talk specifically about leadership experiences and school vision.



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## BES Regions

BES Priority Regions	Other Regions
Greater New Orleans	Atlanta
Baton Rouge	Chicago
Los Angeles	Indianapolis
Memphis	Newark
Denver	Phoenix
Greater Boston	Washington, D.C.
New York City – Harlem	

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## Q&A

Building Excellent Schools...  
begins with YOU.

The doer. The achiever.  
The one who sees a generation of urban children  
at risk and sets out to do something about it.

