



“The Surge Fellowship’s innovative approach has made it distinctive in its quest to equip high-capacity diverse leaders with the skills, networks and support necessary to transform public education for our nation’s most underserved students.

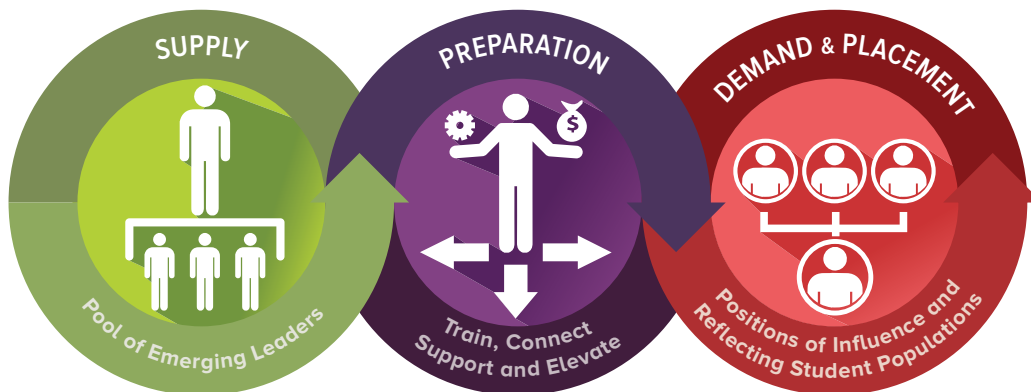
—Jim Shelton
President of Education, Chan Zuckerberg Initiative

Education reform in the US is compromised at its core.

Despite frequent references to education as the “civil rights issue of our time,” the current reform movement lacks visible and active leadership heroes who represent the socioeconomic or racial diversity of the populations they seek to serve.

Surge Institute’s vision is to dramatically change the face of leadership in education. The Institute’s signature fellowship program prepares, connects, supports, and elevates high-capacity African-American, Latinx or Asian/Pacific Islander leaders—all with the goal of improving education options and outcomes for low-income children.

THE PIPELINE FOR EDUCATIONAL LEADERS OF COLOR IS NONEXISTENT OR BROKEN



- Source of Candidates**
Candidates of color often come from less respected environments (districts, schools etc.); their path to advancement is harder than for those coming from “elite” institutions
- Shrinking Teacher Candidate Pool** The teaching pool has become less diverse since states have raised cut scores for credentialing
- Lack of Pathways** No clearly defined pathway to gain the skills necessary to transition from education management jobs into more influential education leadership roles
- Lack of Access to Networks and Influencers** No access to rooms of power ; excluded from informal communication structures; those in power also aren’t persons of color who can be supportive allies
- Lack of Financial Capital** Lack access to financial capital to start new organizations
- Lack of Confidence and Leadership Skills** Candidates sometimes lack the skills or confidence to be successful with the current education elite
- De-prioritization of Diversity** Without explicit prioritization, organizations do not hire qualified leaders of color
- Lack of Open Positions** In small organizations, turnover rates are low and organizations cannot quickly change their leadership
- Increasing Student Diversity** Student diversity has increased at a rate that outpaces increasing leadership diversification

SURGE INNOVATES THROUGH

- IDENTIFYING**
Focusing on promising leaders already active within the education sector—instead of selecting talent from other fields—thus ensuring impressive ROI
- TRAINING**
Adapting leadership development best practices—full-spectrum support of a carefully selected cohort—to nurture bold leaders committed to pursuing social and racial justice
- CHAMPIONING**
Providing executive skills training and critical coaching support to high-potential leaders who rarely have access to accelerated learning opportunities

SURGE FELLOWS ARE

- CONNECTED**
African-American, Latinx or Asian/Pacific Islander emerging leaders working in systems of schools, public policy, education philanthropy, and advocacy organizations
- ELITE**
Proven high-potential trailblazers with track records of professional success
- EXPERIENCED**
Minimum of bachelor’s degree and six years of relevant work experience
- PASSIONATE**
Serving high-needs communities, preferably with connections to those people and geographies