**Strong schools rest on the shoulders of strong leaders.**

BES supports these leaders to not only build new schools, but to ensure their schools excel and sustain their results over time. Our suite of programs and services are available to all public schools and designed to meet leaders and schools at every stage of their journey.

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**THE BES FELLOWSHIP**
- **Build Track, Autonomous School Track**
  - High-capacity individuals deeply committed to transforming education embark on a four-year process to design, found, and lead an excellent public charter school or autonomous in-district school that reflects and responds to community need.

**LENS**
- LENS is a valuable tool for schools looking to build their leadership bench and equip a new wave of leaders, providing yearlong, part-time training on leadership mindset, voice, and presence.

**LEADERSHIP INTENSIVES**
- Rigorous, custom trainings with targeted skill building around leadership, culture, school operations, school start-up, school design, and talent.

**COACHING**
- Designed to meet the unique needs of each participant, these one-on-one and cohort coaching opportunities inspire and equip leaders towards delivering on the ambitious goals of the organization.

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**THE BES FELLOWSHIP**
- **Growth Track**
  - High-capacity individuals deeply committed to transforming education found and lead the expansion of an existing charter school to deepen and broaden the school’s impact in its community.

**FOLLOW ON SUPPORT**
- Structured coaching and support for replicating school leaders in their planning year and first two years of operation.

**SCHOOL & LEADERSHIP AUDITS**
- Detailed assessment of a school’s organizational and leadership health to streamline processes, deepen practices, accelerate growth, and improve overall student outcomes.

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**EXECUTIVE SEARCHES**
- Expert recruitment support for schools and networks in their search for executive leaders that share in their mission to provide a high-quality education for all students.

**OUR STUDENTS**
- **44% Black**
- **40% Latinx**
- **77% Qualify for free/reduced lunch**
- **17% English language learners**
- **14% Students with special needs**
- **6% White**
- **4% Other**
- **2% Asian**

On average, public schools across the country enroll 15% Black and 26% Latinx students. 52% of students qualify for free or reduced lunch, 10% are English language learners, and 14% have special needs.

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Working with BES was a transformative experience. I was pushed to deeply understand my values and my unique role in K-12 education. The exceptional programming led me to build the #1 rated school in my hometown.

- Maurice Thomas, 2014 BES Fellow
  - Founder & Chief Executive Officer, Milwaukee Excellence
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<th>PROGRAM</th>
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<th>AUDIENCE</th>
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| Fellowship                  | One year of full-time training, coaching, and school studies with three years of Follow On Support | Aspiring school founders and school leaders                              | Build Track: $300,000  
Growth Track: $220,000*  
Autonomous School Track: $200,000*  
*does not include Fellow stipend |
| Follow On Support           | One year of coaching                                                       | School founders in years 0 - 3                                           | $25,000 per school                       |
| LENS                        | One year of part-time training, coaching, and school studies               | Emerging leaders (e.g., Assistant Principals, Directors of Curriculum and Instruction, Grade-Level Chairs) | $15,000 per participant                  |
| Leadership Intensives: Public | Two days of in-person training and school studies  
(resuming in 2021-22 school year) | Emerging and/or seasoned leaders and/or leadership teams looking to grow their skill sets | $1,500 per participant                  |
| Leadership Intensives: Custom Modules | Small group training designed for school leaders, typically sponsored by an organization (e.g., local incubator, association, network, foundation) | Emerging and/or seasoned leaders and/or leadership teams looking to grow their skill sets | $7,500 - $20,000+ per module based on content and format (in-person or virtual) |
| School and Leadership Audit | Two days of an on-site school and leadership assessment  
(can be conducted virtually in 2020-21 at a reduced rate) | Leadership teams interested in assessing the organizational health of their school | $18,000 per school                      |
| Executive Searches          | National and local talent search to identify a slate of finalist candidates | Leadership teams interested in identifying executive talent for their school | $10,000 + 15% of new hire salary         |
| Coaching                    | One year of coaching (frequency and components determined by needs of leader) | Leaders in executive roles and their leadership teams                    | $4,500 - $15,000+ per leader             |

During 2020-21, training and coaching is mostly being conducted virtually due to COVID-19. All travel and accommodation costs are included for LENS and the Fellowship. Schools founded by BES Fellows are eligible for a discount on executive searches.