

Students in New Mexico deserve to attend high-performing schools led by excellent administrators. The Cambiando Fellowship exists to build a strong pipeline of new school leaders here in Albuquerque. We do this through rigorous recruitment, ongoing professional development, and intentional community building with our fellows. Our goal is to increase the number of highly qualified school leaders ready to lead in our charter schools.

The fellowship focuses on building the key skills and competencies we know make school leaders successful and will be personalized to each individual fellow. Fellows will be full-time leadership team members at our partner schools while attending ongoing training and development for a well-rounded, hands-on experience.

In this pilot year, we have two school partners, [Albuquerque Collegiate Charter](#) and [Solare Collegiate Charter](#), two high-performing Title 1 Schools. Training and ongoing support will be provided by expert school leader [Sue Walsh](#), in collaboration with the school directors.

This year-long fellowship will be....

Personalized:

Campuses have partnered with an external professional to craft a fellowship program and schedule that is tailored to your growth, and best prepare you to be a highly effective school leader. Training and development sessions will support your professional areas of growth as well as foster your leadership strengths.

Focused:

The Fellow will spend 1 year strengthening their instructional, people management, and data-driven decision making skills through direct coaching, stretch assignments, and “principal” moments. You play a critical role as a member of the school leadership team in ensuring your campus hits rigorous goals for students and staff.

Collaborative and Hands-On:

The Fellow is not a mere observational learner. They will be a core member of the Leadership Team, working with the campus founder and responsible for direct coaching of teachers. Fellows interact with teachers, leaders, students, and families every single day.

A Pathway to Leadership:

Following the fellowship year, it is the intention that the Fellow would join the team in a full-time leadership position with the ultimate goal of becoming a principal.

The fellowship will include:

- 3 days of intensive on-site onboarding, specific to school leadership;
- Weekly coaching sessions;
- Weekly work debriefs;
- Monthly training sessions;
- Access to additional professional development opportunities as available.

Why Albuquerque, New Mexico?

The Diversity

New Mexico serves one of the most diverse student populations in the United States, when it comes to race and ethnicity, language and urban/locations. The two campuses currently serve a student population that is 90%+ students of color, 20%+ English Language Learners and 100% of which qualified for the Free or Reduced Price Lunch Program.

The Need

[US News](#) consistently ranks New Mexico at the bottom of the state list for K-12 education. [Jade Rivera](#), Founder & Executive Director of Albuquerque Collegiate Charter School and [Rachael Sowards](#), Founder and Head of School of Solare Collegiate, are excited to change the pattern by investing in professional development and forming the school leaders that Albuquerque students deserve.



At the heart of New Mexico beats the pulse of a vibrant city. In [Albuquerque](#), **diverse cultures**, **authentic art** and dynamic traditions have helped shape our centuries-old story. No matter your interests, the city has countless opportunities for you to explore. Sample traditional **New Mexican cuisine** that takes minutes to make and hundreds of years to prepare, experience **world-class museums**, stroll along Central Avenue under the vintage neon glow of **Route 66**, or soar high above the city in the **hot air ballooning** capital of the world – a sight sure to change your perspective.



This fellowship is being supported through the generosity of [ESNM](#), a nonprofit organization devoted to ensuring that all New Mexico children have the opportunity to fulfill their potential and lead healthy, meaningful lives. We make high-impact grants to our state's best schools and educators so that more New Mexico children can receive a quality public school education.