



For candidates currently working in urban education organizations

Candidates who are currently working in an urban school district, charter management organization, state or federal department of education may apply to The Broad Residency. One goal of The Broad Residency is to help participants transition into their new role, therefore the program is not designed or intended for candidates with considerable experience in an operating or management role in a district, CMO or department of education.

We accept applications from individuals who will have been in their organization for fewer than 12 months when they join the Residency program (i.e. candidates cannot have been employed by the district, CMO or department of education prior to July 2011). Specific work experience of interested individuals will be evaluated to determine their eligibility to apply to The Broad Residency program.

If eligible, these individuals are called Associate Resident candidates. They are held to the same standards, must meet the same selection criteria, go through the same selection process and participate in the same professional development as other Broad Residents. However, since these candidates enter the process with a position already in a district, CMO, or department of education, The Broad Center does not subsidize their salary.

Considerations for accepting applications for Associate Residents TBR 2012

Each year, The Broad Center identifies a select number of organizations from which we will invite Associate Resident applications. These organizations must meet our general partner organization eligibility criteria and are evaluated using the same partner organization and Resident role considerations as our regular process. First consideration is given to individuals who are in eligible organizations in eligible roles for less than one year.

Organizations from which we invite Associate Resident applications will vary from year to year, and may change during a given year, based upon the mission related priorities of The Broad Center and changes in the national education landscape. While Associate Resident candidates are evaluated based upon their individual merit, we also consider the organization's:

- ability to deliver student achievement results for young people.
- capacity and track record for managing the performance and development of their central office employees.
- assignment of role and scope of responsibilities of an individual candidate.
- total historical relationship with The Broad Center and the number of Broad trained leaders that serve in the organization.

For example, a particular organization could be on the 2012 Associate Resident eligibility list because it is one that TBC has not worked with before, and the organization is a mission related priority location in 2012.

Alternatively, an organization might not be on the 2012 Associate Resident list because it has several senior leaders who were members of a previous TBR cohort, continues to deliver academic result for children through their educational model, and has the ability to recruit, develop and retain management talent on its own.

In 2012, we will accept Associate Resident applications from the following organizations:

1. Achievement First
2. Aspire Public Schools
3. Breakthrough Charter Schools
4. Broward County Public Schools
5. Chicago Public Schools
6. Connecticut State Department of Education
7. District of Columbia Public Schools
8. Green Dot Public Schools
9. Gwinnett County Public Schools
10. Indiana State Department of Education
11. KIPP, Los Angeles
12. KIPP, New Orleans
13. LEAD Public Schools
14. LEARN Charter School Network
15. Long Beach Unified School District
16. Los Angeles Unified School District
17. Louisiana Department of Education
18. Louisiana Recovery School District
19. Mastery Charter Schools, Philadelphia
20. New Jersey Department of Education
21. New York City Department of Education
22. New York State Department of Education
23. Newark Public Schools
24. Noble Network of Charter Schools
25. Pittsburgh Public Schools
26. Rocketship Education
27. Success Charter Network, NYC
28. Tennessee Department of Education
29. Uncommon Schools
30. Uplift Education Charter Schools
31. YES College Preparatory Schools

Organizational leaders who have questions about their organization's eligibility or wish to nominate an individual as a 2012 Associate Resident candidate should provide the name, position and contact information of the individual to Mike Montoya at mmontoya@broadcenter.org or 510-451-4446.