ANNUAL REPORT

Bold Visions, Bold Solutions: Redefining How Schools Are Led

Marcus Peterson
Fellowship Alum, ‘23
VISION

Educational excellence and equity in every school, for every student.

MISSION

New Leaders develops transformational, equity-minded school leaders and advances policies and practices that ensure high academic achievement for all children—especially students of color and students from communities with lower incomes.
UNPARALLELED RESULTS

Our leaders get results where it matters most: in schools, for students. Independent evaluations from the Rand Corporation and Mathematica Policy Research have found that in schools led by a New Leaders principal:

Students perform better in reading and math

Students gain additional months of learning

Students have better attendance rates

And, principals themselves stay in their roles longer

SUCCESS STORIES & BOLD SOLUTIONS

In 2023, our commitment to providing best-in-class leadership training—for teacher leaders, principals, and system leaders—resulted in:

1. Our National Aspiring Principals Fellowship being one of the largest principal preparation programs for teachers of color in the nation.

2. Our expanded portfolio of services reaching new K-12 audiences to meet their evolving needs.

3. Our alumni gaining invaluable support to sustain their commitment and amplify their impact.

4. Our policy initiatives advancing diversity in school leadership as a national priority.
NEW LEADERS BY THE NUMBERS

- 8,000+ education leaders trained
- 2,000,000 students impacted
- 42 states (+ District of Columbia and Puerto Rico) have schools served by New Leaders alumni
- 2 of 3 leaders trained are leaders of color
TABLE OF CONTENTS

LETTER FROM THE CEO 05

GROUNDBREAKING NATIONAL ASPIRING PRINCIPALS FELLOWSHIP® 07
  Accelerating Enrollment in the Fellowship 08
  Expanding Access to the Fellowship 09
  Preparing Fellows Who Are Ready to Lead for Equity and Excellence 09
  2023 Fellowship Impact At-A-Glance 10

TRANSFORMATIVE LEADERS AT EVERY LEVEL 11
  Reaching New Audiences in Districts and Schools 12
  Investing in Partnerships that Accelerate Transformation 12
  Changing Leadership Practices to Benefit Students 15
  2023 Programming Impact At-A-Glance 16

BUILDING A NATIONAL NETWORK OF K-12 EDUCATION LEADERS 17
  2023 Alumni Impact At-A-Glance 18
  Optimizing Impact through Professional Learning and Community 19

POLICIES FOR K-12 LEADERS TO THRIVE 21
  2023 Policy Impact At-A-Glance 21
  Advancing School Leader Diversity as a National Priority 22

POWERFUL PARTNERSHIPS 23
  Our Supporters 23
  Our Financials 24

VISION 2027 25
Dear Friends and Supporters,

Bold visions require bold solutions. When New Leaders launched more than 20 years ago, we were the first professional learning organization to focus exclusively on building the capacity of school leaders. Our nation’s students needed their principals to be focused on instruction and student impact—and we were committed to fueling that change.

Today, our public education system is once again in a season of change, from rising teacher turnover to tackling learning loss caused by the pandemic to emerging AI technologies. As CEO, I welcome these seasons of change because I believe that they allow us to create new possibilities where others may only see obstacles. In 2023, New Leaders met the shifting needs of the K-12 education system with creativity, determination, and an unwavering belief in the brilliance and potential of all children.

This past year ushered in immense opportunity and growth for New Leaders. In 2023, for example, our innovative National Aspiring Principals Fellowship grew to be one of the largest principal preparation programs for Black and Hispanic teachers in the U.S. Our expanded portfolio of services also reached new audiences, developing K-12 leaders at every level and spurring transformational change in more than 70 partner districts across the U.S. At the same time, we
advocated for federal policies to build more diverse representation in school leadership, and we amplified our efforts to build a national network of support and community to fortify and sustain K-12 leaders across the country.

We did all of this without sacrificing what our partners value most: our equity focus, our responsiveness, and our commitment to impact and efficacy.

By 2027, New Leaders will be the largest provider of equity-driven leaders in the country, helping to ensure access to high-quality education for all of our nation’s students. As we look to the future, we will continue to reimagine what New Leaders does best—developing leaders to be powerful and positive forces for change—and doing it in bigger and bolder ways each year.

As Nelson Mandela famously said, “It always seems impossible until it is done.”

Thank you for joining us as we raise the bar for what is possible for our nation’s children.

Best,

Jean Desravines
CEO

“We will continue to reimagine what New Leaders does best—developing leaders to be powerful and positive forces for change—and doing it in bigger and bolder ways each year.”

Jean Desravines
CEO, New Leaders
In 2023, our National Aspiring Principals Fellowship grew to be one of the largest principal certification programs in the nation for Black and Hispanic teachers to move into school leadership roles. Together with our university and philanthropic partners, we are shaping the future of school leadership.

The diversity among our nation’s schoolchildren far outpaces the diversity among our nation's school principals. This is known as the representation gap—and it contributes to lingering achievement and opportunity gaps for students.

Strategic investments are needed to develop the next generation of school leaders who better reflect the communities they serve. Launched in 2022, the Fellowship prepares full-time teachers to become effective principals. Designed in partnership with two preeminent minority-serving institutions—Morehouse College and Clark Atlanta University—the Fellowship is uniquely designed with leaders of color, for teachers of color.

FELLOWSHIP IN THE NEWS

New Leaders in COMCAST NEWSMAKERS
Equity in School Leadership

"ALL TOO OFTEN THERE IS NOT ENOUGH FOCUS ON THE SCHOOL LEADERS WHO CREATE THE CONDITIONS FOR SUCCESS."
Jean Desravines, CEO, New Leaders

New Leaders in The 74
To Prevent Principal Exodus, New Partnerships Offer $20K Stipends, Therapy

"WHEN WE TALK ABOUT FUNDAMENTALLY CHANGING WHAT IS HAPPENING IN EDUCATION IN OUR COUNTRY, THIS IS WHAT WE MEAN... EVERY SCHOOL IS LED BY AN EQUITY-FOCUSED PRINCIPAL."
J. Fidel Turner, Dean
Clark Atlanta University School of Education
Rapid growth in enrollment. In 2023, the Fellowship enrolled 131 teachers of color at a time when institutions of higher education across the country continued to experience contracting enrollment. On average, the number of graduates from equivalent programs is 20 per year. Our rising enrollment not only points to the efficacy of the Fellowship, but to the desire among educators of color to advance into school leadership and reach more students.

**SUCCESS STORIES & BOLD SOLUTIONS**

Meet Jeffrey Monroe, an inaugural Fellow and first-year principal at Promise Academy Public Charter Schools in Memphis, Tennessee. A former high school chemistry teacher in Memphis-Shelby County Schools, Monroe completed our National Aspiring Principals Fellowship as part of our first cohort and accepted a school principal role soon after for the 2023-2024 school year.

“If your goal is to become an equity-focused instructional leader with the ability to create the conditions within educational settings for all children and adults to learn their power and value, that’s what the Fellowship will do.”
EXPANDING ACCESS TO THE FELLOWSHIP

Expanded access in 41 states. The Fellowship offers an accessible online option, enabling Fellows to fulfill certification and residency requirements in their state without giving up their full-time employment. Today we offer pathways to principal certification—with or without a master’s degree—in 41 states. In 2023, we added Bank Street College of Education to our network of accredited university partners. The addition of future partners expands our national recruitment efforts.

Self-sustaining model. The Fellowship is on course to be financially self-sustaining by 2028 through the enrollment of 400—500 Fellows annually. We plan to increase matriculation by: partnering with additional minority-serving institutions; investing in our recruitment infrastructure to expand both reach and accessibility; and instituting robust job placement and mentorship services for all Fellowship graduates.

PREPARING FELLOWS WHO ARE READY TO LEAD FOR EQUITY AND EXCELLENCE

Research reveals that well-prepared principals are more likely to stay in their roles, even in high-need schools. Built upon the largest evidence base of effective principal preparation, the Fellowship is a results-oriented program that measurably improves teaching and learning outcomes.

Preliminary findings affirm that our methodology is impactful. The first independent evaluation of the Fellowship, conducted by American Institutes for Research, analyzed the initial cohort’s perception of change in their leadership practice. This, combined with our internal evaluation, found:

- **100%** of Fellows are prepared to maintain high expectations and standards for all teachers and students.
- **100%** of Fellows are equipped to create a school climate that integrates equity into schoolwide expectations for students.
- **100%** of Fellows increased their ability to support the improvement of academic outcomes for students.
2023 FELLOWSHIP IMPACT AT-A-GLANCE

- 153 newly enrolled Fellows
- 60% of Fellows serving in charter schools
- 45 school systems impacted
- 115 schools impacted*
- 24 states with Fellows enrolled (+ District of Columbia)
- $2+ million in Fellowship scholarship funds awarded
- 49,443 students impacted
  - 90% students of color
  - 70% students from communities with lower incomes**
- 95% of Fellows would recommend the program to others

*This number reflects that multiple Fellows are working at the same school.
**Data based on percentage of students eligible to receive free and reduced lunch.

"Recognized as an Innovator to Watch by Jobs for the Future, the Fellowship presents an important opportunity to create a hybrid model for the broader education sector that leverages philanthropy as an accelerant to innovation and a pathway to scale and impact."

Jean Desravines
CEO, New Leaders
In **2023**, New Leaders expanded our portfolio of services to meet the changing needs of education leaders. Our district partnerships, many of which are funded by philanthropic investments, continue to drive and sustain impact by developing leaders who remove barriers to student success.

In the face of rolling crises—the pandemic, teacher shortages, learning loss—the focus of professional learning shifted to meet the urgent challenges students faced. At the same time, disparities within our K-12 education system exacerbated these challenges, rendering too many students of color and students from communities with lower incomes without access to high-quality instruction.

School systems needed new solutions, and they needed them fast. We listened and evolved our programming to be more flexible, more accessible to schools, and more affordable. Alongside these innovations, we maintained a keen focus on what our partners value most: our impact and efficacy.

**SUCCESS STORIES & BOLD SOLUTIONS**

**Meet Katie Carmany**, New Leaders Alum and Vice Principal on Special Assignment for Fresno Unified School District (Fresno USD) in California. Recognizing that assistant principals are often overlooked for professional learning, Carmany partnered with New Leaders to provide job-embedded coaching and leadership development to a cohort of assistant principals within her district. By year-end, multiple Fresno leaders reported double-digit student gains in ELA and math on district assessments.

“I’ve seen coaching move leaders and teachers from ‘our kids can’t do this’ to ‘our kids can.’ The impact is huge.”
REACHING NEW AUDIENCES IN DISTRICTS AND SCHOOLS

Workshops to support multiple audiences. Versatile by design, our new Leading & Learning Workshops offer an array of topics for every audience: from classroom teachers to all-school staff, instructional coaches to principal supervisors. In West Contra Costa Unified School District, for example, principals engaged in a series of workshops, gaining powerful leadership skills found in high-performing schools.

Coaching support to boost retention. Leadership development doesn’t happen in one sitting, but rather over time and with consistent practice. Our new Principal Coaching services offer leaders an avenue for their continuous improvement. In our partnership with Fresno USD, vice principals requested coaching on instructional leadership from the district, enabling Fresno USD to grow and retain strong leaders.

Customized solutions to advance system-wide priorities. To systematically improve student learning, districts must cultivate meaningful change in every school. When the District of Columbia Public Schools needed a new principal evaluation model and development framework to better measure and support the efficacy of their school leaders, they came to New Leaders. Our new Strategic District Consulting services provide targeted solutions for the unique challenges districts seek to overcome.

INVESTING IN PARTNERSHIPS THAT ACCELERATE TRANSFORMATION

In a recent national survey, a staggering 50 percent of school and district leaders reported that their district did not provide any formal professional development opportunities to principals. Far too often, reductions in budget and competing priorities prevent districts from investing in the kind of professional development that can cultivate and sustain critical shifts in how schools are led—and also keep the best leaders and teachers in their roles. Every day, we hear from district leaders who want to do more.

Ongoing support from the philanthropic community bridges this gap: fueling our district partnerships and enabling us to develop impactful leaders across school systems. From Oakland to Chicago, New York City to Memphis, we are building a legacy of resilient leaders who grow student achievement year after year—and build the capacity of their teachers and teams to do the same.
In partnership with the New York City Public Schools and with support from the Bill and Melinda Gates Foundation, Charles and Lynn Schusterman Family Philanthropies, and the Robin Hood Foundation, New Leaders is building the capacity of K-12 leaders to truly accelerate student learning across the school system.

“My executive coach provided strategies I could implement right away.”

Professional learning is key for system-level leaders, yet it is often forgotten. Their leadership is necessary to build a thriving educational ecosystem and cultivate a sense of alignment from the district to the classroom. In the absence of support and intervention at the system level, the gains of individual principals can be thwarted or unsustained.

In 2023, we developed 73 system and school leaders in New York City Public Schools, who reach more than 340,000 students. Our expert coaches supported district superintendents to strengthen their leadership teams and create a unified approach to teaching and learning. Every participant reported that our executive coaching increased their confidence as well as their ability to drive district-wide priorities and deepen the capacity of their teams.

Next, we extended support to school leaders, providing high-impact strategies to remove obstacles and lead for change. The community of practice we established became a space for leaders to share problems and co-create solutions. Lastly, we developed the instructional leadership teams, equipping them with tools to lead data-driven instruction and coaching for all teachers to implement best practices.

By prioritizing system-level leadership and partnering to create the right enabling conditions, we augmented success across all levels of the school system.
MEMPHIS-SHELBY COUNTY SCHOOLS

Working together with Memphis-Shelby County Schools, the Memphis charitable community—including AutoZone, Inc., Harriett and Hilliard Crews, and the Hyde Family Foundation—and our Memphis Advisory Board, New Leaders continues to develop results-driven teacher leaders, principals, and principal supervisors across the district, particularly in schools serving vulnerable students.

Answering Memphis-Shelby County Schools’ critical need to empower school-level change, we adapted our programming to zero in on leadership actions that foster coherence and bring to scale the most effective instructional strategies in every classroom. This kind of intentional alignment at every level of leadership is what transforms schools.

In 2023, we focused first on teacher leaders, preparing them to coach their teams, analyze data, and skillfully improve teaching practice. These influential teacher leaders not only supported teachers, they supported school leaders, too.

Add to that, our targeted coaching for principals and supervisors enabled them to expand upon and sustain these changes by leading stronger teams, facilitating data-driven decisions, and furthering collective action toward a shared goal.

Over the past 19 years, our comprehensive approach to school transformation has supported more than 700 leaders in Memphis-Shelby County Schools, many of whom now serve in district-level roles.
CHANGING LEADERSHIP PRACTICES TO BENEFIT STUDENTS

School Year 2022-2023 Program Participant Impact Data

CHANGE IN PRACTICE

- **89%** of program participants implemented the leadership skills they learned from New Leaders
- **85%** of program participants increased their capacity to improve outcomes for all students
- **77%** of program participants increased their capacity to utilize data to inform instructional practices

SCHOOL AND SYSTEM OUTCOMES

- **70%** of program participants increased student achievement

PARTICIPANT LEARNING

- **92%** of program participants agreed that the program content was relevant to their work
- **89%** of program participants acquired skills that improved their leadership practice
- **83%** of program participants learned how to build equitable systems in their school and/or district context

ENGAGEMENT AND SATISFACTION

- **95%** of program participants regularly attended learning sessions facilitated by New Leaders

Program Participant Net Promoter Score*: 49

*Net Promoter Score is used to measure the likelihood of customers recommending a business. A score of 20 is considered favorable. A score of 50 or higher is considered excellent. The industry average for professional services is 43.

“New Leaders defines coherence. The scope of our professional learning is so intentional, so strategic, it gives us a vision for where we are going.”

Dr. Bernadette Lucas
Chief Academic Officer, Inglewood Unified School District
2023 PROGRAMMING IMPACT AT-A-GLANCE

598 schools and district leaders served

26 school systems impacted

946 schools impacted

12 states reached (+ District of Columbia)

580,000 students impacted

80% students of color

72% students from communities with lower incomes*

*Data based on percentage of students eligible to receive free and reduced lunch.

School Year 2022-2023 Program Participant Roles

- Principal Supervisors
- Principals
- Assistant Principals
- Instructional Leadership Teams
- Teachers

6.1% 50.6% 14.8% 16.2% 12.3%

School Year 2022-2023 Demographics of Program Participants: Race

- White: 34%
- Black: 40%
- Hispanic/Latinx: 14%
- AAPI: 4%
- Mixed Race: 2%
- Native American: 1%
- I do not wish to answer: 5%

School Year 2022-2023 Demographics of Students Reached: Race

- White: 16%
- Black: 37%
- Hispanic/Latinx: 38%
- AAPI: 5%
- Mixed Race: 4%
- Native American: 1%
In 2023, New Leaders offered professional development opportunities to well over 1,000 New Leaders alumni, providing them with the essential support and community needed to not only succeed in their roles, but amplify their impact. Access to professional learning is a top reason K-12 leaders stay in their roles.

Educational leadership is lonely, but it does not have to be. Our national alumni network, filled with like-minded leaders, offers a sense of belonging, connection, and individualized support that aims to reverse rising turnover in the field. K-12 leaders need a community of support to feed their passion and continuous learning—and sustain their leadership journey.

NEW LEADERS ALUMNI IN THE NEWS

New Leaders in EducationWeek

‘Don’t Wait’ How Women Educators Can Reach the Central Office—And Beyond

“NOW IN MY POSITION, I PAY IT FORWARD. DO WE WANT TO INCREASE OUR DIVERSITY IN OUR LEADERSHIP CABINETS OR DO WE WANT TO JUST SAY WE HAVE A DIVERSE GROUP?”

Pilar Vazquez-Vialva, Assistant Superintendent of Educational Services, Morgan Hill Unified School District & New Leaders Alum

New Leaders in The New York Times

Mississippi is Offering Lessons for America on Education

“THE SCHOOL SUPERINTENDENT IN THE TOWN OF HOLLANDALE, MISSISSIPPI, MARIO WILLIS, TOLD ME HIS HIGH SCHOOL GRADUATE RATE WAS 97 PERCENT AND HE EXPLAINED HOW HIS SCHOOL FIGHTS TO KEEP HIS KIDS.”

The New York Times on Mario Willis, Superintendent Hollandale School District & New Leaders Alum
Meet Myron Long, New Leaders Alum and founder and executive director of Social Justice School in Washington, D.C. Tapping into our alumni offerings, Long participated in our Exploring New School Models program that turns bold ideas into new schools. Rooted in social justice and design thinking, his school empowers students to be designers of a more just world.

“We’re really thankful for the opportunity to make our mission become true. New Leaders gave us room to pause, reimage, and rethink our vision of success.”

2023 ALUMNI IMPACT AT-A-GLANCE

1,118 New Leaders alumni served

$200,000 in grants awarded to alumni schools

42 states with alumni presence (+ District of Columbia and Puerto Rico)

SIGNIFICANT ALUMNI PRESENCE IN SCHOOL DISTRICTS:

- 37% Oakland
- 27% Baltimore
- 15% Chicago
Support for Black women K-12 leaders. As a grantee of the Goldman Sachs One Million Black Women initiative, New Leaders hosted two joint leadership series with Goldman Sachs that were specifically designed to uplift Black women leaders in our education system. More than 200 of our New Leaders alumni, staff, and education leaders from across the country came together to strengthen their leadership while deepening and renewing their sense of purpose. Keynote speakers included: Valerie Jarrett, CEO of the Obama Foundation; former U.S. Secretary of State Condoleezza Rice, the Denning Professor in Global Business and Economy at Stanford University; Regina Cross, Vice President of Private Wealth Management at Goldman Sachs; and Kristen Little, Vice President of the Sustainable Finance Group at Goldman Sachs.

“I am grateful for the safe space with thought partners to discuss the challenges and share best practices that will support me both professionally and personally.”

New Leaders Alum
**Reimagined schools.** New Leaders alumni love to dream big. Designed to support aspiring founders who have a strong interest in opening a new school in their local community, our Exploring New School Models is a year-long cohort program centered on the exploration of school models and the school launch process. Our hands-on approach during the program enables participants to experience innovative school models with strong results, gain insight into the steps required to start a new school, reflect on their readiness to do so, and then partner with their local community to design and open a new school. In 2023, we celebrated the fourth cohort of the Exploring New School Models program, with a total of 11 new schools launched.

**Innovative solutions for students.** Our annual Roberts Award for School Innovation generously awarded grants of up to $25,000 to ten New Leaders alumni for student-centered projects that offered bold solutions to critical needs within their school communities. Sponsored by New Leaders national board member Linnea Roberts and her husband George, this award enables our alumni to do what they do best and build the kind of schools all students deserve.

**Among this year’s winning projects of the Roberts Award were:**

- A bilingual school library for English-language learners
- College and career exploration via college and worksite tours
- A five-day social justice trip to empower student leaders
- Sensory room to facilitate self-regulation and emotional development
- Yoga and peer connection activities for middle school students

To date, the Roberts Award for School Innovation has supported 92 New Leaders alumni in 13 states, providing over $2.2 million in grant awards.
In 2023, New Leaders championed school leader diversity as a national priority, leveraging the insights of our network of leaders to advocate for policies at the federal, state, and local levels that benefit our nation’s schoolchildren by closing the representation gap.

A quality K-12 education can, and should, be accessible to all students. But as a result of the disparities in our public education system, far too many students of color and students from communities with lower incomes do not receive the education that they deserve. We seek policy solutions that eradicate the effects of discriminatory K-12 education policies as well as develop and support school leaders to improve learning outcomes for our nation’s students.
The Shoulder Tap Report. In collaboration with Clark Atlanta University, Morehouse College, and Spelman College, New Leaders released an in-depth policy paper on the importance of school leader diversity, *The Shoulder Tap: Educators of Color on the Leadership Representation Gap—and What We Can Do About It*. This engaging report elevates insights from educators of color and describes the powerful research base that shows how a lack of diverse representation in school leadership does a profound disservice to students and teachers. Garnering more than 3,500 readers, *The Shoulder Tap* was featured in a two-part EdWeek series.

**SUCCESS STORIES & BOLD SOLUTIONS**

Meet Daniela Anello, New Leaders Alum and Head of School at DC Bilingual Public Charter School in Washington, D.C. Anello shared her remarkable leadership journey from a teacher to the head of school as part of our comprehensive report, *The Shoulder Tap*, on the state of school leader diversity in the U.S. Leaders of color overwhelmingly point to mentorship as essential, but more can be done to systematically improve the strength and diversity of our nation’s principals.

“I saw my principal as a role model. She was Latina herself, and I wanted to be just like her.”
**OUR SUPPORTERS**

**FY23 FOUNDATION GIFTS**
- Adtalem Global Education Foundation
- Arrow Impact
- Ballmer Group
- Barr Foundation
- Carnegie Corporation of New York
- Chamberlin Education Foundation
- Charles and Lynn Schusterman Family Philanthropies
- Crown Family Philanthropies
- Finnegan Family Foundation
- Give Forward Foundation
- Harry and Jeanette Weinberg Foundation
- Hyde Family Foundation
- Irene S. Scully Family Foundation
- McDougal Family Foundation
- Memphis Education Fund
- Morrison & Foerster Foundation
- National Philanthropic Trust
- Oak Foundation
- Overdeck Family Foundation
- Polk Bros. Foundation
- Quest Foundation
- Schwab Foundation
- Sidney E. Frank Foundation
- T. Rowe Price Foundation
- The Bill & Melinda Gates Foundation
- The Chicago Education Fund
- The Joyce Foundation
- The Lloyd A. Fry Foundation
- The Moriah Fund
- W.K. Kellogg Foundation
- Walton Family Foundation
- Yellow Chair Foundation

**FY23 CORPORATE GIFTS**
- AutoZone, Inc.
- The Boeing Company
- Goldman Sachs
- Northrop Grumman Mission Systems
- Oracle Corporation
- United Way of Central Maryland

**FY23 INDIVIDUAL GIFTS**
- Garrett and Mary Moran
- Harriett and Hilliard Crews
- Jan Rock Zubrow and Barry Zubrow
- Joe and Rika Mansueto
- Linnea and George Roberts
- Naomi O. Seligman
- Regan Pritzker and Chris Olin
- Steve and Barbita White
- Steve and Sue Mandel
- Ted and Trista Colbert
2023 Financials

Expenses

- $25,092,330 Program Expenses
- $7,411,465 General & Administrative
- $1,712,206 Fundraising

Revenue

- 76% Grants & Contributions
- 18% Program Services
- 6% Other Income

Grants & Contributions: $19,590,233
Program Services: $4,506,837
Other Income: $1,579,359
Our Vision 2027 outlines our path forward for scaling our work across the nation. We will prioritize the following four strategies to achieve greater scale, deepen our impact, and ensure financial sustainability as we rise to meet the challenges of today—and the opportunities of tomorrow.

1. Forge a new path to principal preparation for teachers of color to advance into school leadership

2. Infuse school systems with equity-focused leaders at every level to reach one million students annually
"The impact of the aspiring principals New Leaders develops is lasting—empowering students, teachers, and school communities to not only thrive, but build a bolder, more just world."

Julie Mikuta
Co-President, Charles and Lynn Schusterman Family Philanthropies

Advocate for federal, state, and local policies that enable K-12 leaders to thrive

Bolster our national network of alumni and support transformational leaders across the U.S.