



THE PAHARA FELLOWSHIP

Frequently Asked Questions

March 2025

FOR NOMINATORS

- 1. When are nominations due?** We accept nominations via our website year-round. However, nominations received by **May 19, 2025** will be considered for the cohorts we launch in 2026.
- 2. What types of nominations is Pahara looking for?** We believe that a broad, diverse coalition is needed to reimagine the role and manner of education in society. While the Fellowship is open to all education leaders who meet our selection criteria, we are particularly seeking to identify innovative leaders who represent the following:
 - Charter schools
 - Nonprofit organizations supporting charter schools
 - Leaders bringing perspectives from across the political spectrum (We aim to have cohorts that are $\frac{1}{3}$ left leaning, $\frac{1}{3}$ moderate and $\frac{1}{3}$ right leaning.)
- 3. Should I tell my nominee I have nominated them?** Please let your nominee know you've nominated them and encourage them to apply. A completed application is required for consideration. The Pahara Fellowship application opens on Monday, March 31st, for cohorts launching in 2026. You can find the application on the [Pahara website](#).
- 4. How can I best position my nominee to be selected?** We are committed to an equitable selection process that centers the applicant's background and experiences. Encouraging your nominee to apply and to engage in our process authentically is greatly appreciated.
- 5. Are you only interested in candidates focused on racial equity?** Our mission is to strengthen and sustain values-driven leaders who are transforming public education so that every child is prepared to lead a free and fulfilling life. While our Fellows' work encompasses varied approaches to improving educational outcomes for students, one common characteristic is a commitment to equity. The leaders we support represent a wide breadth in background, perspective,



lived experience, and professional focus. More information on our commitment to equity may be found [here](#).

6. **Who is NOT a good fit for the Fellowship?** Leaders who are unable or unwilling to examine their assumptions and engage in dialogue with authenticity, curiosity, humility, and openness to changing their mind, will likely not be a good fit for the Fellowship. More information on our selection criteria may be found [here](#).
7. **How can I find out the status of my nominee after I've nominated them?** You may contact us at selection@pahara.org with questions about your nominees.
8. **Will you tell me why my nominee wasn't selected to participate in a cohort?** Because of the confidential nature of our selection process, we are unable to share specific information on why your nominee was not selected.
9. **How well do I need to know the nominee?** Ideally, you know enough about the leader's work to share your thoughts on why they would be an excellent choice for the Fellowship. Because nominees apply to be considered for the Fellowship, you are also welcome to nominate candidates that you may not know personally or may not have worked with directly.
10. **What if I nominated someone previously for the Pahara-NextGen or Pahara-Aspen Fellowships?** We encourage you to resubmit your nomination and invite the leader to apply for the Fellowship [here](#).

FOR APPLICANTS

1. **What is the purpose of the Fellowship?** The Fellowship seeks to strengthen and sustain a diverse community of outstanding leaders who are transforming public education so that every child is prepared to lead a free and fulfilling life.
2. **What is the time commitment for participants?** Fifteen seminar days in person, plus personal preparation time, and orientation and grounding virtually with your cohort. Fellows meet for three five-day seminars over the course of approximately one year.



3. **What if I can't make all of the seminar dates noted in the application?** Full attendance is required for all session dates. If you are unable to attend any of the sessions, or only a portion of certain sessions, we suggest that you defer applying until you are able to commit to attending all sessions. Send us an email at selection@pahara.org and we will add you to a list to be notified when the application window opens again.
4. **Should I block the seminar dates in case I am selected?** Please hold the dates on your calendar until you have been notified of their status. Our selection timeline may be found [here](#).
5. **Where are seminars held?** We host our programs at Lone Rock Retreat, located in Bailey, Colorado. Fellows will travel to Denver International Airport where they will take the Pahara-provided shuttle service to Bailey. Travel costs are reimbursed by Pahara, following each seminar.
6. **Am I more likely to be selected if I am nominated by multiple Pahara Fellows?** We are committed to an equitable selection process that centers applicants' backgrounds and experiences as shared in the application and interview responses. Being nominated by multiple Pahara Fellows does not increase your likelihood of being selected.
7. **Why do you ask for references?** Hearing from others who have observed the impact of your leadership from different vantage points helps us get a more comprehensive view of your leadership.
8. **What if I am a CEO and don't have a supervisor to give as a reference?** We would be excited to talk with a member of your board, a coach, or trusted mentor who can share insights on your leadership, your work and how you might benefit from the Fellowship.
9. **Do I need to have a supervisor's approval to participate in the Fellowship?** Supervisors will be required to sign off on your participation, via a Manager's Statement of Support form. This form will be completed during the reference stage of the selection process.



10. **Do you share what I say on my application, or what you learn in candidate interviews or hear from references?** We hold all application, interview, and reference information in confidence for our internal consideration only.

11. **May I reapply if I am not selected?** If you are not selected, you may reapply to be considered in a future selection cycle. Candidates who meet the selection criteria but are not placed in the year they apply are encouraged to reapply.

12. **My job situation has changed since I applied for the Fellowship. Will this impact my candidacy?** Email us at selection@pahara.org to share role changes. A member of the Selection Team may contact you to discuss your specific situation if we find it necessary.

13. **What if I was considered previously for the Pahara-NextGen or Pahara-Aspen Fellowship and was not selected? Can I apply and be considered for the Pahara Fellowship?** Much can change in the life of a leader over time and our selection criteria and process has also changed. We encourage you to apply and we will be pleased to consider your candidacy for the Pahara Fellowship.

14. **When will I hear back after I apply?** Candidates generally receive a status update 8 - 10 weeks after submitting an application. If you progress through the interview stage, you can expect your final status update by December 20.

If you have a question not listed here or need further information, please contact us at selection@pahara.org and we will be in touch!