



**CAHN  
FELLOWS  
PROGRAMS**  
ELEVATING AND INSPIRING SCHOOL LEADERSHIP

# ANNUAL REPORT 2022

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# About Us

The Cahn Fellows Programs for Elevating and Inspiring School Leadership are committed to recognizing outstanding principals and providing them with opportunities for professional, intellectual and personal growth.

Our goal is to strengthen the public school system by investing in its most effective school leaders.

20  
YEARS

≈ 1100  
PARTICIPANTS



Charles C. Cahn, Jr.

FOUNDER, THE CAHN FELLOWS PROGRAMS

## OUR HISTORY

The original Cahn Fellows Program was founded in 2002 as a result of the generosity and vision of Charles and Jane Cahn. Charles Cahn believes that, in recognizing and supporting excellence in education, the entire system can improve. The Cahn Fellows Programs inducted its first cohort of Cahn Fellows into the Programs in 2003. The Programs enable Fellows to become even more effective principals while leveraging their talents to support aspiring school leaders.

The Cahn Fellows Programs have their roots in New York City and now serve educational leaders in cities across the country.

## THE PROBLEM

High-performing principals receive little professional development, recognition, or collegial peer engagement. As a result, our cities' most valuable public education leaders often lose their passion and leave their positions. Since research shows that distinguished principals who remain in their schools consistently deliver outstanding student outcomes, we must retain quality principals and build a pipeline of exceptional future leaders.

We seek to improve large urban public school systems nationally by elevating and inspiring high-quality principals and promising school leaders with advanced professional development and recognition. Our purpose is to improve the retention and skills of these principals and aspiring leaders.

## CONTINUED VALIDATION

A recently released Wallace Foundation report best captures what we believe and supports the design of everything we do.

The Wallace Foundation report states: "...it is difficult to envision an investment in K-12 education with a higher ceiling on its potential return than improving school leadership."



Researchers and educational leaders agree that great schools are led by talented principals. An effective principal establishes a culture that improves student mindset and achievement. Given overwhelming evidence of the value of our public education leaders, it is crucial that we retain them through professional development, recognition, and collegial peer engagement.



**Janice Jackson**

CEO of Hope Chicago, Former Chief Executive Officer, Chicago Public Schools; Cahn Fellow 2014

“Chicago’s principals positively impact the lives of hundreds of thousands of Chicago youth every day, which is why it is critical to provide meaningful development opportunities to empower and grow our school leaders.”

“Opportunities like the Cahn Fellows Program create a space for school leaders to grow and learn from top experts, so they continue to drive change in their communities throughout Chicago.”

## David Brooks

AMERICAN POLITICAL AND CULTURAL COMMENTATOR WRITING FOR *THE NEW YORK TIMES*

“Researchers from the University of Minnesota and the University of Toronto studied 180 schools across nine states and concluded, ‘We have not found a single case of a school improving its student achievement record in the absence of talented leadership.

What do principals do? They build a culture. Researchers from McKinsey studied test scores from half a million students in 72 countries. They found that students’ mind-sets were twice as powerful in predicting scores as home environment and demographics were. How do students feel about their schooling? How do they understand motivation? Do they have a growth mind-set to understand their own development?

These attitudes are powerfully and subtly influenced by school culture, by the liturgies of practice that govern the school day: the rituals for welcoming members into the community; the way you decorate walls to display school values; the distribution of power across the community;

the celebrations of accomplishment and the quality of trusting relationships.”

“Principals set the culture by their very behavior — the message is the person. Research suggests that it takes five to seven years for a principal to have full impact on a school, but most principals burn out and leave in four years or less. Chicago has one of the highest principal retention rates of any large urban system, 85 percent. Principals are given support, training and independence. If you manage your school well for a couple of years in a row, you are freed from daily oversight from the central office. But the big thing is transforming the role. Principals used to be administrators and middle managers, overseeing budgets, discipline, schedules. The goal was to be strong and decisive.”



# Our Reach

Since 2003, we have delivered our program to high-performing principals in New York City. In recent years, we have added participation from principals and aspiring leaders in Arlington, Atlanta, Chicago, Dallas, Denver, Los Angeles, Miami, San Antonio and Tampa. We expanded our program in order to provide participants with nationwide networking, intercity school visitations and the opportunity to gain perspectives from other school districts in solving challenging issues.



**2022-23**

COHORT

65

FELLOWS

65

ALLIES

10

CITIES

The Cahn Fellows Programs combines curriculum and cohort development with demonstrated results. Research shows that Cahn principals stay in their roles longer than their peers, receive higher school Quality Review ratings, and improve student outcomes in math, ELA and student attendance. Since 2003, 1144 principals and aspiring leaders have participated in the Cahn Fellows Programs.



# The Leadership Challenge

Cahn Fellows (principals) and Allies (aspiring school leaders) are asked to identify a leadership challenge they are facing in their schools. The challenge should be one that, when effectively addressed, will have a positive impact on student achievement. This focus on real challenges and with measurable results within our model allows the Cahn principals to more readily apply academic research to practice and take an active approach to their learning.

Once the challenge has been identified, the principals are asked the following questions:

- What evidence can you point to that the challenge exists? What are the present-day indicators?
- Why do you think this challenge exists? Potential hypotheses?
- If you were successful in addressing your challenge, what changes would you observe in your school? What would visitors to your school see?
- How is this work impacting or changing you as a school leader?

Cahn Fellows are asked to set qualitative and quantitative benchmarks to help them measure their progress against their stated challenge. At each step, they submit a self-reflection.



**David C. Banks**

Chancellor, New York City Department of Education, Cahn Fellow 2003

*"The Cahn Fellows Program was the best professional development I ever participated in."*

## The Cahn Distinguished Principals Fellowship

Our flagship program is for Principals with 5 or more years of experience. The yearlong intensive schedule of advanced professional development for leaders begins with the identification of school level leadership challenges and ends with presentations of findings at our Annual Leadership Conference 12 months later.

We provide a sequence of study that challenges our leaders to grow professionally and personally and to learn to build capacity. At the outset, principals (Fellows) identify an aspiring leader from their school (an Ally) whose learning during the year is designed to build capacity.

Fellows and Allies will participate in weekend long study summits every other month throughout the year with a core leadership curriculum that focuses on adult development, systems change, adaptive leadership, equity, diversity and inclusion. Throughout the course of the year-long study provided by Teachers College Faculty, Alumni Advisors, and renowned experts in the field, our Fellows will learn from top professionals.

Topics include adult development, school culture and climate, data inquiry, neuroscience of leadership, 360 assessment, effective communication, wellness for leaders, and organizational change.

During their weekends together, Fellows and Allies work on analyzing the authentic school level problem of practice with support from our Alumni Advisors and Faculty. These study sessions offer a deeper dive into data inquiry and systems change theory.

### Annual Leadership Conference

At our Annual Leadership Conference, Cahn Fellows and Allies from across the country present their research, evidence and outcomes from the lens of their leadership journey.



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# >350,000

STUDENTS IMPACTED BY CAHN FELLOWS

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## The Cahn Leadership Lab

The Cahn Fellows Programs is proud to announce the launch of the Cahn Leadership Lab. This program is designed for principals in year 3-4 of the principalship who have impacted their school community by setting and achieving targeted academic and/or cultural improvement goals in their school. Principals accepted into the program will receive professional development to move them from technical to adaptive leadership. In addition to professional development sessions, each practitioner will be assigned a Certified Coach who will provide one-to-one and small group coaching throughout the lab experience year. The 2023 inaugural cohort includes principals from Miami, Atlanta, Chicago and New York City.

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## The Cahn Alumni Network

Our alumni want to continue to grow. Their passion and enthusiasm have driven us to design programs that meet their ongoing needs. In addition to resources currently offered we will be expanding alumni programming in each city with the support of our Advisory Councils, the deepening of local relationships in each partner city, the hosting of national Cahn Fellows Conferences, and the expansion of program content through webinars.



**Meisha Ross Porter**

CEO, Bronx Community Foundation,  
Former Chancellor, New York City  
Department of Education,  
Cahn Fellow 2013



# Staff



**Jonathan Smith**  
Executive Director

**Jonathan Smith** was a member of the Cahn Fellows inaugural Dallas cohort in 2018. Prior to becoming Executive Director, Jonathan served as a Cahn Alumni Advisor. Jonathan joined the Cahn team in 2021 to lead our important work supporting education leaders across the country. With his robust leadership experience, he is strengthening and growing the organization. Jonathan Calvin Smith was a Principal in the Dallas ISD for fourteen years. He was the Principal of the iconic David W. Carter High School. Under his transformational leadership and campus turnaround model, schools at all levels have been recognized on the local, state, and national level. Since becoming a principal at age 26, Jonathan solely taught and led the school communities of his youth in Dallas. He furthered his education at Stephen F. Austin State University in Nacogdoches, Texas where he graduated Cum Laude in three years, receiving his Bachelor's in Business Administration with a concentration in human resources. His postgraduate studies include Universidad Internacional Spanish Immersion Program in Cuernavaca, Mexico, Harvard University's Graduate School of Education's Urban School Leadership Program and Biblical Studies from Dallas Theological Seminary and Dallas Baptist University. Jonathan holds a Master's in Educational Administration from the University of Texas at Arlington. Jonathan has been married to his high school sweetheart, Christina, for 20 years. Together, they share their love with three sons.



**Dr. Barbara McKeon**  
Senior Program Director

**Dr. Barbara McKeon** has been instrumental in developing curriculum for the Cahn Fellow expansion. She earned a bachelor's degree in Anthropology from Rutgers University, a Master's in Communication Disorders from the University of Vermont, and a Doctorate in Education Leadership, Management and Policy from Seton Hall University. She has written and been featured in numerous articles and has spoken extensively both nationally and internationally on topics in education including improving school culture, school turnaround, aspiring leadership, building relational trust and integrating restorative practices. Dr. McKeon developed language-intensive programs for various public middle and high schools and has conducted numerous workshops on the developing adolescent. Her interests are in equity, transitions that impact students and social-emotional learning. She has held adjunct professorships at Pace, Brooklyn College and the University of Vermont and she was a member of the 2015 Cahn cohort.



**Anna Cano Amato**  
Alumni Program Manager

**Anna Cano Amato** is a 2015 Fellow, a Cahn Alumni Advisor since 2016, and most recently, a Cahn Fellows Alumni Program Manager. Previously, she was the Principal of PS 110 in Brooklyn since 2006. She joined the faculty of PS 110 in 1984 where she worked in the following positions: Assistant Principal, Literacy Coach, Teacher Trainer, Spanish and Classroom Teacher, 2nd through 5th grades. In recognition of the school's efforts in fulfilling its vision, PS 110 was the first New York City public school to receive the "Educating the Whole Child in the 21st Century" award from the New York ASCD for creating a healthy, safe, engaging, supportive, and challenging school environment. She introduced a French Dual Language curriculum to the PS 110 school community in 2010. Anna was a recipient of the Chevalier dans l'Ordre des Palmes Académiques in 2016 for her "... remarkable role in the development of French-English bilingual programs." She has earned advanced degrees from Queens College and St. John's University as well as an administrative degree from the College of St. Rose.





# Staff



**Robert Bhoolai**  
Program Director

**Robert Bhoolai**, a 2019 Cahn Fellow, has joined the Cahn team as a Program Director to assist in the development of our expansion model. Robert is the former principal of T.R. Robinson High School in Tampa, Florida. Serving traditional and magnet students in grades 9-12, Robert led the school to obtain significant academic standing locally and nationally. He also coordinated the implementation of several academic and social initiatives that focused on the cultural and social-emotional perspectives of the schooling experience. His efforts led to record graduation rates, higher percentages of college acceptance, and higher rates of post-secondary industry placement for students. Robert began his career in Hillsborough County Public Schools in 2006. He holds a bachelor's degree in Sociology from Wittenberg University, a master's degree in Educational Leadership and Policy Studies from the University of South Florida and is currently working toward his doctoral degree in Educational Program Development with a focus in Educational Innovation. Robert has served as a substitute teacher, teacher, assistant principal, principal, district trainer, and leadership mentor. He used his experiences and knowledge to identify and grow aspiring leaders, both at his school and within the district. Robert found his passion for leadership when he served in several key teacher-leader roles across several schools. In 2011 Robert was appointed assistant principal at a high needs high school. This experience helped him discover the power of building authentic relationships with students in an administrative role. The leadership team was proud to lead the school to its first and only A rating.



**Crystal Mayfield Jones**  
Consultant Program Director

**Crystal Mayfield Jones**, a 2018 Cahn Fellow, has joined the Cahn team as a consultant to assist in developing our 3-4 year principal program. Crystal has been principal of Beecher Hills Elementary in Atlanta since 2009. Her school team lives the vision of doing more every day to help students climb higher. They work to provide activities and experiences to support the academic, social and emotional growth of their students. Since 1999, Crystal has worked at Beecher in the following positions: Assistant Administrator, International Baccalaureate Coordinator, teacher and in her current role as principal. She has earned advanced degrees from Tuskegee University and Georgia State University. Beecher Hills has the distinction of being one of the few Title I schools authorized as an International Baccalaureate PYP school since 2011.



**Kaneisha Lloyd**  
Development Director

**Kaneisha Lloyd** is an education professional with over a decade of donor management and strategic communication experience. Having served the scope of primary through higher education in both private and public sectors, she has secured pledges and donations for a capital campaign and directly influenced numerous major-gifts teams in raising millions of dollars. Kaneisha prides herself in taking initiative to establish and implement a wide range of tailored fundraising strategies to support mission-driven organizations. As a fundraiser by trade and creative at heart, Kaneisha is a natural developer who often foresees the potential in others and works to help them make meaningful impact through the power of relationship. Her core values are equity, education, and philanthropy. With deep beliefs in the power and impact of servant leadership, Kaneisha aspires to influence the next generation of leaders through service amongst underrepresented and multicultural students. Kaneisha is a graduate of The University of Oklahoma with a Bachelor of Arts in Public Relations and an active member of the Association of Fundraising Professionals.



# Staff



**Talisa Martinez**  
Operations Coordinator

**Talisa Martinez** is a seasoned operations professional with more than 10 years of experience, spanning multiple industries. She found her way to education in 2014 when she joined Uplift Education, the largest public charter school network in North Texas, and went on to hold a number of key operational and strategy positions in academic leadership support, campus operations, and culminating in managing an extensive portfolio of network partnerships. Talisa has a passion and high aptitude for project management and systems building that benefit mission-oriented organizations, all in service of schools, families, and students. Talisa has been repeatedly recognized in previous roles for her technical skills, dedication to the work, and contributions to organizational culture. She joined the team in August 2021 as the Operations Coordinator for The Cahn Fellows Programs.



**Susan Rowden**  
Systems Administrator

**Susan Rowden** has a background in computer programming and data analysis with a variety of strong computer skills and complementary strengths in software training, technical writing, customer service and support. Previously Susan worked for the Juvenile Welfare Board of Pinellas County as a Senior Data Analyst. Prior to that Susan held positions as a Software Trainer, Database Consultant, Course Developer and Marketing Support Representative. Susan achieved certification as a Microsoft Certified Systems Engineer and a Microsoft Office User Specialist. Susan began working with The Cahn Fellows Programs in late 2017 as a data consultant and joined the team full time in October 2021. Susan supports the Cahn Fellows mission by implementing and overseeing database applications, providing data analysis and reporting, assisting with the cohort selection process, maintaining the website, and providing technical support to staff and partners.



**Eva Capo**  
Program Assistant

**Eva Capo**, with 17 years of experience in the educational field Eva holds a bachelor's degree in education from the University of Puerto Rico and a master's degree from Argosy University in school counseling. She started working as a teacher at a title one school and decided to further her education to be able to serve students' needs on a one-on-one basis as a counselor. Her experience ranges from middle to high school as a counselor and teacher in title one and renaissance schools. Eva's passion for education guided her students to become part of the highest graduation rate in history at her previous school. By guiding students academically and emotionally, they successfully completed their high school career and moved on to post-secondary careers. Eva's strong perseverance in education and willingness to help others has led her to join the Cahn Fellows Programs as a Program Assistant in August of 2022.



# Core Faculty



**Dr. Eleanor Drago-Severson**  
Professor of Education  
Leadership and Adult Learning  
Leadership, Teachers College,  
Columbia University

**Dr. Eleanor “Ellie” Drago-Severson** is Professor of Education Leadership and Adult Learning and Leadership at Teachers College, Columbia University. A developmental psychologist, Ellie teaches, conducts research, and consults to school and district leaders, and teacher leaders in independent, public and charter schools and systems—on professional and personal growth and learning; leadership that supports principal, teacher, school, and leadership development; and coaching and mentoring in K–12 schools, university settings, domestically and internationally. She is also an internationally certified developmental coach who works with leaders to build internal capacity and achieve goals. Her work is inspired by the idea that schools must be places where adults and children can grow, and she is dedicated to creating the conditions to achieve this and to helping leaders and educators of all kinds to do the same on behalf of supporting adults and youth. Ellie is director of the PhD Program in Educational Leadership at Teachers College where she teaches in the Summer Principals Academy and the Urban Educators Leaders Program. Ellie also serves as faculty director and co-facilitator of the *Leadership Institute for School Change*. Ellie is also the author of the best-selling books *Helping Teachers Learn: Principal Leadership for Adult Growth and Development* (Corwin, 2004) and *Leading Adult Learning: Supporting Adult Development in Our Schools* (Corwin/The National Staff Development Council, 2009)—as well as *Becoming Adult Learners: Principles and Practices for Effective Development* (Teachers College Press, 2004) and *Helping Educators Grow: Practices and Strategies for Supporting Leadership Development* (Harvard Education Press, 2012). Ellie has been recognized with awards from the Spencer Foundation, the Klingenstein Foundation, and Harvard University where she served on faculty from 1998—2005. While at Harvard, Ellie was awarded the 2005 Morningstar Award for Excellence in Teaching. Most recently, Ellie received three outstanding teaching awards from Teachers College. She has earned degrees from Long Island University and Harvard University.



**Dr. Brian Perkins**  
Associate Professor of Practice  
in Education Leadership &  
Director of the Summer  
Principals Academy, New  
Orleans, Teachers College,  
Columbia University

**Dr. Brian K. Perkins** is the Director of the Summer Principals Academy offered by Teachers College, Columbia University in New Orleans, Louisiana. He was previously the director of the Urban Education Leadership Program at Teachers College where he was responsible for designing and gaining accreditation of the doctoral program. He is the former Chair and Professor of Education Law and Policy at Southern Connecticut State University in New Haven. Dr. Perkins is a distinguished Yale alumnus and was a Timothy Dwight Fellow in 2004. He was a member of the research faculty at the Yale University School of Medicine. He has served as a consultant to schools and districts throughout the U.S., Brazil, Israel, Indonesia, Thailand, the People’s Republic of China, India, Venezuela and the Republic of South Africa. Dr. Perkins previously served as a visiting professor at the University of Pretoria in South Africa for more than a decade. Dr. Perkins received his Bachelor of Science Degree in Chemistry from Grambling State University, a master’s degree in Public Health from Yale University School of Medicine and his Doctor of Education Degree from Columbia University, Teachers College. Dr. Perkins is the host of his own Internet radio show, The Perkins Platform, which is a monthly forum on education leadership topics with thousands of listeners. Dr. Perkins served as the President of the New Haven (CT) Board of Education for 11 years and the Board of Directors of the National School Boards Association for 4 years. Dr. Perkins served two terms as national chair for CUBE: Council of Urban Boards of Education and was the chair for the National Black Caucus of School Board Members. Dr. Perkins was also the national chair of the Leadership for Healthy Communities initiative of the Robert Wood Johnson Foundation. Dr. Perkins is the author of several published articles and book chapters and serves as the Principal Investigator and Author of *Where We Learn* (2006), *Where We Teach* (2007) and *What We Think* (2008).



# Core Faculty

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**Dr. Carolyn Riehl**  
Associate Professor,  
Sociology & Education  
Policy, Teachers College,  
Columbia University

**Dr. Carolyn Riehl's** research reflects a broad concern for how schools can be organized and administered so that they are lively, humane, equitable, and productive settings for learning and accomplishment for both teachers and students, especially students who traditionally have been poorly served by schooling. Her research has clustered around three general themes: studies of school organization, studies of the practice of school administration and leadership, and scholarship on research. Issues of diversity and equity stretch across all three clusters.

Her recent and current research projects include a field study of teachers' instructional planning and use of student performance data in elementary schools (funded by the Spencer Foundation) and a study of civic collaborations for education reform, sometimes known as "collective impact" initiatives (funded by The Wallace Foundation).



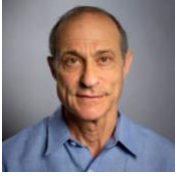
**Dr. Jeffrey Young**  
Professor of Practice in  
Education Leadership,  
Teachers College,  
Columbia University

**Dr. Jeffrey Young** is the Co-Director of Teachers College's Urban Education Leaders Program (UELPE), an Ed.D. program for aspiring district leaders and school superintendents. Before joining the faculty at Teachers College, Dr. Young served as Superintendent of Schools in Cambridge, MA, from 2009–2016, following terms as Superintendent in Newton, Lexington and Lynnfield, MA. Dr. Young was a member of the Adjunct Faculty at the Boston University School of Education. He has been recognized by the Massachusetts Association of School Superintendents with the President's Award; Brandeis University with the Levitan Award for Leadership; and the Cambridge NAACP with the Martin Luther King, Jr. Award to provide an effective, innovative education to ALL of Cambridge's children regardless of race or class.



# Board of Directors

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**Charles C. Cahn, Jr.**  
Founder, Board Chair



**Andrew S. Adelson**  
Retired, Chief Investment Officer  
Sanford C. Bernstein & Co., Inc.



**Bill Albers**  
Private Investor



**Kirsten Busch Johnson**  
Vice President, Learning & Development  
at The D.E. Shaw Group, Cahn Fellows  
Founding Director 2002-06



**Amanda Cahn**  
Executive Director of Learning and  
Teaching, Charlotte-Mecklenburg  
Schools



**Rashid Davis**  
Principal, P-TECH, New York  
(Cahn Fellow 2012)



**Sheila Harris**  
Senior Manager, Public Relations &  
Strategic Communications,  
Essence Communications, Inc.



**Mason D. Haupt**  
Retired, Portfolio Manager of a  
Structured Products Fund,  
Soros Fund Management



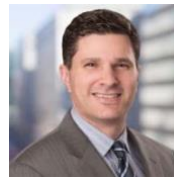
**Moses Ojeda**  
Principal, Thomas A. Edison Career and  
Technical Education High School, New  
York (Cahn Fellow 2017)



**Tara Shelton**  
Principal, South Loop Elementary  
School, Chicago (Cahn Fellow 2012)



**Jonathan Smith**  
Executive Director, The Cahn Fellows  
Programs (Cahn Fellow 2018)



**Jonathan Stoel**  
Partner, Hogan Lovells,  
Washington, D.C.



**Nancy Streim**  
Former Associate VP For School and  
Community Partnerships and Special  
Advisor to the Provost, Teachers  
College, Columbia University



**Grace Suh**  
Director, Hiring,  
Accelerate at Microsoft



**Steve Sussman**  
President, Curriculum Division,  
Sussman Education Company



**Frank Trainer**  
Retired, Chief Investment Officer Fixed  
Income, Sanford C. Bernstein & Co., Inc.



# Volunteer Alumni Advisors

Alumni Advisors acts as mentors and coaches through the research, report writing and project delivery phases of the Distinguished Principals fellowship.

## David Abbott

**New York, NY, Cahn Fellow 2017  
Principal, Bell Academy**

David believes in nurturing a culture of adult learners to ensure his staff continuously reflect on their teaching practices.

## Stacey Abbott

**Atlanta, GA, Cahn Fellow 2021  
Principal, Garden Hills Elementary**

Stacey prides herself on being a collaborative, strategic leader who is continually growing and refining her own leadership repertoire.

## Ailene Altman Mitchell

**New York, NY, Cahn Fellow 2012  
Principal, The Park Slope Education  
Complex at Middle School 88**

Ailene's core belief is that students learn best in an intimate setting with personalized, blended learning attuned to their needs and strengths.

## Dorald Bastian

**New York, NY, Cahn Fellow 2017  
Principal, New Millennium Bronx  
Academy of the Arts,**

Dorald is the Principal of the New Millennium Bronx Academy of the Arts and is in his second year of serving as an Alumni Advisor.

## Bud Bryant

**Chicago, IL, Cahn Fellow 2018  
Principal, Countee Cullen  
Elementary School**

Bud's philosophy of meeting the academic exigency of children and creating a safe and orderly environment, conducive to both teaching and learning, is directly aligned to Bud's relentless pursuit for students to succeed in a nurturing environment. Leading from the "front" has become his mantra.

## Anna Cano Amato

**New York, NY, Cahn Fellow 2015  
Alumni Program Manager, The  
Cahn Fellows Programs**

Anna retired from her position as Principal of P.S. 110 in Brooklyn in February 2020 after 36 years of service in the New York City Department of Education.

## Nidia Castro

**Los Angeles, CA, Cahn Fellow 2021  
Principal, Northridge Academy High**

Nidia's philosophy of education is simple; she believes that every child can learn given the right circumstances and she strives to exemplify the motto of her school, "Inspire and Achieve." She believes in fostering positive relationships with all the stakeholders in her community.

## Juan Cordoba

**Dallas, TX, Cahn Fellow 2019  
Executive Director, Dallas ISD**

Juan's strengths include providing opportunities for collaboration, building capacity and creating a positive and supportive working environment. In 2020 Juan was promoted to executive director in School Leadership for Dallas Independent School District.

## Dr. Lisa Dachs-Ornelas

**Los Angeles, CA, Cahn Fellow 2021  
Principal, Beachy Avenue  
Elementary School**

Lisa's years of leadership experience working as a principal at two different school sites gives her the knowledge to effectively monitor and improve academic success for all students.

## Georgia Davos

**Chicago, IL, Cahn Fellow 2019  
Principal, Newton Bateman  
Elementary School**

Georgia believes in shared leadership and building strong relationships with her students, staff and community. She is dedicated to empowering responsible, lifelong learners in a rigorous learning environment where ownership for academic and social and emotional learning is shared by all. Her commitment to excellence and continued student achievement results are evident in her school climate and data.

## Shelia Durant

**New York, NY, Cahn Fellow 2014  
Retired Principal**

Sheila's school, P.S. 69, was recognized by Advocates for Children as both a school of choice and one of the "top 100 schools" in New York City.

## Lisa Epstein

**Chicago, IL, Cahn Fellow 2017  
Principal, Lee Elementary**

Lisa is honored to serve as an Independent School Principal, serving on district level committees and as a Mentor to aspiring Resident Principals.



# Volunteer Alumni Advisors

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## **Raul Garcia**

**Miami, FL, Cahn Fellow 2021  
Principal, Southwood Middle School  
Center for the Arts**

Mr. Garcia has been recognized with the 2017 Dade Arts Educators Association's Outstanding Administrator Award, 2017 Office of the Secretary of Defense Patriotic Employer Award, the 2011 Cervantes Outstanding Educator Award, and Francisco R. Walker Teacher of the Year Award.

## **Stacey Gauthier**

**New York, NY, Cahn Fellow 2012  
Executive Director and Principal,  
The Renaissance Charter School**

Stacey has been extremely active in charter school advocacy on both the city and state levels. She has unique experience in leading both a conversion charter school and a State Education Department authorized school.

## **Erika Hurtado-Valentino**

**New York, NY, Cahn Fellow 2019  
Principal, Food and Finance High**

Erika helped create the innovative "Game Changer" program, which allows her students to graduate with an Associate's Degree from CUNY City Tech in one year with all expenses covered, paid internships and alumni mentoring.

## **Jamie Lofaro**

**Denver, CO, Cahn Fellow 2018  
Retired, Principal**

Jamie is the former principal of The Career Education Center Early College. Prior to leading CEC, Jamie served as the principal at PREP Academy, a school for high-risk and expelled youth. While at PREP, she re-designed the school structure by introducing a school-wide social-emotional curriculum and hired teachers that had the highest academic standards. The school was removed from the state's academic watch list while under her leadership.

## **Joshua Long**

**Chicago, IL, Cahn Fellow 2016  
Principal, Southside Occupational  
Academy**

Joshua leads a transition center for students with disabilities. He firmly believes that all students are entitled to a coordinated, well-executed, tiered educational program.

## **Alene Mason**

**Chicago, IL, Cahn Fellow 2018  
Chief of Schools, Network 9**

Alene's career in education is fueled by her vision to help transform and change the lives of others. Her unique background in computer engineering sparks her creativity and innovation, which can be seen in her collaborative leadership.

## **Nick Mazzarella**

**New York, NY, Cahn Fellow 2016  
Retired, Principal**

Nicholas was the principal of the Brooklyn College Academy where he secured a \$300,000 grant from The Middle College National Consortium, sponsored by The Bill and Melinda Gates Foundation, to fund the redesign Brooklyn College Academy into an Early College High School.

## **Dahlia McGregor**

**New York, NY, Cahn Fellow 2017  
Principal, Science Skills Center  
High School for Science,  
Technology, And Creative Arts**

Dahlia McGregor is the Principal of Science Skills Center High School for Science, Technology, and Creative Arts is in her second year of serving as an Alumni Advisor.

## **Kathy Moloney**

**New York, NY, Cahn Fellow 2009  
Retired, Principal**

Kathy retired as the principal of P.S. 100, the Coney Island School

## **Moises Ortiz**

**San Antonio, TX, Cahn Fellow 2019  
Principal, Sidney Lanier High**

Moises currently principals both Sidney Lanier High School and Fidel L. Tafolla Middle School as well as serves as a mentor to educational leadership candidates from Trinity University, the University of Texas at San Antonio, and Lamar University.



# Volunteer Alumni Advisors

## Moses Ojeda

**New York, NY, Cahn Fellow 2017  
Principal, Thomas A. Edison Career & Technical Education (CTE) High**  
Moses has dedicated nearly 25 years at Thomas Edison as a student, teacher, Assistant Principal and Principal. Moses also serves on the Cahn Fellows Programs Board.

## Rachel Payne

**Denver, CO, Cahn Fellow 2018  
Operational Superintendent, DPS**  
Rachel previously served in the roles of principal, instructional coach, and classroom teacher. Leadership development is her passion as she knows it is closely tied to the success of student learning and achievement.

## Shelly Powell Goodrum

**Atlanta, GA, Cahn Fellow 2019  
K-12 Associate Superintendent, APS**  
As a passionate advocate for children, Shelly sees education as the key to unlocking future economic and personal opportunities for all scholars.

## Jake Russell

**Tampa, FL, Cahn Fellow 2019  
Principal, Chamberlain High School**  
Turn around leadership has become Jake's passion. Jake was selected as the 2019 Principal of the Year of Hillsborough County Public Schools.

## Margaret Russo

**New York, NY, Cahn Fellow 2008  
Principal, P.S. 160**  
Margaret has been the principal of P.S. 160 in Brooklyn since 2003. Under her leadership, P.S. 160 has initiated extensive arts programs, Socratic Seminars, a national award-winning chess program, coding program, a Peer Assisted Learning Program (PALS) and multiple programs for parents, including a GED program.

## Scott Saperstein

**Miami, FL, Cahn Fellow 2019  
Principal, Ruth K. Broad Bay Harbor K-8 Center**  
Scott previously served as the Principal of Virginia A. Boone Highland Oaks Elementary (VABHOE) from 2013 until 2017. During his tenure, VABHOE was awarded an A rating from the Florida Department of Education three out of four years.

## Rebecca Sargable

**Tampa, FL, Cahn Fellow 2018  
Principal, Collins Elementary**  
Rebecca serves in multiple leadership roles with Hillsborough County Public Schools, including being a principal mentor and a lead trainer for the Preparing New Principals Leadership Pipeline Program.

## Tara Shelton

**Chicago, IL, Cahn Fellow 2012  
Principal, South Loop Elementary**  
Tara attributes her school's outstanding success to its dedicated, hard-working teachers and staff members. Tara also serves on the Cahn Fellows Programs Board of Directors.

## Dr. Femi Skanes

**Chicago, IL, Cahn Fellow 2016  
Founder and CEO, Leadership Edge**  
As an educator who has taught at the elementary, secondary, and post-secondary level, Femi firmly believes in fostering educational excellence for urban students in underserved communities. To achieve this success, she believes in a model that supports collaboration and teacher leadership development.

## Stacy Stewart

**Chicago, IL, Cahn Fellow 2016  
Deputy Chief of Schools, Network 13**  
After becoming principal of Belmont-Cragin in 2010, Stacy worked diligently to improve the quality of teaching and learning, by utilizing a personalized approach with dual language education, SEL and personalized learning. She continues this work now as Deputy Chief of Schools.

## Christina Tettonis

**New York, NY, Cahn Fellow 2007  
Superintendent, Hellenic Classical Charter School (HCCS)**  
During Christina's tenure as Principal, the Commissioner of the New York State Department of Education designated her school as a Reward School for four consecutive years in recognition of her students' high academic achievement. In addition, the State Department recognized HCCS as one of the top 155 schools in all of New York State. In 2019 Christina was promoted to Superintendent.

## Paul Valanis

**Los Angeles, CA, Cahn Fellow 2021  
Principal, Angel's Gate Continuation High School**  
Paul has earned recognition from the California Interscholastic Federation, the City of Los Angeles, the University of Southern California, the L.A. District Attorney's office, the Association of California State Administrators, the State Senate, the LAUSD Board among others.





# Advisory Councils

The role of each Advisory Council is to create strong local ties in each community we serve.

## Denver Advisory Council

### Frank Trainer\*

Retired, Chief Investment Officer  
Fixed Income, Sanford C. Bernstein  
& Co, Inc., Cahn Fellows Board  
Member

### Eric Holt

Managing Director, Bok Financial  
Private Wealth Group

### Tim & Pari Motiwala O'Donnell

### Rachel Payne

Operational Superintendent, Denver  
Public Schools, Cahn Fellow 2018

### Jamie Lofaro

Retired, Denver Public Schools  
Principal, Cahn Fellow 2018

## Miami Advisory Council

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Director, Bernstein Private Wealth  
Management

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### Todd Michaels

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### Tammy Levine

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### Jim Capers

NBA Referee

### Lisa Epstein

Chicago Public Schools Principal,  
Cahn Fellow 2017

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Chicago Public Schools Principal,  
Cahn Fellow 2016

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Chicago Public Schools, Deputy  
Chief of Schools, Cahn Fellow 2016

*\*Advisory Council Lead*



# Advisory Councils

## New York City Advisory Council

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Senior Vice President, Merrill Lynch

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Officer, Pzena Asset Management

### Greg Sawers

Chairman And Investor,  
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Global/International Value Equities,  
AllianceBernstein

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and Commodities,  
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## Dallas Advisory Council

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## San Antonio Advisory Council

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### Lamont Jefferson

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PLLC

### Russell Palmer

Director, Corporate Realty, Inc.

## West Coast Advisory Council

### Steve Dolcemaschio\*

Former Chief Operating Officer,  
Comcast Entertainment Group

*\*Advisory Council Lead*



# Our Approach

The Cahn Fellows Core and Responsive curricula are designed to build leadership skills with instruction in Adult Development, Action Inquiry and current educational topics. Each Fellow is assigned an Alumni and Faculty Advisor team who act as mentor and coach through the research, report writing and project delivery phases. Networking opportunities with principals and Alumni Advisors across the country create a cycle of career-long support.

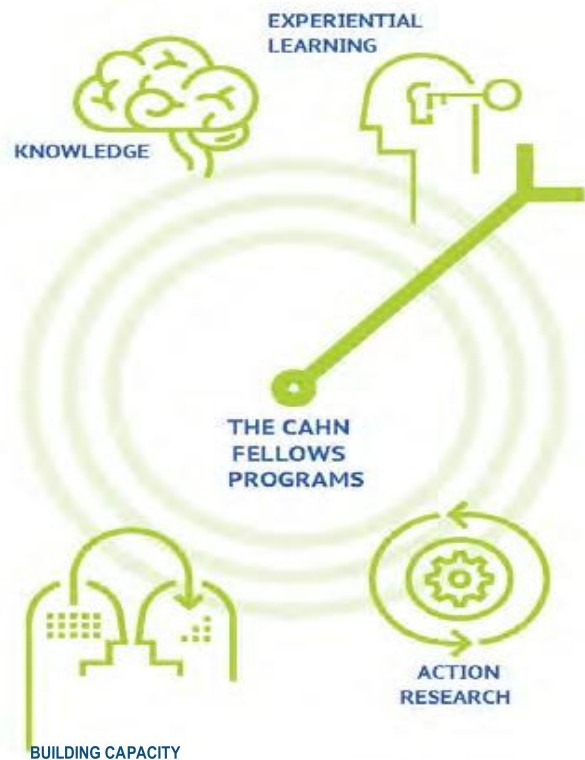
Cahn Fellows enjoy an approach with:

- Outstanding Curriculum,
- Leadership Challenges,
- Fellow and Ally Study Summits,
- Research,
- Leadership Presentations, and
- Annual Leadership Conferences.

## Our Professional Development Learning Cycle

We are living, teaching, learning, and leading in the context of life-changing challenges in our schools. Today—perhaps more than ever before—we need to support school leaders so that they can sustain themselves and adapt their supports and challenges to build internal capacity at the individual, school and systems levels.

The Adult Development thread of our program provides ongoing opportunities for leaders to reflect on their practices individually, in small cohort groups, in smaller site-based teams and in the cohort as a whole. The program includes a central focus on adult development and its connection to building leaders' internal capacities since these are directly related to how leaders support others. Investing in supporting adult learning not only builds capacity, but it is directly tied to increasing student achievement. In this thread, we seek to help leaders become more aware of their own cognitive, emotional and interpersonal development. The goal is to help our participants grow capacity, learn new skills and implement practices for supporting others in their development. This thread helps to increase the effectiveness of teams and mentoring programs, and build healthy cultures that are compassionate, growth-oriented and ones where adults and children are not just surviving—but instead thriving.





# Learning Cycle

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## Knowledge

Fellows bring a wealth of knowledge about education and school leadership, which is shared with and enhanced by a nationwide group of distinguished principals. They exchange various perspectives on problems of practice and offer tested solutions to problems.

Each high-performing principal engages in both informational and transformational learning. Fellows and Allies begin their educational journey with intensive instruction followed by study throughout the year as they dive deeper into their learning.

Our curriculum focuses on problems that are faced by leaders in today's society and can include instruction in ethics, implicit bias, emotional leadership, adaptive leadership, adult development and systems thinking. Within this framework, knowledge is shared among the members of the cohort who learn that despite differences in size, location and school type, problems of practice are not dissimilar. This knowledge sharing adds richness to the curriculum and facilitates ongoing training in how to think systematically and strategically.

## Building Capacity

An important skill for educators is the ability to impart knowledge, advice and resources on an ongoing basis. Our faculty and the Cahn Alumni Advisors act as mentors to the Fellows during and beyond their fellowship year. Together the faculty and Alumni Advisors work with small cohorts of Fellows and Allies in support of their learning, bridging theory and practice. Faculty from Teachers College offer support to complement Alumni Advisors during collegial inquiry sessions. Alumni Advisors have a deep and vast understanding of principalship and of how to coach exemplary principals. Our distinguished principals build capacity by providing mentorship to the Allies they have chosen, offering guidance, motivation, emotional support and role modeling.

## Action Research

Leaders in this program use the **action- research framework** in their practice to focus on problems that are of immediate concern. They are taught the cyclical process of planning, observing, acting and reflecting and develop research projects that connect to their yearlong learning. In doing so, the Fellows and Allies develop a theory of change they want to implement in their school and use data to implement a systematic plan that leads to measurable results.

During this process, Fellows and Allies examine exemplary projects from Alumni, learn how to frame a challenge question, gather evidence to support their project and develop teams within their schools that will engage in the yearlong work.

This work culminates in the final learning activity, a project that is presented to the larger educational community.

## Experiential Learning

The first activity that the Fellows engage in is a battlefield experience in Gettysburg. Here instructions delivered by Licensed Battlefield Guides place our Fellows in the role of Gettysburg soldiers and leaders as they walk the grounds and analyze the decisions made and the initiative taken by officers and men of the North and South. Lessons around communication and empowerment are core elements of how leaders make decisions, and our Fellows experience that directly at Gettysburg. Our Fellows experience their personal leadership style during a collaborative problem- solving activity that requires creativity, rapid decision making and team building to be successful in the task.

Practical experience also takes the form of a yearlong problem of practice identified at the outset of the program. Fellows and Allies undertake an inquiry project in their home schools as a way to embed the skills they are learning and to bring their professional work into the learning experience. These projects are framed as "inquiry" to keep the spotlight on how principals develop themselves and improve their schools through action research.



# Our Fellows

Our first cohort of 16 Cahn Fellows was inducted into the program in 2003. Nearly twenty years later, we recruited 130 distinguished principals and aspiring leaders from elementary, middle and high schools in our participating cities. The Fellows engage in our 12-month professional development program delivered by our faculty and other leadership experts.

## Los Angeles Fellows

### 2022-2023

**Pearl Arredondo**

San Fernando Institute for Applied Media

**Cindy Duong**

Grover Cleveland Charter High School

**Gabriel Duran**

Maywood Center for Enriched Studies

**Kathy Flores**

Westwood Charter Elementary

**Marcos Hernandez**

Ellen Ochoa Learning Center

**Esther Leon**

Noble Avenue Elementary School

**Regina Marquez-Martinez**

Benjamin Franklin Senior High

**Richard Ramos**

Northridge Middle School

**Karen Ward**

Manchester Avenue Elementary

### 2021-2022

**Antoinette Cass**

Open Magnet Charter School

**Nidia Castro**

Northridge Academy High School

**Lisa Dachs-Ornelas**

Beachy Avenue Elementary School

**Andres Favela**

James A. Garfield Senior High School

**Christine Moore**

Luther Burbank Middle School

**Paul Valanis**

Angel's Gate Continuation High School

*“With proven effectiveness in retaining talented high-performing principals and aspiring leaders, this fellowship seeks to strengthen urban public school systems by providing professional, intellectual and personal growth experiences for outstanding principals and teacher leaders.”*

— **Alberto M. Carvalho**

Superintendent, Los Angeles Unified School District,  
Former Superintendent, Miami Dade School District

*“Cahn has provided vision, comradery and hope for me at a time when I was blinded and overwhelmed by the volume of demanding changes that has accompanied being an educational leader during a global pandemic. I have always been a change agent, but now I can hone the gifts that I hold and am reminded of the honor that it is to stand humbly in service to others. Being a Cahn Fellow is sharpening my leadership saw.”*

— **Antoinette Cass**

Principal, Open Magnet Charter School, Los Angeles,  
California, Cahn Fellow 2021



## Denver Fellows

**2022-2023**

**Michael Atkins**  
Stedman Elementary

**John Clark**  
Denver School of Science and Technology Montview

**Chris Fleming**  
Joe Shoemaker School

**Nivan Khosravi**  
Jessie Whaley Maxwell Elementary

**Amanda McDonald**  
Lake Middle School

**Andrew Schutz**  
Place Bridge Academy

**Renard Simmons**  
Denver Center for 21st Century Learning

**2021-2022**

**Sabrina Bates**  
Teller Elementary School

**Robert Beam**  
Newlon Elementary

**Shelley Boberschmidt**  
College View Elementary School

**Melissa Boyd**  
Bruce Randolph School

## Miami Fellows

**2022-2023**

**William Aristide**  
Law Enforcement Officers Sr. High School

**Gregory Beckford**  
Frank C. Martin K-8 Center

**Tamela Brown**  
Whispering Pines Elementary School

**Cadian Collman-Perez**  
Maritime and Science Technology Academy

**Christina Ravelo**  
Palm Springs North Elementary Community School

**Scott Weiner**  
Miami Coral Park Senior High School

**2021-2022**

**Contessa Bryant**  
New World School of The Arts

**Alina Diaz-Blanco**  
International Studies Preparatory Academy

**Julio Fong**  
Virginia A. Boone Highland Oak

**Raul Garcia**  
Southwood Middle School

**Omar Monteagudo**  
School For Advanced Studies and Academy for Advanced Academics

## Tampa Fellows

**2022-2023**

**Cleto "Sundy" Chazares**  
Simmons Career Acceleration Academy

**Anthony Jones**  
Sligh Middle Magnet School

**Kelly McMillan**  
Apollo Beach Elementary

**Baretta Wilson**  
Stewart Middle Magnet School

**2021-2022**

**Kilsys Batista**  
Twin Lakes Elementary

**Johnny Bush**  
Henry B. Plant High

**Claire Mawhinney**  
Randall Middle School

**Larissa Mccoy-Mitti**  
A.P. Leto Comprehensive High School



## Atlanta Fellows

**2022-2023**

**Luqman Abdur-Rahman**  
Luther J. Price Middle School

**Terry Harness**  
Virginia-Highland Elementary

**Andrew Lovett**  
Frederick Wilson Benteen Elementary School

**Joseph Salley**  
Lucas Oliver Kimberly Elementary School

**2021-2022**

**Stacey Abbott**  
Garden Hills Elementary

**Cynthia Gunner**  
Peyton Forest Elementary School

**Kristen Vaughn**  
Continental Colony Elementary School

## Chicago Fellows

**2022-2023**

**Olimpia Bahena**  
Talcott Fine Arts and Museum Academy

**Rhonda Butler**  
Robert A. Black Magnet School

**Danielle Drayton**  
Oscar Mayer Magnet School

**Paul Karafiol**  
Lake View High School

**Jason Major**  
William E Dever Elementary School

**Catherine “Amy” Moy-Davis**  
John Charles Haines School

**Khalid Oluewu**  
Daniel Webster Elementary School

**Angela Sims**  
Ted Lenart Regional Gifted Center

**2021-2022**

**Shanae Jackson**  
Gwendolyn Brooks College Prep

**Lillian Lazu**  
Little Village Elementary School

**Claudia Lopez**  
Fairfield Elementary Academy

**Kimberly Nelson**  
Matthew Gallistel Language Academy

**Tim Riff**  
Oriole Park Elementary School

**Kathleen Speth**  
Disney II Magnet

**Jasmine Thurmond**  
Dr. Martin Luther King Jr. Academy of Social Justice

**Cynthia Treadwell**  
Ira F. Aldridge

*“Joining the Cahn Fellows program has provided me with a bit of a boost. This has been a difficult few years and I have felt like I was triaging the school, putting out fires, bandaging the broken, responding to parents about masks and COVID testing and little to do with instruction. My staff and parents crept up to the top of the to do list and at times, the students fell to the bottom. This acknowledgment from Cahn and the opportunity to join elite leaders around the US has restored my commitment and passion for the work. I have learned that my commitment to the children was there, but other things masked as important occupied most of my time. Thinking creatively, depending on the AP’s (not trying to do it all), being honest and always following my vision has helped me with this adventure.”*

— **Rosa Amato**  
Principal, P.S. 372 The Children’s School, Brooklyn, New York, Cahn Fellow 2021

**2022-2023**

**Noah Angeles**  
York Early College Academy

**Laura Avakians**  
PS 94 - David D. Porter School

**Robert Bonilla**  
PS 217 - Colonel David Marcus School

**Kyle Brillante**  
The Highbridge Green School

**Andrew Brown**  
Judith S. Kaye High School

**Tim Castanza**  
Bridge Preparatory Charter School

**Aracelis Castellano-Folkes**  
P.S. 165 Robert E. Simon

**Sarah Goodman**  
Hunter's Point Community Middle School

**Cherry-Ann Joseph-Hislop**  
William Floyd Elementary School

**Michele Luard**  
Ronald Edmonds Learning center II

**Naiyma Moore Allen**  
P.S. 156 Waverly School of the Arts

**Julie Nariman**  
High School of Language and Innovation

**David Newman**  
Brooklyn Technical High School

**Michelle Penn**  
The High School for Global Citizenship

**Joyce Pulphus**  
Bronx Design & Construction Academy

**Shawn Raeke**  
Academy for Software Engineering

**Jennifer Rehn-Losquadro**  
Robert F. Wagner Middle School

**Henry Renelus**  
75Q721-John F. Kennedy Jr. School

**Jessica Saratovsky**  
P.S. 770 The New American Academy

**Barbara Tremblay**  
P721K Brooklyn Occupational Training Center

**Jason Wagner**  
Pelham Lab High School

**2021-2022**

**Rosa Amato**  
The Children's School

**Bernardo Ascona**  
Union Square Academy for Health Sciences

**Sergio Caceres**  
Rafael Hernandez Dual Language Magnet School

**Jermaine Cameron**  
The Eagle Academy for Young Men of Staten Island

**Jumel Carlos**  
Frederick Douglass Academy III

**Danielle Derrig**  
Samara Community School

**Rina Horne**  
Lady Deborah Moody School

**Asya Johnson**  
Longwood Preparatory Academy

**Terence Joseph**  
Renaissance Charter High School for Innovation

**Hazel Joseph Roseboro**  
University Heights Secondary School

**Jakub Lau**  
The Emerson School

**Jonathan Levin**  
The Clinton School

**Jennifer Logan**  
Stephanie A. Vierno

**Keisha Mccoy-Dailey**  
Sid Miller Academy

**Donna Neglia**  
Ps 216 The Arturo Toscanini School

**Uchechukwu Njoku**  
John Jay School For Law

**Osei Owusu-Afriyie**  
Frederick Douglass Academy II Secondary School

**Fritzy Sannon-Brown**  
Queens Transition Center

**Carland Washington**  
West Prep Academy

**Seung Yu**  
Stuyvesant High School





## **Arlington Fellow**

**2022-2023**

**Codi Van Duzee**  
Boles Junior High

## **Dallas Fellows**

**2022-2023**

**Adriana Gonzalez**  
Thelma Elizabeth Page Richardson Elementary

**Lynn Smith**  
CityLab High School

**2021-2022**

**Kathryn Carter**  
L.O. Donald Elementary

**Macario Hernandez**  
Trinidad 'Trini' Garza Early College High School at Mountain View College

**Wendy Miller**  
Harry C. Withers

## **San Antonio Fellows**

**2022-2023**

**Jennifer Benavides**  
Fox Tech High School

**Leila Garza**  
Samuel A. Maverick Elementary School

**2021-2022**

**Rose Engelbrecht**  
Hot Wells Middle School

**Learn more about of our Fellows and Alumni on our website:**

**<https://cahnfellowsprograms.org/fellows/>**  
**<https://cahnfellowsprograms.org/fellows/alumni/>**



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and many more!

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The Dallas Independent School District  
The San Antonio Independent School District

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Erika Hurtado, Food & Finance High School



**Elevating & Inspiring School Leadership**

“If you find a school that’s working well, there’s a good principal running it.”



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**Email:** [CahnFellows@CahnFellowsPrograms.org](mailto:CahnFellows@CahnFellowsPrograms.org)

**Website:** [CahnFellowsPrograms.org](http://CahnFellowsPrograms.org)