



BRAVELY™

2024-2025 Application Process

Tackle your highest-priority challenges for reimagining student success and make progress on your learning redesign with a team of your peers and skilled facilitators from NGLC. And do so in ways that build new systems and structures aligned with the equitable, deeper learning that you envision for students.

Reimagine student success with NGLC's Bravely.

[Complete the Application](#)

Who: Teams of 5-6 leaders in a public school, district, or charter organization who are committed to reimagining student success.

What: A year-long, hybrid, team experience to develop capacity in liberatory design and transformation design while addressing a high-priority challenge for reimagining student success. In addition to a small grant, Bravely provides monthly team meetings, coaching connections, access to tools and strategies, trying your change ideas and collecting data to understand them, and a celebratory Showcase of Learning.

How: Preference will be given to teams that [apply by 12:00 noon on April 15, 2024](#), but we will accept applications on a rolling basis until we reach capacity.

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Overview

The national nonprofit [Next Generation Learning Challenges](#) (NGLC), with funding from [Carnegie Corporation of New York](#), is excited to announce this [Bravely](#) opportunity for the 2024-2025 school year! We invite applications from public school, district, or charter teams of 5-6 leaders each that are ready to engage in transformational change to reimagine and redefine student success.

Bravely enables school, district, and charter leaders to work in their teams with NGLC’s skilled facilitators to tackle their highest-priority challenges—and do so in ways that build new operating norms aligned with the equitable, deeper learning that they envision for students. Teams will experience, learn, and apply effective change practices to work on one or more self-identified systemic challenges or inequities in a 12-month time period—all with a long-term vision of transformed learning and improved student outcomes in mind. Bravely teams will engage in a learning journey grounded in the integration of National Equity Project’s [liberatory design](#) and NGLC’s research-based [transformation design](#).

NGLC asks participating teams to make a general commitment to three “Brave Agreements,” representing a common basis and vision for all parties involved in Bravely:

- To re-envision success comprehensively and equitably, enabling core academic and life skills for each and every student.
- To transform learning fundamentally, putting students at the center, as the only way to bring our revitalized vision of success to life.
- To lead, learn, and model our vision of success organizationally, as our operating norms, to ensure that these changes endure.

Although Bravely is a one-year commitment, there is no set timeline to accomplish these vision statements; NGLC, in fact, views this work as fluid and never-ending—more of a continuous journey than a goal with an endpoint. Participating teams agree to choose, with support provided by NGLC, a high-priority challenge grounded in these agreements, and to work throughout the Bravely year to address that challenge making progress toward the long-term goals articulated by the agreements.

Reimagining Student Success

Our education spaces currently lag behind the changing world, and it’s time to rethink what outcomes define student success and how schools nationwide can better address diverse learner needs. Teams participating in Bravely will design and implement transformational

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changes in teaching and learning practices and think through the systemic changes needed so that ALL students have an opportunity to find success as a thriving, contributing citizen of the 21st century. We invite teams to join Bravely in 2024-2025 to collaboratively design inclusive systems for equitable, just, and liberatory learning experiences that bring a new vision for student success to life. Public school, district, and charter teams making a Bravely commitment may select a specific challenge of reimagining student success based on their own interests, goals, and aspirations. Challenges may include, but are not limited to:

- **From Portrait to Practice**—activate your graduate portrait so that every student has high-quality learning experiences that help them continuously develop the skills in your graduate portrait.
- **Reimagine Success for MultiLingual Learners**—apply strategies that tap into the strengths of multilingual learners and remove barriers to their success.
- **Centering Equity in Learning**—redefine student success in culturally-responsive ways, develop learning experiences that recognize the unique gifts and talents of all students, or redesign structures, policies, and practices that sustain inequitable experiences and outcomes.
- **Growing a Safe & Healthy Culture**—reimagine your school environments so that students have transformational experiences and all students and adults feel seen, heard, and valued and are respected, supported, and engaged.
- **A Self-Identified Challenge**—work on any challenge of reimagining student success that your community identifies as high-priority.

Brave Outcomes

- **Outcome 1:** Participating teams will develop expertise in catalyzing meaningful, lasting change to improve academic and life-skill outcomes equitably for all students. This expertise generally requires one year to take root among teams participating in Bravely, and several more years to spread through a school district.
- **Outcome 2:** Participating teams will apply this expertise to a high-priority challenge of its own selection, thereby deepening its Bravely team’s skill-set, developing and widening staff/student/community-member understanding of research-based change practices, and making significant progress in addressing an important problem or task. As in well-designed student learning, organizations develop key capacities by practicing their application in authentic, purposeful contexts.
- **Outcome 3:** Participating teams will apply liberatory and transformation design mindsets and practices as they envision, frame, and take action on their selected high-priority challenge (“Brave Question”) in a cycle of inclusive inquiry and design. While the Brave Question deliberately focuses on a key, current, tactical challenge, addressing it is meant to serve as a “fractal” of a team’s larger goals and strategies for transformation of student outcomes. Developing the mindsets and practices necessary for deep, lasting, productive change within an explicit, defined context will help participating teams address their larger transformation goals over time.

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Bravely Supports

- **Team Meetings:** To develop trust and a sense of community, NGLC and partners design and facilitate monthly hybrid (virtual & in-person) convenings for Bravely teams within a school, district, or charter organization. Team meetings focus on building capacity in using liberatory transformation design practices to address the challenges teams identify as highest priority in reimagining student success. **Communal Learning Journal:** NGLC builds in opportunity for reflection around the ways participants are using the transformation design practices and liberatory mindsets. Participants use the journal to reflect on their growth and to aid in the creation of the Showcase of Learning work. This is one way to live out a shared commitment to making learning visible.
- **District/Charter Leadership Coaching & Support:** NGLC provides customized support to district/charter leadership in order to develop the vision and establish the norms/conditions/structures that can transform student learning through quarterly meetings with participating district/charter's Bravely point of contact.
- **Coaching Connections:** Focused on the implementation of transformation design and liberatory design processes and aimed at improving research-based organizational conditions, coaching connections give NGLC facilitators an opportunity to develop deeper relationships with individual team members to expand on team meeting learning, where needed.
- **Resources, Tools, and Templates:** NGLC provides Bravely participants with a range of resources, tools, and strategy templates for understanding and developing expertise in catalyzing change in student learning, school design, and adult culture and professional norms. This may include use of materials created specifically for Bravely participants as well as access to materials provided by partners (for example, survey instruments and methods). This includes a set of data-gathering tools measuring conditions for learning and transformation, from the perspectives of school leaders, teachers, and district/charter leaders.
- **Showcase of Learning:** The Showcase of Learning marks a transition into the next steps of your public school, district, or charter's learning transformation. This is a celebration of growth. Celebration helps people feel positive emotions about new mindsets and practices they are using during any change process. The Showcase of Learning models the transformation design practice "Embed a Culture of Innovation" by celebrating the journey to create more equitable learning experiences and outcomes for your students! We see this as a way to help prepare participating teams for what will come next in their journey to scale this work more deeply within your school, district, or charter organization.
- **Grant Funds:** Teams are provided \$12,500 to support personnel and the costs related to their Bravely commitment. See the [Grants and Commitments](#) section for more information.

Application and Eligibility

NGLC is committed to an inclusive and equitable selection process; [applications](#) will be reviewed on a set of criteria to make selections.

Eligibility

- The application is open to all public school types in the U.S. at any K-12 grade level.

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- Teams can apply as a school or district/charter organization.
 - School-based teams require approval from the district/charter and a district/charter-level point of contact.
 - District/Charter-level teams must identify the schools participating and secure commitment from school leaders.
- We recommend team size to be 5-6 members. This applies to both school-based and district/charter-based teams. *If your team is less than 5 or more than 6, please provide a rationale in the application. If selected, we may limit the size of your team to fewer members than requested in order to provide inclusive access to other applicants.*

Application Details

The [application form](#) collects the following information:

- Basic information about the lead applicant and your team's school/district/charter.
- Team type, size, and the members of your team. *Preference will be given to fully assembled teams.*
- The vision and goals to reimagine student success that your team will address with Bravely.
- Your team's context for change.
- Letter of support from a senior district/charter administrator, assurances of support from key staff, and agreement to commitments for participation.

Selection Process

Preference will be given to teams that apply by **Monday, April 15, 2024 at 12:00 p.m. ET**, but we will accept applications on a rolling basis until we reach capacity using the required application form. NGLC will conduct calls with finalist teams to gather more information related to the selection criteria; for teams that apply by April 15, **calls will be scheduled April 22-April 24**. NGLC will contact all teams that apply by the deadline with selection decisions no later than **May 1, 2024**. At that time, information about next steps will be provided. Teams must submit a grant information form to NGLC to indicate their formal acceptance into Bravely.

Selection Criteria

- Eligibility for team participation, including public school type and team type and size.
- Quality of the application responses.
- Documented interest in reimagining student success and a demonstrated commitment to the 3 Brave Agreements.
- Strength of foundational structures known to support effective change efforts, implementation, and long-term sustainability.
- Support from a senior district/charter administrator and school leaders, and agreement to team member commitments.

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Grants and Commitments

To relieve costs for participating personnel, as well as to support learning, collaboration, engagement, planning, and implementation of learning, we offer each participating team a grant of **\$12,500**. Grant funds will be distributed in two equal payments: one at the time of the grant award and one upon completion of all commitments. In order to receive the full grant, we kindly request the following commitments from **each participating team and team member**:

1. Form a team composed of 5-6 individuals to lead your school/district/charter's Bravely commitment. This team should include individuals who are charged with leading the work at each school in reimagining student success.
2. All Bravely team members participate fully, except in circumstances of extreme exigency, in all agreed-upon Bravely team meetings and coaching connections. The Bravely team meets as a group as needed on their own to complete related work in their schools.
 - a. May 2024 - Team lead orientation meeting - virtual
 - b. June 2024 - Bravely kickoff session - virtual
 - c. August 2024-June 2025 - Monthly team meetings and coaching connections - virtual, with one in-person team meeting at your site; Quarterly district/charter leadership coaching - virtual
 - d. June 2025 - Showcase of Learning in-person at your site
3. Share data collected as part of the team's Bravely work with NGLC, guided by your school/district/charter policies. Any individual-level data that is collected to support the team's Bravely work will not contain identifiable information and may be aggregated as needed when shared with NGLC. NGLC commits to preserving the confidentiality of all data.
4. Review and pilot the use of one or more data-gathering tools. NGLC commits to preserving the confidentiality of all data gathered.
5. All Bravely team members communicate with NGLC in a timely way, especially as it pertains to decision-making that affects all who participate.
6. District/charter point of contact acts as a liaison between the Bravely team and district/charter administration, keeps informed of the Bravely team's work, and meets at least quarterly with NGLC to monitor growth.
 - a. Participating teams identify one person on the team to serve as its main contact with NGLC. This member must have decision-making power. *School-based teams also identify a district/charter-level administrator as a point of contact.*
7. Each team member completes participant surveys to provide feedback to NGLC to improve Bravely and the participant experience.
8. Develop and deliver the Showcase of Learning at the end of the Bravely commitment.

Following your school/district/charter's policies, grant funds may be used to cover costs for participants, including but not limited to associated costs of coverage, food for meetings, stipends for coaching sessions, and costs related to applying the learning and continuing the work through the community learning journal and Showcase of Learning.

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Visual Timeline & Process



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About NGLC

Next Generation Learning Challenges is a community of forward-leaning educators who are working in their communities and together as a network on the most urgent challenges in public education today. A non-profit organization, NGLC was founded in 2010 with the understanding that, while we all have a role to play, it is the educators who should lead the transformation to next gen learning, because they are closest to the students and the learning.

NGLC's role is to enable those educators with the vision to transform their schools and the passion and courage to pursue it. Our efforts are organized within three distinct but mutually reinforcing labs; Bravely is part of our Apply Lab.

- **Catalyze Lab** - Catalyzing innovation through educator-driven research and development
- **Apply Lab** - Supporting redesign through whole change for whole learning and designing and supporting educator-led communities of practice that reflect all of the attributes of next gen learning for students
- **Amplify Lab** - Amplifying and connecting the voices of innovative educators to inform and shape the direction of school transformation nationally and locally

Visit www.nextgenlearning.org to learn more!