Leading Men Fellowship
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The Literacy Lab

• Founded in 2009

• Mission is to provide children with individualized reading instruction in order to close the literacy gap.

• Creation of early literacy ‘safety nets’ in areas with large literacy gaps.

• Currently serve 5,500 children in over 100 schools in Washington, DC; Richmond, VA; Baltimore, MD; Kansas City, MO. Opening in Springfield, MA, and Milwaukee, WI in 2018.

• 33 full-time staff, 22 Literacy Coaches, 300 full-time tutors
Please stand up if:

- You had a male teacher of color in high school
- You had a male teacher of color in middle school
- You had a male teacher of color in elementary school
- You had a male teacher of color in preschool
Although the student population is majority minority and 50% male, only 5% of public school teachers across the country are males of color.
Leading Men Fellowship

- Launched by The Literacy Lab and District of Columbia Public Schools (DCPS) in 2016
- Zaentz Innovation Early Childhood Innovation Challenge Winner
- Aims to help children be ready to read and to help young men of color ages 18-24 explore careers in education
- Rigorous training and coaching to become an early literacy tutor teaching young children how to read
- Commitment to work in a pre-K classroom for an entire school year for 25-30 hours per week; paid an hourly living wage ($15/hour)
- $120/month transportation and communication stipend
- ~$5,000 college scholarship upon successful completion of the program
- The Fellowship is expanding from Washington, DC to Baltimore, MD; Kansas City, MO; Richmond, VA; and Milwaukee, WI in 2018
What is the Model?

1. **Assess**
   Tutors collect student benchmark data.

2. **Target**
   Coaches select students and target interventions.

3. **Intervene**
   Tutors provide intervention daily. Coaches monitor using fidelity checklists.

4. **Monitor**
   Tutors conduct regular progress monitoring; teams review data monthly.

**Achieve Grade-Level Literacy**
Data indicate when target is met; student graduates and continues to be monitored for several weeks. A new student begins to receive intervention.
Meet a Leading Men Fellow

Video
Impact on Black/Hispanic Male Students

Study conclusion: “The Fellows Program, though limited in scope, is one strategy to meeting the needs of our PreK children at risk due to economic and/or racial social disadvantage early, in order to lessen or eliminate the income-based achievement gap likely to already be in progress.”
Hear from Leading Men Fellow Kenwin Lacayo.

Video
What is Kenvin’s why?

To feel successful
To have a purpose
To help his family
To give kids a better experience in school
Considerations for New Regions

- Min. cohort size: 10   Max. cohort size: 15
- $385,000-$590,000 to launch the Fellowship (10 vs 15 men, w/ or w/o scholarship)
- Potential funding sources include: wage subsidy programs, apprenticeship funding, teacher residency funding, private philanthropy, school district
- Establish high school partnerships for recruitment
- Establish early childhood partnerships for placement of Fellows
- Establish college/university partnership
- The Literacy Lab hires full-time Program Manager, Early Literacy Coach, and Leading Men Fellows