

A+ Fellows are a network of professionals, including PK-12 classroom teachers, arts and other special area teachers, administrators, college professors, and teaching artists from all disciplines, who conduct the professional development for A+ schools and partner organizations. Fellows complete at least a one-year apprenticeship before becoming an A+ Fellow.

**Essential characteristics of A+ Fellows:**

- ✓ An interest in becoming both a learning and contributing member of a network of professionals
- ✓ An understanding of A+ Schools of N.C. and a commitment to the A+ philosophy demonstrated through professional practice and through continuing to develop individual capacity and the ability to share with others
- ✓ An understanding of school culture, learning environments, and educational practices
- ✓ Demonstrated presenting and facilitation skills for large and small groups, including strong oral communication, and active listening skills
- ✓ A collaborative spirit
- ✓ Capacity and availability to work for A+ during the school day and in the summer

**Experience is required in one or more of the following areas of expertise:**

- Knowledge of and experience in arts integration in one or more art form (music, visual arts, dance, drama, writing, media arts)
- Knowledge of and experience integrating the arts within specific subject areas or grade levels including science, mathematics, language arts, social studies, media, foreign languages, technology, counseling, physical education, or special education for early learning, elementary, middle, or high school
- Knowledge of and experience with Gardner's Multiple Intelligences, application of brain research and other theories of intelligence/learning
- Knowledge of and experience with curriculum design, N.C. State Standards, ways of assessing, and arts-integrated instructional practices
- Knowledge of and experience in school leadership and administration, team building/coaching, and needs assessment

**Additional desired qualities include:**

- Comfort and skill in facilitating adult professional development, including an understanding of systems thinking, effective listening, and group process
- Understanding of and experience with the creative process
- Ability to adapt to change — often rapidly — demonstrating flexibility and responding to feedback
- The capacity for being a self-starter who is willing to take risks and for being a team player willing to allow someone else to take the lead
- "Figuring-out" skills; taking one step at a time to determine the next step; comfort in a "non-directed" environment as well as a "directed" environment
- Comfort with a high level of ambiguity over a short period of time (days or weeks) and with a low level of ambiguity over a long period of time (weeks or months)
- Ability to collaborate and work on a team and in a network, including ability to follow guidelines regarding communication, honor deadlines for completing and submitting materials, and attend team planning meetings and work sessions

**For more information**, please contact Jennifer Huggins, A+ Schools Program Coordinator, at [jennifer.huggins@dnrc.nc.gov](mailto:jennifer.huggins@dnrc.nc.gov) or visit our website at <https://www.ncarts.org/arts-council-z/aplus-schools-nc>.