The Schusterman Family Foundation
Schusterman Fellowship
Evaluation Overview

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Agenda

Welcome and Overview

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2. Commitment to Leadership in the Jewish sector

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1. Career Advancement

The Fellowship supports professional and lay leadership advancement for Fellows.

43% of professional Fellows from Cohorts 1 and 2 have advanced to **Senior Executive positions** since beginning the Fellowship.

30% of Cohort 1 and 2 Fellows have assumed a **senior board leadership** role at an organization in the Jewish Sector. Of Cohort 1 and 2 Fellows, **25% of professional leaders** and **56% of lay leaders** have assumed this role.

68% of Cohort 1 and 2 Fellows were invited to **sit on a board, advisory committee, or task force** (e.g., someone approached them about a lay leadership opportunity).

“**I have grown tremendously both personally and professionally** since the fellowship. I took on a very core role, demonstrated ability and skill, and have been successful in starting an exciting new initiative.”

- Fellow
2. Commitment to the Jewish Sector

Schusterman Fellows are committed to long-term leadership in the Jewish sector.

71% of Cohort 1 and 2 Fellows are very or extremely committed to long-term professional leadership in the Jewish sector.

80% of Cohort 1 and 2 Fellows are very or extremely committed to long-term lay leadership in the Jewish sector.

“I am 100% committed to leadership in the Jewish community. Lately I have been questioning if I want to be on the professional side or as a lay leader, but for the immediate future, I'll be a Jewish professional and proud of it.”

- Fellow
3. Collaboration

The Fellowship supports collaboration among Fellows and their organizations

67% of Senior Fellows have **collaborated in a meaningful way** with other Fellows.

75% Of Senior Fellows indicate that the Fellowship has **contributed to some form of collaboration** between their organization and the organizations of other Fellows.

Fellows connect with one another for:
- Peer coaching and consultation
- Professional referrals and references
- Learning opportunities
- Business development
- Organizational-level collaboration opportunities
- Networking
- Volunteer opportunities
- Social support and friendship

I was seeking support to **find connections in a specific field, access to funders, to learn about other fellows' experience with individuals and other organizations.** I **provide access to my network and organizations in Europe.**

- Fellow
4. Organizational Impact

The Fellowship contributes to positive impacts on Fellows’ organizations

78% of Cohort 1 and 2 Fellows report that the Fellowship highly contributed to **positive change in their organizations**.

71% Of Senior Fellows say they have **increased their level of influence in the Jewish sector**.

Examples of how the Fellowship contributes to changes in organizations:

- Introducing **new leadership opportunities for staff**
- Introducing **new elements to organizational culture** (e.g., mindfulness, professional development, strategic visioning)
- Increasing **organizational openness to new ideas**
- Improving **organizational ability to articulate purpose and vision**
- **Inspiring other colleagues** to pursue professional development opportunities
- Increasing **organizational visibility** due to successful Fellow field presence
- Increasing **collaboration** with other organizations

Two years later, we **have reorganized our programming, realigned our org chart and meeting structure, and now are focused on restructuring our governance model** to focus on three program service areas. As a result of the fellowship, I felt empowered to think bigger and even better about the role we can have in serving the Jewish and universal community.

- Fellow
5. Benchmarking the Schusterman Fellowship

The Fellowship’s programming, evaluation methods, and results are well aligned with other established, best-in-class programs in the field.

Fellowship Programming: Schusterman’s core program components are designed to develop the four key results of talent investing as identified by Fund the People.

Alumni Programming: Schusterman offers similar types of support to alumni/Senior Fellows as Echoing Green, Coro, Aspen, and LeaderSpring. These organizations integrate alumni offerings with their core programming to create a streamlined and comprehensive Fellow to alumni experience and dedicate significant staff time and resources to alumni offerings.

LFA’s work with other leadership programs demonstrates that ongoing, personalized contact and engagement with alumni and in-person connection opportunities are vital to perpetuating the outcomes and goals of the program.

Outcomes: The Fellowship tracks similar outcomes as other leadership development programs:
- The Rockwood Leadership Institute: 98% of alumni deal more effectively with leadership challenges and 87% have a clearer vision for their work
- Echoing Green: 80% of Fellows are still in the social sector
- LeaderSpring: 86% of Fellows formed new collaborations
- Global Health Corps: 83% of alumni are in mid and senior level leadership roles
6. Opportunities to Deepen Fellowship Impact

Fellows provided feedback on areas of improvement for the Fellowship

1. Continue to **intentionally provide opportunities for Fellows and Senior Fellows to collaborate** and leverage the Fellowship network as a resource for continued growth and career advancement.

2. Continue to reflect on and incorporate ways to **engage diverse Fellows from the Jewish community** throughout all aspects of the Fellowship. This includes intentionally recruiting Fellows who represent the diverse global Jewish community: women, members of the LGBTQ community, Jews of color, those from diverse geographical regions, and those representing a wide range of perspectives.

3. **Intentionally engage Fellows’ organizations** to increase buy-in and support for Fellows, and to foster positive organizational change.

4. Consider **tailoring the Jewish elements of the Fellowship** to meet the broad range of Fellow needs and interests.

5. Provide **clearer and more comprehensive framing of the expectations** and intentions of the Fellowship components and the links among them, as well as the intention for ongoing engagement of Senior Fellows.
7. Next Steps for Ongoing Learning and Evaluation

1. Continue to evaluate short-term Fellowship outcomes to monitor immediate trends and outcomes.

2. Evaluate longer-term Fellowship impact to track longitudinal trends in Fellowship outcomes.

3. Disseminate results of the Schusterman Fellowship with the field. There is a dearth of evaluation information on leadership and alumni programming, representing an opportunity for Schusterman to lead the field in sharing information on what works.

4. Explore organizational impact through qualitative case studies.

5. Continue to collect Fellowship network data for future social network analysis.