

Fellow Program Guide

Tier 4 of 4 — Elite, Renewable, Community-Facing

achieveedu.com.au | Prerequisite: Luminary + 1 Year Active Use | 2026

Before You Start

Fellow is different from Spark, Catalyst, and Luminary in a fundamental way: it isn't earned by completing a quiz. It's an application-based, selective credential reviewed personally by AchievoEDU's founder, modelled on programs like the Microsoft Innovative Educator Expert (MIEE). This guide explains what's expected and why it's designed this way — there is no pass/fail knowledge test for Fellow.

AT A GLANCE

Audience: Luminary-certified educators with 1+ year of active platform use. Process: application, reviewed personally, selective not automatic. Time: ~8 hours for the initial application, plus ongoing community engagement across the year. CPD: 8 hours, aligned to AITSL Standards 3, 4, 6, and 7. Renewal: annual, new application due 31 January. Cohort: target maximum of 10 Fellows nationally in Year 1, scaling with platform growth.

Background — Why Fellow Is Built Differently

Spark, Catalyst, and Luminary certify what you know and do inside your own classroom or school. Fellow certifies something different: sustained contribution to a community beyond your own school. The design draws on research in three areas.

Communities of Practice (Wenger)

Etienne Wenger's work on communities of practice describes how expertise develops and spreads through a domain (a shared area of concern), a community (people who learn from and support each other), and a practice (the shared repertoire of resources and experience they build together). Wenger's model also describes “legitimate peripheral participation” — the way newcomers to a practice start on the edges and move toward full participation as their expertise and contribution grow.

The Spark → Catalyst → Luminary → Fellow pathway mirrors this directly: Spark is peripheral participation (learning the basics), Catalyst and Luminary build toward fuller participation within one school, and Fellow is full participation in the wider AchievoEDU community — contributing back to the practice, not just drawing on it.

Teacher Leadership Beyond the Classroom

Research on teacher leadership distinguishes between formal leadership (a title, a position) and informal or distributed leadership — educators who influence practice across schools through expertise, credibility, and relationships rather than positional authority. Fellow is explicitly built for this second kind of leadership: a Fellow doesn't need to hold a formal leadership title, but they do need demonstrated influence and contribution beyond their own staffroom.

Why Selectivity Matters

DESIGN RATIONALE

Credentials that are automatic tend to signal completion, not distinction. Selective, capped programs — National Board Certification, MIEE, Fellowships in professional bodies — signal something different: recognised standing among peers. Capping the cohort and requiring a genuine application (not just a form) is what preserves that signal. Not every Luminary will become a Fellow, and that's intentional.

Fellow Commitments

Fellows commit to the following during their Fellow year:

- Contributing at least two pieces of community-facing content or activity (e.g. a presentation, a published piece, a social media content series, or an equivalent public contribution)
- Presenting at, or otherwise contributing to, at least one public event or forum during the year
- Actively mentoring at least one Catalyst or Luminary educator, at their own school or across the wider AchievoEDU network
- Attending at least three Fellow roundtables — termly 45-minute sessions with AchievoEDU's founder and the wider Fellow cohort
- Maintaining an active, in-use AchievoEDU subscription at their school throughout the Fellow year
- Continuing to generate genuine school impact — Fellow status is not a one-off achievement to display, but an ongoing standard to maintain

Application Portfolio — All Five Sections Required

Section 1 — Personal Statement (400–500 words)

Why you want to be an AchievoEDU Fellow. What recognition practice means to you as an educator. How your school's use of AchievoEDU has changed since you became a Luminary. What you intend to contribute to the broader AchievoEDU community in the Fellow year.

Section 2 — School Impact Evidence

Quantitative and qualitative evidence of AchievoEDU's impact at your school over the past 12 months — recognition data (volume, trends, value breakdown), attendance or suspension data if available, and at least one student or staff voice (quote or case study, de-identified).

Section 3 — Community Contribution

Evidence of at least one community-facing contribution already made — a presentation, published piece, social media content series, or similar. Fellows should already be demonstrating the commitment they're committing to continue, not just proposing it.

Section 4 — Mentoring & Peer Support

Description of how you've supported other educators in their AchievoEDU journey — formally or informally. This may be colleagues at your school, educators at network schools, or engagement in the Champions or Luminary communities.

Section 5 — Fellow Year Plan (One Page)

A brief outline of your intended contributions during the Fellow year: what content you plan to create, what events you plan to present at, who you plan to mentor, and what outcomes you hope to drive at your school.

Annual Renewal Portfolio (Due 31 October)

To renew Fellow status for the following year, current Fellows submit a renewal portfolio demonstrating their completed commitments:

- Evidence of two community contributions completed during the Fellow year (links, screenshots, attendance records)
- Evidence of one public presentation or event contribution
- Brief description of mentoring relationship(s) maintained and outcomes
- Attendance records or notes from at least three Fellow roundtables
- Updated school impact data — recognition volume, trends, any student outcome data
- 500-word reflection on the Fellow year: what you contributed, what you learned, what you want to do differently

RENEWAL IS NOT AUTOMATIC

Fellows whose school subscription has lapsed, who have not completed their community commitments, or whose renewal application does not demonstrate continued impact will not be renewed. All renewals are reviewed personally.

What Reviewers Look For

Since Fellow has no scored quiz, it's worth being explicit about what a strong application demonstrates — this is the closest equivalent to “what's assessed.”

- Evidence over intention — what you've already done matters more than what you plan to do (except in Section 5, which is explicitly forward-looking)
- Specificity over generality — concrete numbers, named events, and real outcomes rather than general claims of impact
- Contribution beyond your own school — the defining difference between Luminary and Fellow is whether your influence extends past your own staffroom
- Sustained, not one-off, engagement — a single conference talk is a good start, but reviewers are looking for a pattern of ongoing contribution