

THE FELLOWS' INITIATIVE

2024 - 2025





ABOUT 12+

MISSION

To increase educational equity by building school cultures that inspire academic achievement and student aspiration beyond the 12th grade.

VISION

To empower and equip all young adults to become community change agents by pursuing life-long learning through post-secondary education and career

HISTORY

Since 2010, 12+ has grown from a nine-student mentoring program to a whole-school operation across ten partner schools in two major cities:

Philadelphia

- Kensington Health Sciences Academy
- Penn Treaty School
- Hill-Freedman World Academy
- Kensington High School
- Belmont Charter
- The LINC

Camden

- Camden High School
- Big Picture Learning Academy
- Brimm Medical Arts High School
- Eastside High School

At every school, we aim to build positive cultures by creating in-school hubs (the PLUS Center) for college and career counseling, building relationships with students, and offering academic assistance, post-secondary access, and leadership programs.

Thus far, we have helped tens of thousands of students through the post-secondary application process and have expanded our reach to over 4500 students annually. Now we look forward to the next chapters in our story. Will you be our co-authors?

2011

12+ (formerly One Little Did) begins working at KHSA helping 9 seniors successfully enroll in college.

2012

12+ opens its first "PLUS Center" at KHSA and extends services to every student, 350 in grades 9 - 12

2013

KHSA achieves a college acceptance rate of over 70%
Inaugural Fellows Initiative begins
12+ partners with second school, Penn Treaty High School

2015

12+ expands to Hill-Freedman World Academy

2016

Launch of Alumni Support Program: Ascend

2018

Expansion of Alumni Support Program to include year-round college interns

2019

12+ expands to Kensington High School and Belmont Charter School

2020

12+ wins Philly's Inaugural Philanthropitch and launches two new digital platforms, PLUS Central and HIRED.

2021

Expansion into our sixth Philly high school, The LINC
Partnership to expand into Camden City School District

2022

12+ helps 273 Camden seniors graduate in our first year, earning recognition from US Secretary of Education, Miguel A. Cardona.
12+ now serves over 3,000 students and alumni annually and has helped students access over \$5.5 million in financial aid this year

2023

12+ wins a 3-year strategic grant through Arbor Rising and announces it's new 5-year strategic plan
12+ begins building The Playbook, a digital College & Career Readiness tool.

2024-2025 WILL YOU JOIN US?



THE FELLOWS INITIATIVE: CREATE CHANGE

81%

of ALL students from our partner schools graduated with a dedicated post-secondary pathway last year

\$15,168

is the average annual amount of free financial aid and scholarships each student attained last year

The education crisis in our nation is no secret. More and more, we're seeing public education under attack from a lack of resources, equitable access, and censorship. However, just because the problems we face are immense does not mean they are issues that can't be solved. What could happen if a small group of dedicated individuals, despite extraordinary odds, tried to change the trajectory of our schools?

INTRODUCING: THE FELLOWS INITIATIVE

At 12+, we believe in every student's potential for success. We believe in the power of relationships to strengthen, inspire, and motivate all of us. This is why we take pride in our team members, who are available to all students in our partner schools throughout the entire day - every day. They greet each student on the first day of school and cheer them on as they cross the graduation stage. They are mentors, tutors, advocates, near-peers, and trusted friends. These are the 12+ Fellows.

It is our humble privilege to invite you to the 12+ Fellows Initiative, a ten-month engagement that opens a channel for energetic individuals, passionate about youth empowerment, to serve the needs of our partner high schools. We've seen that meaningful change is rarely a sweeping wave. Rather, it's driven by thoughtful people committed to daily intentional acts, creating ongoing ripples in our schools and communities.

Join a legacy of exceptional individuals who have not only left their indelible impact on our schools but also learned immensely from their students, growing in truly immeasurable ways.

Gabby Nicholas
Alumni Engagement Manager
Jack Kent Cooke Foundation



2016-2017 12 Plus Fellow

"I was new to the workforce, but I knew that I was passionate about educational equity and student support. The experience forever shaped my career trajectory."



AJ Ballard
Program Coordinator
School District of
Philadelphia

12 Plus 2020-2021 Fellow

“I’m amazed at all the interesting and critical conversations I’ve had with students about their futures-- whether that is going to fashion school, attending a four year college to major in visual arts, continuing the path towards becoming a registered nurse, or working on automobiles with family. For myself and others, this year has offered space for reflection in ways that have catapulted our growth.”

THE FELLOWS EXPERIENCE

Fellows are at the forefront of our mission. Our teams work to cultivate postsecondary-going culture within our schools, collaborate with students and staff to respond to challenges and opportunities, and encourage community support of dreaming big. Stationed full-time in school-based PLUS Centers, our Fellows build transformative relationships with students and empower them to succeed in education and careers beyond the 12th grade.

THE IMPACT

In one year, you will see freshmen and sophomores develop a vision for postsecondary education, juniors rise up to become leaders, and seniors graduate and go on to change the world. Through education, our students will be empowered to break the cycle of poverty in their families and neighborhoods. We have increased college-going rates from 13% to more than 95% at our partner schools over the past ten years. These statistics are more than numbers. They represent our students, the future generation of leaders, with fierce passions, driving motivations, and bright futures.

THE SKILLS

Fellows will learn to be innovative in helping 12+ address one of the most complex problems in our nation: education inequity. Fellows will work as a team to implement school-wide programming through RAISE (freshman transition / high school readiness), Flight (college readiness and access), and PLUS Leaders (student leadership) programs, as well as to plan and execute school-wide events such as College Week and Career Day. Most importantly, Fellows will build relationships with students, learning powerful tools for empowering youth.

Throughout the course of this journey, Fellows will develop many skills including, but not limited to:

- College and Career Advising
- Classroom Facilitation
- Curriculum Development
- Event Planning and Execution
- Community Building and Collaboration
- Insight to Nonprofit Strategy
- Dynamic Communication Skills
- Workplace Self-Advocacy
- Trauma Informed Care
- Time Management and Multi-tasking
- Project Design
- Leadership Development

THE FELLOWSHIP

As a Fellow, you will be among a group of talented, passionate, and high-achieving individuals, all working within Philadelphia and Camden schools to learn and contribute. You’ll also be connected to a growing network of former Fellows, who bring what they learned as 12+ Fellows into various fields all over the country.

12+ is committed to creating a positive environment for learning, fun, and professional growth.

During this time, you can expect:

- Professional Development
- Connection to various professional and academic networks
- Philadelphia and Camden History and Context
- Team Building Activities
- Holiday Get Togethers
- Mentorship with Senior Staff Members

To learn more about the experience, read our Fellows’ blog posts at [the PLUS side](#).

THE FELLOWS JOURNEY

AUGUST

Fellows Training
Team Placement

OCTOBER

PSAT/SAT
College Week
PLUS Leader Induction

DECEMBER

Finalize Applications
Holiday Party
Winter Break

FEBRUARY

Senior Projects
Trade and Career Fair

APRIL

Spring Break
Enrollment & Pathway Finalizations
Spring SAT

JUNE

Achievement Day
Graduation
Fellows Send off

SEPTEMBER

Workshop Kick-off
RAISE (9th Grade)
Senior Advising

NOVEMBER

College Fair
FAFSA Push

JANUARY

Semester Evaluation
Midterms
Flight (11th Grade)

MARCH

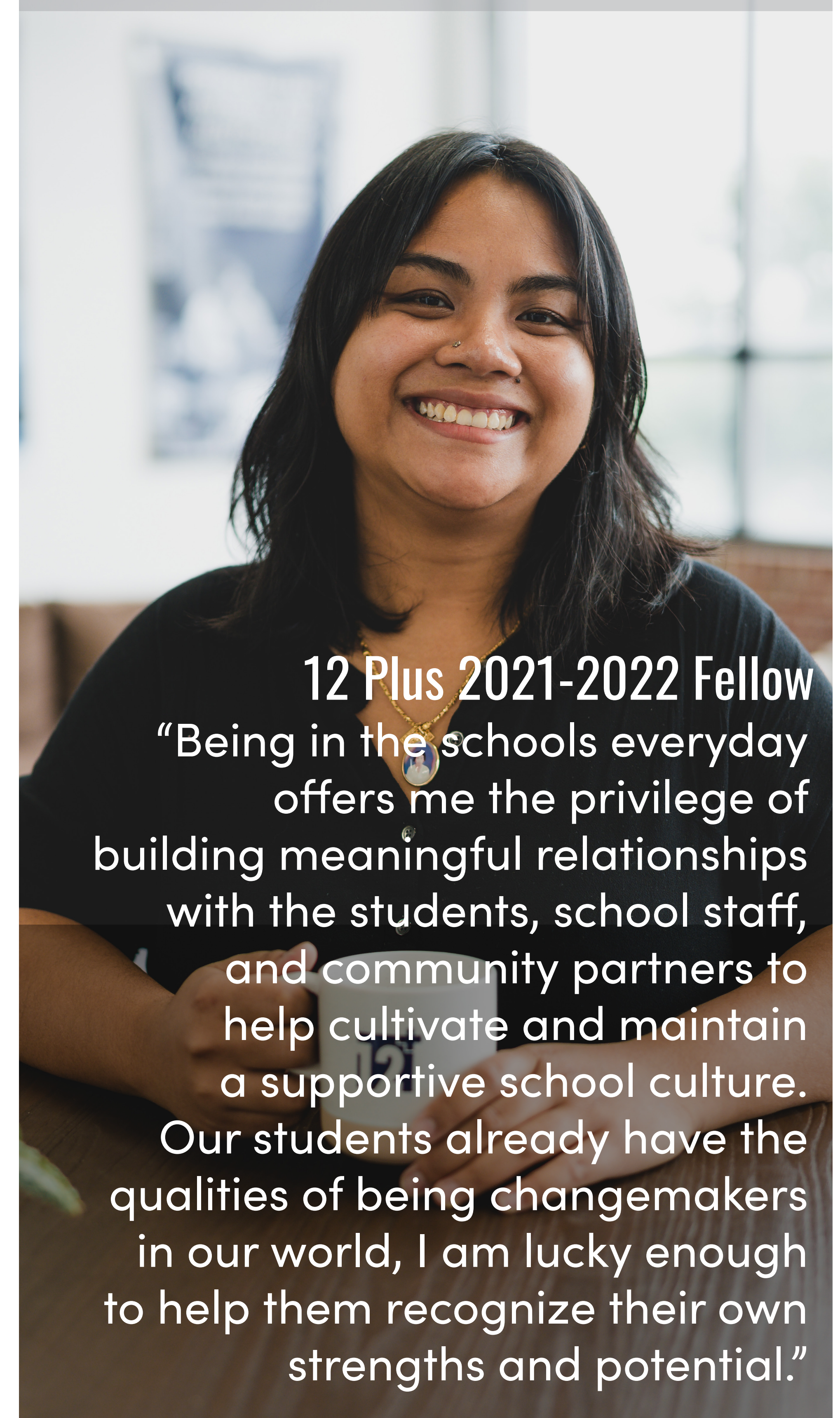
Award Letter Assessment
Scholarship Search

MAY

Senior Check-in
Year-in-review Evaluation



Amanda Yin
12 Plus Senior Site Director
Kensington Health Science Academy



12 Plus 2021-2022 Fellow
“Being in the schools everyday offers me the privilege of building meaningful relationships with the students, school staff, and community partners to help cultivate and maintain a supportive school culture. Our students already have the qualities of being changemakers in our world, I am lucky enough to help them recognize their own strengths and potential.”

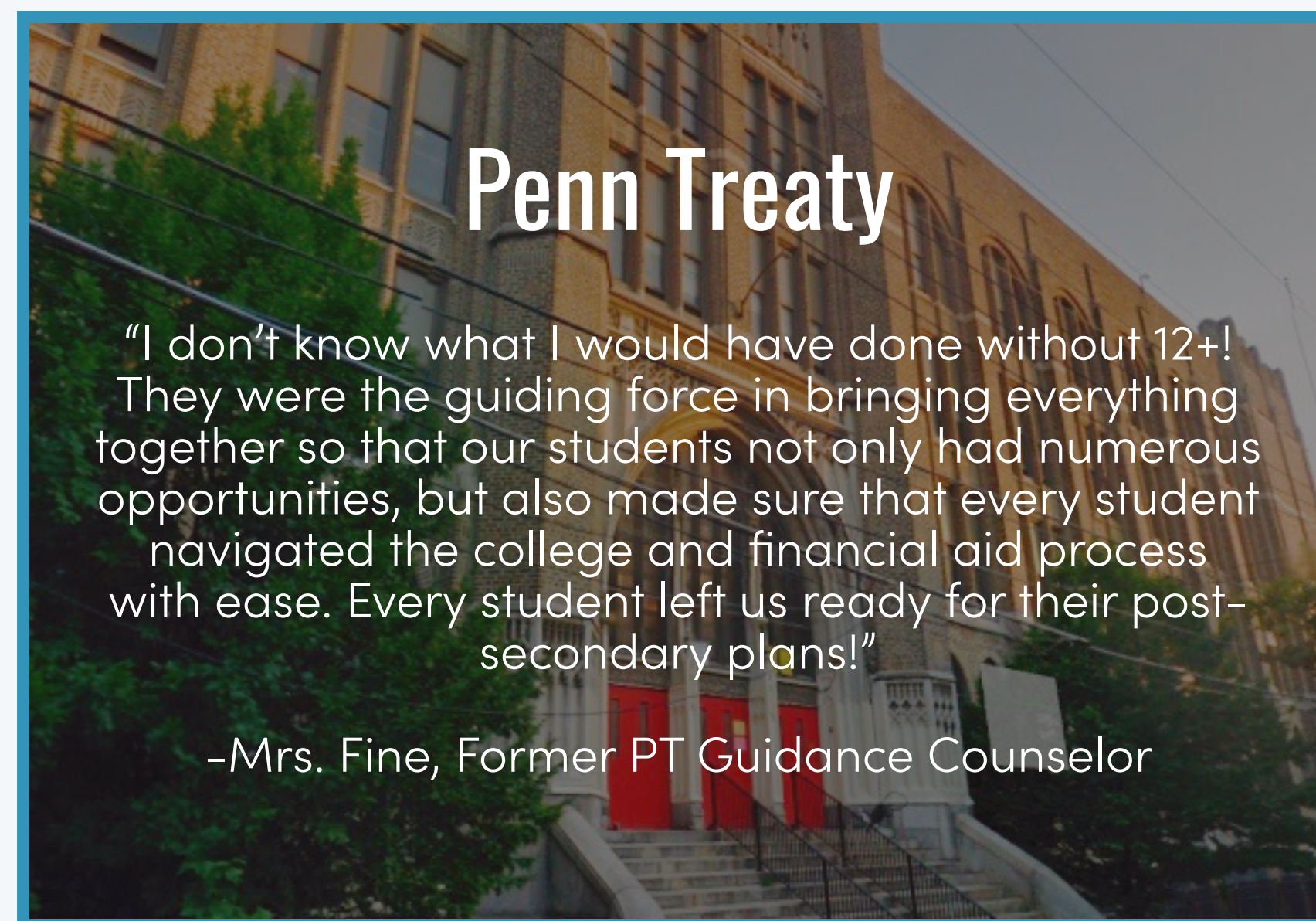
OUR PARTNERS

While the mission at all of our schools is the same, each one is unique. See what our school counselors, teachers, and administrators are saying about partnering with 12 Plus and [read more about our partner schools on our website](#) to see what sets them and their students apart!



KHSA

"We have welcomed 12 Plus into our building since the beginning of their program. Over these ten years, [they] have been an integral component of the transition of our school's status into one of the leading neighborhood high schools in Philadelphia. Congratulations 12 Plus for your excellence in education and many thanks on behalf of our entire Kensington community!"
- Bob Nelson, KHSA Head Counselor



Penn Treaty

"I don't know what I would have done without 12+! They were the guiding force in bringing everything together so that our students not only had numerous opportunities, but also made sure that every student navigated the college and financial aid process with ease. Every student left us ready for their post-secondary plans!"
-Mrs. Fine, Former PT Guidance Counselor



Kensington High

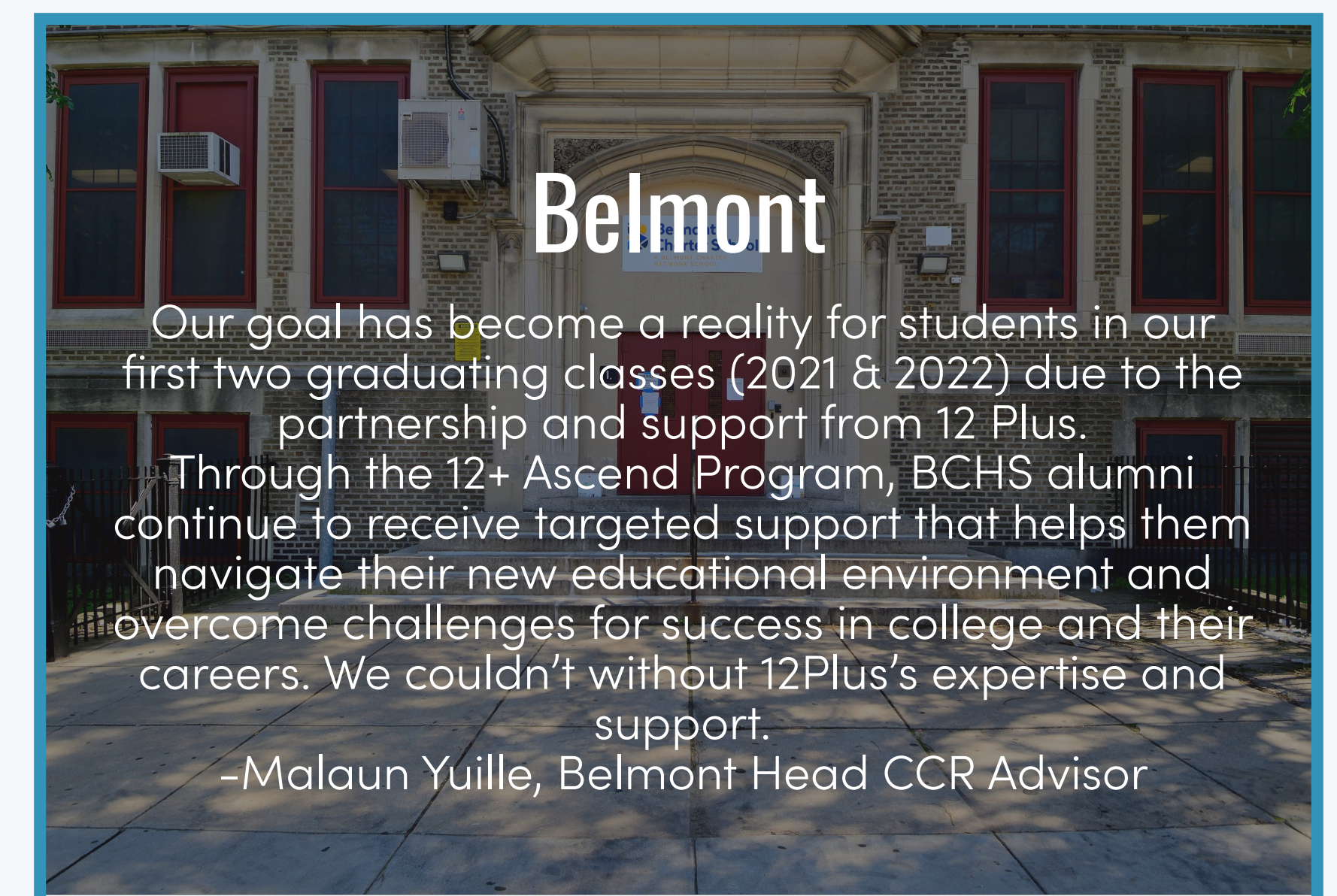
"I appreciate 12+ and the service (1:1 support) they provide to our students. The college process can be overwhelming. Their time and dedication may be the deciding factor whether or not students pursue higher education."
-Jennifer Hart, KHS 9th and 10th Grade Counselor



Hill-Freedman

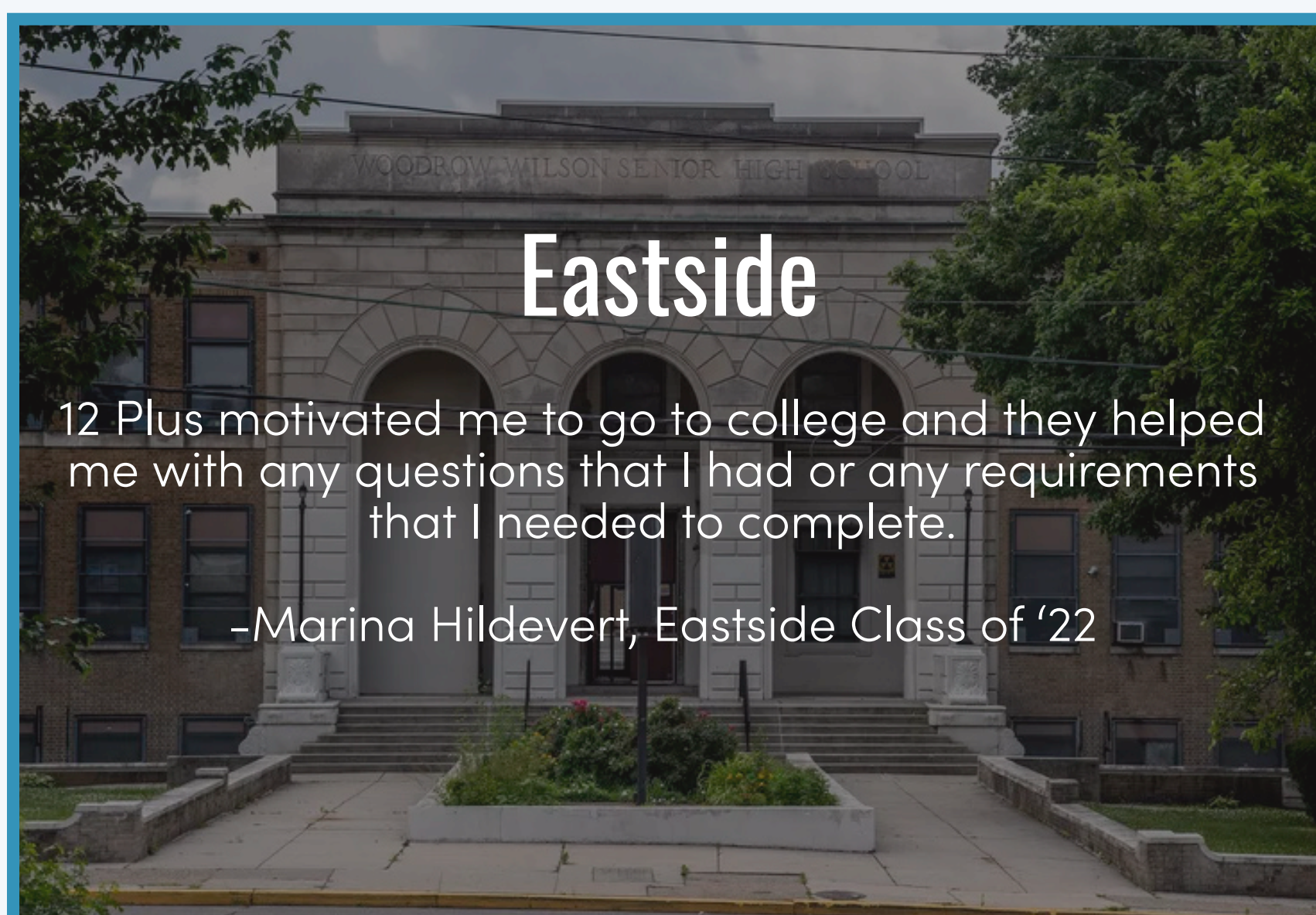
"12+ is a huge asset to our school. Counselors are often pulled in so many different directions. 12+ came in and focused on postsecondary planning with our seniors and without them I don't think that our students would have achieved what they did. They're an integral part of our school and we're lucky to have them."
-Theresa Underwood, HFVA Senior Seminar Teacher

TEN SCHOOLS. DOZENS OF OPPORTUNITIES. THOUSANDS OF STUDENTS.
ONE MISSION.



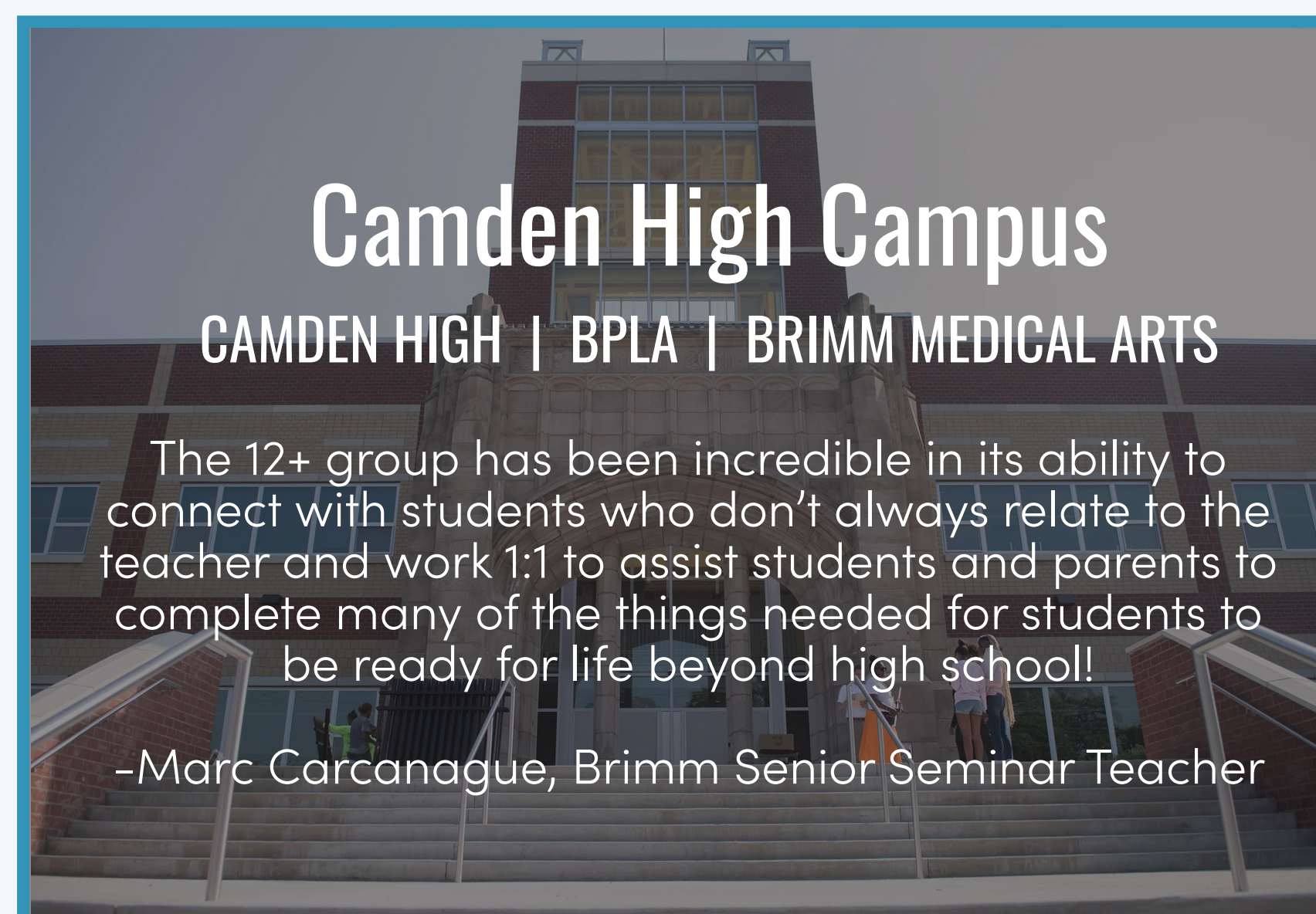
Belmont

Our goal has become a reality for students in our first two graduating classes (2021 & 2022) due to the partnership and support from 12 Plus. Through the 12+ Ascend Program, BCHS alumni continue to receive targeted support that helps them navigate their new educational environment and overcome challenges for success in college and their careers. We couldn't without 12Plus's expertise and support.
-Malaun Yuille, Belmont Head CCR Advisor



Eastside

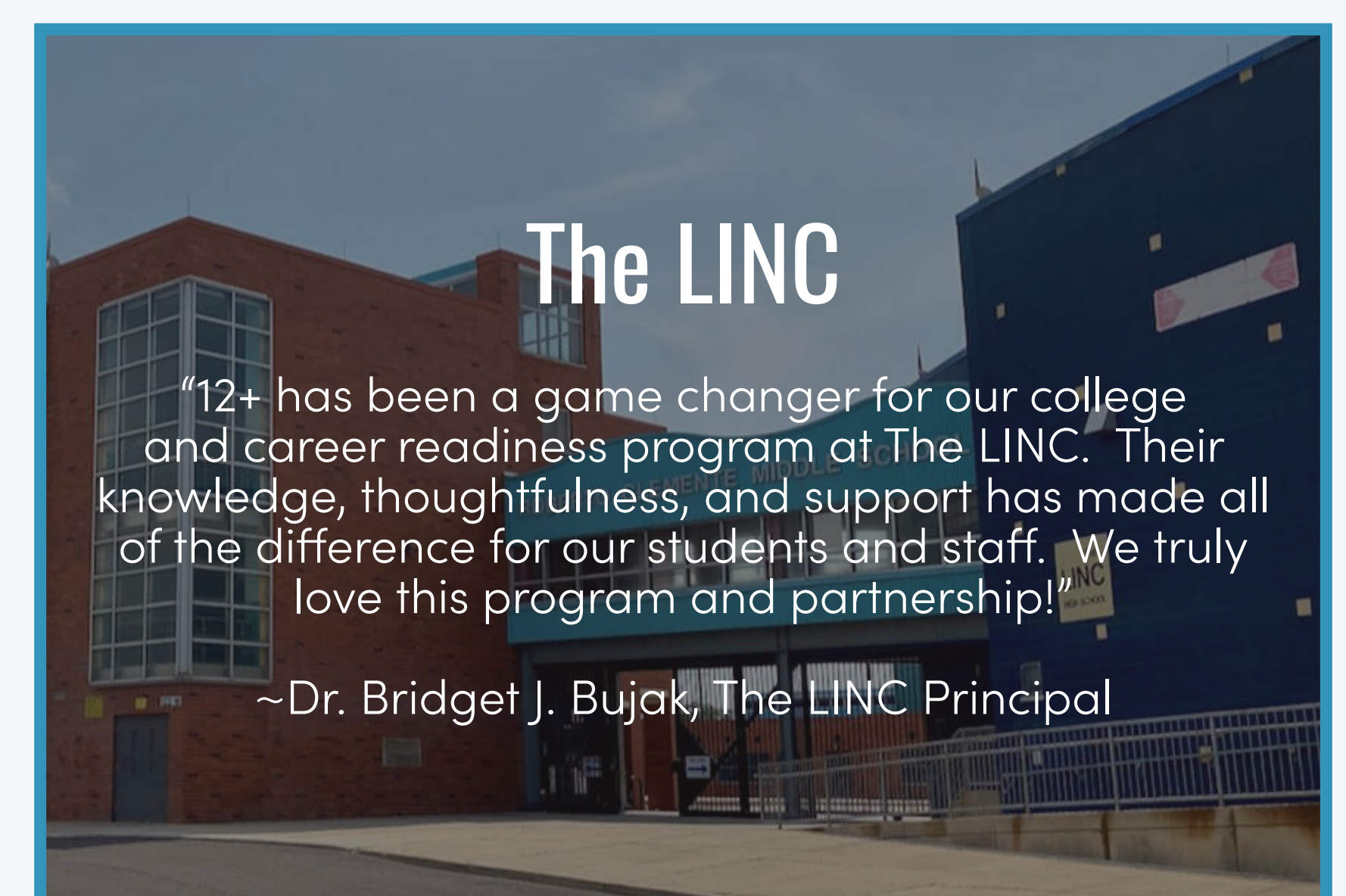
12 Plus motivated me to go to college and they helped me with any questions that I had or any requirements that I needed to complete.
-Marina Hildevert, Eastside Class of '22



Camden High Campus

CAMDEN HIGH | BPLA | BRIMM MEDICAL ARTS

The 12+ group has been incredible in its ability to connect with students who don't always relate to the teacher and work 1:1 to assist students and parents to complete many of the things needed for students to be ready for life beyond high school!
-Marc Carcanague, Brimm Senior Seminar Teacher



The LINC

"12+ has been a game changer for our college and career readiness program at The LINC. Their knowledge, thoughtfulness, and support has made all of the difference for our students and staff. We truly love this program and partnership!"
~Dr. Bridget J. Bujak, The LINC Principal



APPLICATION INSTRUCTIONS

ELIGIBILITY

- A Bachelor's or Associate degree or minimum 2-years relevant work experience
- US citizenship or work authorization
- Full-time availability
- State and federal background clearances

IDEAL CANDIDATES POSSESS

- Heart for empowering students and their communities
- Patience, persistence, and excellence
- Willingness to learn and develop skills
- Volunteer and/or leadership experience

COMPENSATION

- Fellows will receive a \$2500/month stipend.
- \$1,000 signing bonus for Spanish proficiency
- Fellows are eligible for employer subsidized medical insurance, PTO & sick days, and a monthly public transportation stipend.

APPLICATION INSTRUCTIONS

- Complete the Application at www.12plus.org/fellowsinitiative
- Email the [Fellowship Director, Brianna Christian](#) (they/them), with the subject: "12 Plus Fellowship [your name]" and include your resume and either:
 1. A thoughtful cover letter sharing your interest in the Fellowship
 - OR -
 2. A piece of work that best represents your passion and excellence in a field of interest (essay/articles, video, portfolio, passion project etc.)
- For any questions, please contact Brianna Christian at bchristian@12plus.org

TIMELINE

- Applications will be accepted on a rolling basis and decisions will be announced at the end of each month
- Applicants will be invited to interview only after submitting the full application.
- First round interviews will be conducted via video call
- Finalists will be invited to interview with a student, Site Director, and senior staff member.


A photograph of three young Black students in a library setting. A man in a red plaid shirt and black beanie is leaning over a laptop, pointing at the screen. A woman on the left is looking at a smartphone. A woman on the right is looking at the laptop. The background shows bookshelves with books, a snake plant on a windowsill, and a window with blinds. The text 'EVERY STUDENT. EVERY YEAR. EVERY STEP OF THE WAY.' is overlaid in white, bold, sans-serif font.

EVERY STUDENT.
EVERY YEAR.
EVERY STEP OF THE WAY.



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