

Job Title: E3 Susan Dawson Fellowship - Education Policy Researcher

Organization: E3 Alliance

Fellowship Overview

The E3 Alliance Susan Dawson Fellowship is a 10-week, paid, hands-on, engaging experience for students to gain insights and exposure to career opportunities in nonprofit education data. Specific projects fall under data research, data visualization and storytelling, or data utilization to improve outcomes.

This rigorous and enriching program integrates **projects, education, and mentoring** for students to envision careers within the education nonprofit sector while developing valuable skills and gaining relevant experience.

The Fellowship includes three educational series:

- Nonprofit Leadership: Opportunities to meet and learn from different nonprofit leaders
- How Nonprofits Work: Insights into nonprofit metrics, policy & advocacy, funding, nonprofit boards
- Professional Development: Networking, Storytelling, Presentation Skills

Fellows are assigned a personal mentor who guides them during the fellowship project, explores career aspirations, and provides networking opportunities.

Project Overview

E3 Alliance is seeking a dedicated and innovative Education Policy Fellow to gather and analyze data in order to develop strategies aimed at enhancing teacher recruitment and retention. This fellowship offers a unique opportunity to contribute to meaningful policy changes that will positively impact the educational landscape in Texas.

Teacher shortages in Texas present a significant challenge to the state's education system. Many districts are struggling to fill classrooms with qualified educators, leading to increased class sizes and reduced individual attention for students. Budget constraints have exacerbated the issue, with hundreds of teachers facing layoffs due to funding cuts. Additionally, the reliance on uncertified teachers has grown, impacting the quality of education. This shortage is particularly acute in specialized areas such as bilingual education, special education, and STEM subjects.

Addressing these shortages with a data-focused approach is crucial to ensure that all students receive the high-quality education they deserve.

At the end of the 10-week Fellowship, the Education Policy Fellow will have developed an E3 Alliance partner briefing book that outlines and highlights relevant legislation, providing strategic recommendations for leveraging new laws to support proposed policies.

Responsibilities & Compensation

10-week Fellowship

- Complete 200 hours (mentoring, education series, and project work) to receive course credit.
- Complete a data-related project

- Develop and deliver a presentation about the project and fellowship experience
- Work 75% in-person and up to 25% remote
- Fellows receive a \$4,600.00 stipend for their work based on 200 hours.

Qualifications

- Undergraduate or Graduate Students currently enrolled in college or university
- Pursuing an undergraduate or graduate degree in Education, Public Policy, or a related field.
- Undergraduate students should be enrolled in the latter half of their degree program. (Second year for an associate's degree and junior/senior for a bachelor's degree.)

Ideal Candidate Skills & Experience

- Previous experience or familiarity in education policy development, legislative analysis, and stakeholder engagement.
- Strong written, analytical, and communication skills
- Ability to work collaboratively and independently
- Proficiency in policy research and development
- Strong interest in data and nonprofit work
- Familiarity with reading and interpreting data
- Proficient in Microsoft Office Suite (WORD, EXCEL, PowerPoint) and Google Workspace
- Proactive and positive attitude
- Demonstrated leadership and time management skills

To Apply

- Submit your application here: [Fellowship Application](#)
- You will need to include a resume, cover letter, and short essay (prompt below).
- Be sure to utilize the Career Services Department, Writing Center, or other resources at your school to help prepare and proofread your resume, cover letter, and essay.

Essay Question:

Describe a topic, idea, or concept you find so engaging that it makes you lose track of time. Why does it captivate you? Essay should be no more than 500 words.

About E3 Alliance

E3 Alliance is a nonprofit organization leading the charge in the relentless pursuit of education transformation for Texas students. Founded in 2006, E3 Alliance is a Texas-based education collaborative that leverages data to serve as a catalyst to impact educational outcomes for all students—cradle to career. Partnering with school, community, and business leaders, E3 Alliance brings together diverse voices to collaborate and build a strong, equitable education pipeline that delivers a trained and educated workforce while creating long-term, systemic change.

Core Values: Collaboration | Data-driven | Equity | Learning | Relentless