



THE ARC FELLOWSHIP for DIVISION LEADERS

AUTHENTICITY. RENEWAL. CONNECTION.

A YEAR-LONG LEADERSHIP DEVELOPMENT EXPERIENCE

2026-27 SCHOOL YEAR

Independent school division leaders are at the heart of our educational excellence — yet they rarely have the space to pause, connect with themselves, and reimagine how to lead from a place of purpose. The ARC offers exactly that: a year-long immersion in authentic leadership development, deep peer connection, and personal renewal.

WHAT MAKES THIS DIFFERENT

Millennium Institute offers this year-long fellowship designed exclusively for experienced independent school division heads. The ARC is an innovative professional learning and renewal experience that combines organizational leadership development with personal exploration and deep peer connection.

Over the course of the year, we will explore how to lead a division within a larger school community by reconnecting with your unique and authentic self. We begin with an intimate week-long retreat in nature where you will step away from technology and daily demands to rediscover why you chose to be an educator in the first place.

Led by veteran Heads of School **Katherine Dinh** and **Russell Shaw**, the program grounds you in Millennium Institute's "inside-out" approach to Whole Self leadership: When you cultivate awareness, compassion, wisdom, and purpose within yourself, you naturally lead with greater authenticity - and you amplify your impact on your school.



THE EXPERIENCE

1. One-Week Summer Retreat in Sonoma Valley

Your journey begins with an immersive week in northern California's wine country at Bishop's Ranch—a spectacular venue surrounded by redwoods, vineyards, and rolling hills. Here, you'll be completely offline, immersed in nature, and focused entirely on your growth.

THE RETREAT INTEGRATES:

Learning & Development

- Leadership workshops on critical division-level skills
- Clarification of your role and potential for impact within the school system
- Exploration of an Authentic Whole Self framework



Reflection & Renewal

- Purpose clarification and self-reflection
- Restorative time in nature
- A technology-free week of personal restoration

Connection & Community

- Afternoon Forum sessions for inquiry-based peer coaching
- Unstructured downtime and social connection: art, hiking, music, wine tasting
- 1:1 Networking time to connect with peers from similar schools

2. Ongoing Peer-Coaching Forums

Throughout the year you will meet with your small cohort of approximately 8 division leaders from similar schools across the country. These intimate peer-coaching sessions apply the Forum method to provide ongoing growth, support, accountability, and connection as you navigate your leadership challenges in real time.

3. Celebration of Learning & Impact

At the end of the program you will present a short reflection of your ARC experience, including both what you've learned individually and how you might translate this growth into ongoing impact in your school. This may be as light or robust as you would like, shared through an online Celebration of Learning & Impact in May 2027. Ideally this is something you can present to your Head of School and implement the following year, bringing immediate renewed leadership value back to your community.

ABOUT THE PROGRAM

Who This is For

The program is selective by design. We seek leaders whom heads of schools want to retain—those who embody excellence and are ready for the next level of impact.

THE ARC IS DESIGNED FOR DIVISION LEADERS WHO ARE:

- Experienced in their division-leadership role (typically 3+ years)
- Already excelling and seeking deeper growth
- Committed to leading with authenticity and purpose
- Ready to step away for a week to invest in themselves
- Eager to build lasting relationships with exceptional peers
- Looking to reignite their passion for educational leadership.



What You'll Gain



RENEWED PURPOSE

Reconnect with why you chose education and what drives your authentic leadership



LEADERSHIP SKILLS

Develop critical competencies specific to division-level leadership



PEER NETWORK

Build deep, lasting connections with 20–30 exceptional leaders across the US



PERSONAL RESTORATION

Experience true renewal through mindfulness, nature, and intentional reflection



WHOLE-SELF INTEGRATION

Deepen your access to awareness, compassion, wisdom, and purpose as leadership foundations



TANGIBLE IMPACT

Create and implement a leadership project that advances your school's mission

SUMMER RETREAT

Bishop's Ranch in Healdsburg, CA

July 24-29, 2026

The year-long ARC program begins with an immersive retreat in the heart of California's wine country.

[Bishop's Ranch](#) is a private retreat and conference center nestled within the rare beauty of the rolling hills of Sonoma Valley. This completely offline retreat allows you to unplug and immerse yourself in nature, with access to indoor and outdoor dining areas, swimming pool, hiking trails, and more.

The program fees include all meals and a private room at the ranch. Please travel to arrive by dinner on Friday evening, July 24. The retreat will conclude mid-morning on Wednesday, July 29.

Feel free to come early or stay late to explore Northern California!



YOUR FELLOWSHIP GUIDES

KATHERINE DINH

Katherine Dinh has most recently served from 2019 to 2025 as Head of Marin Country Day School in Corte Madera, California, a K-8 school serving 600 students from San Francisco and Marin Counties. Prior to that, she was the Head of Prospect Sierra School in El Cerrito, California from 2007 to 2019. She has more than 30 years' experience in various school settings and locations. Katherine started her career in independent schools as an English teacher in Virginia, and after graduate school, she became Co-Founder of a public charter school in Boston.

Later she became English Department Chair at a K-12 school in Philadelphia. She served as Upper School Division Head at a Friends school in Delaware, and was Principal of Middle and Upper Schools of a PK-12 independent school in New Orleans. As a resident of New Orleans during Hurricane Katrina, Katherine evacuated to Houston, and was Founder and Director of a temporary PK - 8 school in Houston for displaced students and staff.



Katherine has served on numerous school and educational boards, including as past Chair of the National Association of Independent Schools (NAIS) Board. She has also served as Chair of The Principals' Center at Harvard University Graduate School of Education, President of the Heads Collegiate Forum, and Governance Committee Chair of the Educational Records Bureau (ERB) Board.

Katherine received her B.A. in English from the University of Virginia, and M.Ed. in International Education from Harvard. She received her executive coaching certification from the Berkeley Executive Coaching Institute (BECI) at the Haas School of Business.

RUSSELL SHAW

Russell Shaw has served since 2010 as Head of School at Georgetown Day School in Washington, DC, a K-12 school serving over 1,000 students from across the Washington metropolitan area. He will be in his role until June 30, 2026. Before joining GDS, he served as Assistant Head of School and Middle School Director at Abington Friends School in Jenkintown, Pennsylvania. He has more than 30 years' experience in various educational settings and regions. Russell started his career in independent schools as a Social Studies teacher at Thornton Friends School in Silver Spring, Maryland, and subsequently served as Dean of Students at Woodside Priory School in Portola Valley, California. He also led backcountry expeditions for Voyageur Outward Bound School.



Russell has served on numerous boards, including the Association of Independent Schools of Greater Washington, School Year Abroad, and the Center for the Study of Boys and Girls Lives. He is a frequent speaker at national events including the Aspen Ideas Festival and Semafor. He is a contributing writer for The Atlantic, writing on parenting, technology, and education.

Russell received his B.A. in Political Science from Yale University, and M.A. in Educational Leadership from Columbia University.

A PROGRAM BUILT FOR RENEWAL

Division leaders carry immense responsibility. You shape culture, support teachers, guide students and parents, and implement vision—often without space to pause and renew. The ARC offers the opportunity to step away, reconnect with yourself, and return to your school leading from a place of clarity, purpose, and authentic power.

Your Investment

THIS COMPREHENSIVE PROGRAM FEE INCLUDES:

- One-week summer retreat with all accommodations and meals
- Online peer-coaching Forum sessions throughout the year
- Access to veteran facilitators and guest faculty
- Materials, resources, and ongoing support
- Celebration of Learning

Total Cost per Person: \$4,995

Travel to and from the retreat is the only additional cost.

Note that if you are interested in double occupancy rooms for a reduced rate you may indicate that in your application.

How to Apply

We intentionally limit our cohort to 20–30 participants to ensure intimate connection and deeper learning. We seek experienced division leaders who are committed to growth, ready for transformation, and eager to contribute to a cohort of exceptional peers. *Applications for our 2026–27 program will open on our website in February 2026.*

THE APPLICATION INCLUDES:

- Your professional background and current role
- Your leadership philosophy and approach
- What calls you to this program at this time
- How you imagine your participation might serve your school

Please visit www.millennium.org/ARC for more information and to apply online.

Important Dates

FEBRUARY 2026	Online Applications Open
MARCH 2026	Admissions Notification
JULY 24-29	Summer Retreat at Bishop's Ranch, Healdsburg, CA
SEPT & NOV	Two-hour online Forum sessions
JANUARY 2027	Mid-Year Connect online session
FEB & APRIL	Two-hour online Forum sessions
MAY 2027	Celebration of Learning (Two hours online)