

Metis Fellowship FAQs

Thank you for your interest in the Metis Fellowship! Below are frequently asked questions you will find helpful as you consider applying. Here is a link to our [live Q&A session](#). In case of further queries, please feel free to email us at info@metiscollective.org. To apply, submit your application before **April 21st, 2025**.

Eligibility

1. What are your selection criteria?

Successful applicants will demonstrate the following:

- **Growth Mindset:** Are you dedicated to personal and professional growth?
- **Leadership:** Are you deeply committed and passionate about high-quality education for all?
- **Collaboration:** Are you willing to listen, learn, collaborate, and support the work of others in the community?
- **Innovation:** Do you have a powerful vision that Metis can support you to strengthen and accelerate?

Does your innovation have the following characteristics?

- **Community engagement:** Does your innovation capture the realities of the communities that it serves?
- **Sustainability:** Does your innovation have organizational structures, specific implementation plans, and a financial sustainability strategy?
- **Pathway to scale:** Does your innovation have a strategy for scaling?
- **Evidence-based:** Does your innovation use data to make decisions, and does it measure and report impact on the end users?
- **Thematic track fit:** Does your innovation fit under the thematic track(s) for Cohort 8? That is, *Play-based Learning*
- **Availability to attend the kick-off retreat** at the beginning of the fellowship taking place **June 5 - 8, 2025** in Nairobi

2. What are the thematic tracks for the fellowship?

The Metis Collective is composed of individuals and institutions working across the education sector. Each year, we select specific thematic area(s) and support leaders innovating within those areas, enabling greater collaboration and peer learning. For the 2025 cohort, we have 1 thematic track:

- **Play-based Learning**

Do you leverage play to infuse joy and creativity in learning? Do you use play to nurture core competencies in learners? This track supports leaders whose organizations, schools, programs, policies, technology, or other innovations

leverage play-based learning to nurture core competencies in learners of ages 0-12 years.

ENSURE that you clearly and concisely describe how your innovation is supporting play-based learning. E.g, a solution that trains teachers how to incorporate pedagogically-backed learning-through-play solutions within the classroom (regular learning sessions) or a play-based solution that helps students learn numeracy while encouraging exploration, experimentation, and fostering critical thinking.

3. How do I select a thematic track for the fellowship?

Many interested applicants will have solutions that address the intersectionality of educational issues. Select the track that most closely aligns with your innovations, focus interest, passion, and goal.

4. How often do I have to travel to Nairobi for fellowship meetings?

We only met in person twice for the duration of the fellowship.

- The kick-off **retreat** at the beginning of the fellowship taking place **June 5 - 8, 2025 (Mandatory)**
- **Graduation** at the end of the fellowship on **November 29th, 2025**

Because of our unique hybrid model, all other learning occurs online.

5. How much time will the Fellowship take per month?

Each fellow should be able to dedicate at least **20+ hours** per month to synchronous and asynchronous learning.

Fees

A. How much does the fellowship cost? Are scholarships available?

The total cost of the fellowship is **KSH 300,000**. Scholarships are available.

B. Is there a limit on the amount awarded in scholarships per fellow?

Yes. The maximum amount of scholarship Metis can award to any fellow is **KSH 250,000**.

Although the scholarship application is part of your application, our selection process is **need-blind**. This means that the information you share with us as part of your scholarship application **will not** be shared with any of the judges evaluating your application. We only use this information to award scholarships once you have been offered a place in the Metis Fellowship.

C. How else can I cover the cost of the fellowship if the amount awarded in the scholarship by Metis is not enough?

As Metis, we provide facilitation to help fellows apply for scholarships from other external sources (e.g., Foundations, Grants, etc.).

6. Do I have to be Kenyan?

No, Metis currently focuses on developing the capacity of leaders who are closest to the problem and able to generate solutions that are relevant locally. Therefore, we are looking for fellows from Kenya, Uganda, Rwanda, and Tanzania. However for 2025, your innovation/venture must be implementing its work in Kenya.

7. Do I have to live in Kenya?

Yes

8. Do I have to live in Nairobi?

No. The Fellowship is open to all educational leaders in Kenya, Uganda, Rwanda, and Tanzania. However, you must attend the retreat in Nairobi from June 5th - 8th.

9. I applied previously but was not selected. Can I apply again?

Yes! Please reapply if you meet our selection criteria and have a Bold Question/Innovation related to one of our thematic tracks. Several Metis Fellows applied unsuccessfully their first time around.

Selection Process

1. What types of people apply to the Fellowship?

Typically we receive applications from education leaders working at different levels within the education system. This includes leaders in government, nonprofits, Edtech companies, schools, and academia. Applicants have a history of leadership, growth mindset, innovation, and collaboration.

2. Which sectors do the Metis Fellows work in?

Metis Fellows work across the education ecosystem in organizations such as non-profits, government agencies, for-profit companies, schools, and other educational institutions.

3. Is there a minimum number of years of work experience required?

No. Leadership comes in all ages. We value *metis*, which the Greeks call contextualized knowledge, over years of experience. Therefore, it's advisable to apply for the fellowship, having worked for some time in education, to be in a position to identify the challenges inherent in the sector and develop solutions through your bold idea.

4. What is the finalist day like?

During the Finalist day, each finalist will chat with two Metis judges, meet, interact, and network with other education leaders nationwide. These conversations are a perfect opportunity for the finalists to share more about their work, passion, and commitment to education transformation in Kenya. The Finalists' day is held **online** through Zoom.

Program

1. What is Metis Fellowship?

Metis Fellowship is a 6-month program that supports local Kenyan, Ugandan, Rwandan, and Tanzanian education leaders with the tools, resources, and networks they need to start and scale education initiatives that reimagine teaching and learning. The Fellowship has four core components:

- **Community of Learning:** Kickoff retreat + monthly virtual meet-ups: workshops, guest speakers, site visits, readings, tools, and resources linked to a practical innovation project.
- **Curriculum**, which guides leaders through the METIS Way, a design-thinking approach to innovation in education. Beyond this core curriculum, we also provide

tools, resources, training, and coaching on monitoring and evaluation, fundraising, and communication.

- **Coaching:** individualized support to strengthen skills and overcome growth areas (such as strategy, program design, goal setting and execution, and impact measurement).
- **Curated Connections** to sources of talent, capital, and opportunities for thought leadership.

2. How long will the fellowship last?

The fellowship will run for 6 months.

3. What parts of the Fellowship will be online, and what will be offline (in-person)?

We have digitized our content so that each fellow can access it online and learn on their own time. In addition, we shall host **virtual** Communities of Learning (COLs) for each step of the METIS way (the second Friday of each month), consisting of group discussions and presentations.

Only **the retreat (June 5th - 8th)** and **graduation (November 29th)** will be hosted **offline (in person)**.

4. How does the Metis mentorship work?

Metis connects each Fellow with at least 2 mentors. These mentors are experts with a wealth of experience in developing education initiatives and addressing challenges facing education entrepreneurs globally. Once Metis makes the introduction, it's up to the Fellow to keep the conversation going and ask for help in their growth areas.

5. What is the retreat like?

An essential part of the Fellowship is the Metis retreat! During these 4 days, our community builds a foundation of trust from which we do our best and boldest work. The retreat is an opportunity for Fellows to get to know each other and each other's work in an intentional and serene setting. Our learning goals for the weekend are: to connect with self, and others, the challenge we hope to solve, and a sense of possibility. Like all Metis gatherings, the learning is fun, relevant, and experiential! You'll have time to learn from students, guest facilitators, and each other. You'll have time to work and play. They'll be times around the fire and times working in groups. You'll sleep well after every busy day! But don't take my word for it. In the words of a Metis Fellow:

“The Metis retreat was unlike anything I’d been a part of before. It helped me clarify my intentions. It helped me see how to tap into the strengths of other leaders to realize my dream for my school. The time our cohort spent together also helped me see how I could benefit others and how we could collectively move forward towards our vision for a better national education system.”

- *Nuru Luhindi, Founder of Little Innovators School, Athi River*

It was unlike any professional development I’ve ever had. There was freedom to reimagine, soul-search, and connect with great minds. It was experiential. They made us think about what learning could be for all people.

- *Immaculate Musambi, Principal, Makini High School, Nairobi*

Watch an insider look at the retreat here:

<https://metiscollective.org/blog/2019/6/25/insider-look-at-the-metis-retreat>.

6. How much time will the Fellowship take per month?

Each fellow should be able to dedicate at least **20+ hours** per month to synchronous and asynchronous learning.

7. What is the outcome of the Fellowship?

The Metis fellowship aims to develop each leader’s capacity, improve their ability to collaborate, and equip them with skills and tools to tell a compelling story of themselves and their initiatives. This is achieved through the Metis essential 4Cs; Community of Learning, Coaching, Curated connections, and the METIS way Curriculum. The fellows will also receive training on fundraising and time management. Our fellows have gone on to found schools, influence education policies, and implement initiatives that are reimagining education in Kenya, such as:

- [Dr. Utheri Kanayo](#), co-founder and CEO of [Children in Freedom School](#), uses an Afrocentric approach to education.
- [Ruth Mugambi](#), Deputy Director of Secondary Education at [KICD](#).
- [Clara Muthoni](#), Head of Growth at [Kukua Education](#), an ed-tech company, is leveraging technology to make learning more engaging and fun.

To mention but a few.

Post-Fellowship

What happens after I complete my Fellowship training?

Once you have completed the fellowship training, you will be inducted into the Metis Fellowship Alumni Community. Here you will continue to receive support from the community as you work to implement, iterate, or scale your solution. Additionally, through the alum community, you will be productively engaged to help support subsequent cohorts as a mentor and get a chance to showcase and share your work through Metis events.