



CALIFORNIA  
SCHOOL-AGE  
CONSORTIUM

## LDI FELLOWSHIP APPLICATION *PREVIEW*

Thank you for your interest in the CalSAC Leadership development Institute (LDI). If you have questions about this application, please contact Aleah Rosario at (510) 444-4622 x102 or email [arosario@calsac.org](mailto:arosario@calsac.org)

### **Goal of the Leadership Development Institute**

To increase the leadership capacity of out-of-school time and early child care fields to create more responsive programming, policies and services that reflect the racial, ethnic and cultural diversity of California.

### **Program Design**

The LDI is an intensive year long cohort-based program for emerging leaders of color in afterschool, school-age child care, summer enrichment and early education. Using a multi-cultural leadership framework, the LDI equips coordinator- to director-level professionals with skills in management and leadership. An essential component of this project is how power, privilege, and oppression manifest itself among leaders of color in these fields. Other major program components include:

***Opening Retreat*** – to foster community and reflect on equity, diversity and oppression

***Development of Leadership Plans*** – to enable fellows to customize their program experience and maximize impact

***Monthly meetings and assignments*** – to build knowledge skills and capacity

***Portfolio development and presentation*** – to capture impact and accomplishments through usable tools and experience

***Closing Celebration*** – to honor the Fellows and recognize the contributors who made the project possible

Learn more about the project at [calsac.org](http://calsac.org).

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### **Application Instructions**

Applications are due **Monday, December 9, 2013** (although we encourage you to submit your application sooner). To submit your application, you must **complete the online application at** <http://www.surveymonkey.com/s/2014CalSAC-LDI>. The anticipated notification date is December 20, 2013.

### **Application Acceptance**

If accepted, you will be required to submit the following:

- A Fellowship Commitment signed by both you and your supervisor.
- A program fee based on the size of the organization's operating budget.
  - Less than \$499,999: \$150 program fee
  - \$500,000 and \$999,999: \$300 program fee
  - \$1,000,000 and \$3,999,999 million: \$500 program fee
  - Over \$4,000,000 million: \$750 program fee

*Fellowships are valued at \$6,000, and costs are highly subsidized thanks to CalSAC's generous donors.*

### **Fellowship Commitment**

I understand that to fully benefit from the LDI Fellowship, I need to fully participate in the program. If selected as a Leadership Development Institute Fellow, I commit to:

\_\_\_\_\_ Fully participate in an opening retreat, to be held January 30-Feb 1, 2014 in the SF Bay Area.

\_\_\_\_\_ Participate in 100% of LDI's cohort gatherings (four full day, three half day and one overnight) on the dates below. I understand that less than 80% attendance could result in termination of my Fellowship.

- Friday, March 14, 2014 (location TBD)
- Friday, April 11, 2014 (location TBD)
- Monday, May 12 – Tuesday, May 13, 2014: CA Afterschool Challenge, Sacramento
- Friday, June 6, 2014 (location TBD)
- Friday, July 18, 2014 (location TBD)
- Friday, August 8, 2014 (location TBD)
- Friday, September 12, 2014 (location TBD)
- Friday, October 10, 2014 (location TBD)
- Friday, November 7, 2014 (location TBD)

\_\_\_\_\_ Fully participate in a closing retreat, to be held Friday, December 12, 2014 in the SF Bay Area

\_\_\_\_\_ Complete periodic assignments to ground the learnings from the Leaders Circles in my work and life.

\_\_\_\_\_ Actively work to set and achieve my community or organizational project and learning goals, and periodically report updates to the CalSAC.

\_\_\_\_\_ Invest the time and effort in a diverse peer learning community by actively contributing my knowledge, skills, and insights.

\_\_\_\_\_ Contribute toward a safe and trusting learning environment for me and my peers by respecting and honoring the need for confidentiality and differences of opinion, learning style, ethnicity, gender, age, etc.

\_\_\_\_\_ Provide baseline, mid-point, and post-fellowship data on myself, and complete an assessment at the end of the program.

\_\_\_\_\_ Participate in roughly two interviews during the program for purposes of assessing my progress at meeting my goals and CalSAC's impact.

\_\_\_\_\_ Permit CalSAC to use my photograph on the website, both a headshot and candid photos from events, and quote me regarding my experiences and program participation.

This form is designed to help applicants prepare their responses before starting the application and only provides partial questions. Once you begin the online application you will NOT be able to save and return to the application. Once you have completed the application, you will NOT be able to go back and edit your answers. **DO NOT submit this form as your application.**

**PART I: AGENCY INFORMATION** *(does not include all questions in the application)*

**Agency Background**

1. Total # of full-time equivalents of staff, including your position:
2. Approximate # of clients served annually:
3. Current year's operating budget:
4. What is the mission statement of your organization?
5. What are three accomplishments that your organization has achieved in pursuit of your mission?

<b>Funding Information</b>	<b>Mark an "x" for all that apply</b>	<b>Indicate the percentage of the total funding</b>
Federal funding		
State funding		
City or County funding		
Foundation		
Parent Fees		
Individual		
Corporate		
Other (please specify)		

<b>Geographic Scope of Your Agency</b>	<b>Mark an "x" for all that apply</b>	<b>Indicate the percentage of your clients</b>
Northern California		%
Central California		%
Southern California		%
Statewide		%
National		%
Other (please describe _____)		%

<b>Age of Clients Served by Your Agency</b>	<b>Mark an "x" for all that apply</b>	<b>Indicate the percentage of your clients</b>
Pre-school children		%
School-age children (5-12)		%
Teens (13-17)		%
Youth Adults (18-25)		%
Families		%
Other (please specify)		%

**PART II: APPLICANT INFORMATION** *(does not include all questions in the application)*

1. Please provide a brief overview of your work experience prior to your current organization. *(maximum 150 words)*
2. Have you participated in any other leadership or professional development activities similar to this program in the past five years? Please list name and year. *(maximum 150 words)*
3. Please describe any additional education, training and/or professional development you have received. *(maximum 150 words)*

**PART III: GOALS**

CalSAC invites Fellows to develop goals to help them achieve their vision for themselves and their agencies, and to serve as a foundation for their customized learning throughout the Fellowship. Although we recognize that your goals may change, please describe your goals as you see them today. We are asking you to share your goals as part of the application so that we can learn more about you and your organization.

**A. Client Goal**

1. State one goal for improvements in the lives of your clients that can be achieved through improved or expanded programming by your organization. This goal should articulate an impact on clients served, rather than on the organization itself. An example of a client goal includes: *Currently our agency plays an important role in increasing children and youth's interest in healthy food options. However, we also want to make a broader difference in children and youth's lives by engaging families. Therefore, our client goal is to establish a baseline percentage of 40% of family members of children and youth we work with who report an increased commitment to making healthy choices by June 2014. (150 word maximum)*

**B. Organizational Goal**

1. State one goal that will improve the internal operating performance of your agency. This goal should articulate an impact on the internal capacity or functioning of your agency. An example of an organizational goal includes: *Our organization has made a commitment to recruiting employees that come from the communities we serve. Therefore, a goal is to modify the job descriptions of mid-level management positions to ensure they are more reflective of the skills, knowledge and abilities of the position to provide equitable opportunity for people in my community to gain employment. (150 words maximum)*

**C. Leadership Strengths, Challenges, and Goal:** As you reflect on who you are as a leader now, please list three strengths, three challenges, and one goal you have as a leader.

1. Leadership Strengths (Please state three): Examples of strengths include: *I am skilled at motivating people to do their best; or I stay calm while in the midst of a crisis or difficult situation. (150 words maximum)*
2. Leadership Challenges (Please state three): Examples of challenges include: *I take too long to make critical decisions; or I find myself emotionally overreacting when someone poses questions about my judgment or actions. (150 words maximum)*
3. Personal Leadership Goal (Please state three): Examples of personal leadership goals include: *I want to learn how to delegate responsibility for important projects; or I want to increase my*

*confidence and effectiveness in my interactions with my work colleague and supervisor.*  
Goals do not need to be related to the challenges you listed above. *(150 words maximum)*

#### **PART IV: PARTICIPATION IN AND CONTRIBUTION TO THE LDI COMMUNITY**

1. Why are you interested in participating in the Fellowship Program? Please be specific about how both you and your community might benefit from the program. *(150 words maximum)*
  
2. As an LDI Fellow, you will engage in deep reflection in a group setting. To help us understand how you reflect, please describe an experience that has changed the way you lead, manage, or carryout your work. *(150 words maximum)*