

CLEAR Mentoring Program Cohort 2015 - 2017

Protégé Application Packet

Application Check List:

- Protégé Application
- Supplement to Application
- Resume
- Letters of Recommendation

All applicants are required to submit two letters of recommendation with their application. Letters of recommendation may come from someone who has worked with you in a professional setting, community or volunteer colleagues, college faculty and/or other personal references (not including relatives). Please request that all recommendation letters be on letterhead.

Please e-mail all of the above mentioned to jvue@clearvoz.com

Applications are due by May 15, 2015.

Center for Leadership Equity And Research



CLEAR

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E-mail: kmagdalen@clearvoz.com
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WELCOME

Hello,

You are receiving this because you have expressed an interest in becoming a protégé in the CLEAR Mentoring Program. The goals of this program are fourfold:

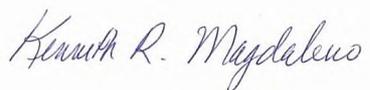
1. To provide mentoring opportunities whereby leaders understand that they are not alone in their commitment to Educational Leadership and will be supported by the program, their mentor and the remainder of the cohort
2. To develop positive role models for students from underserved communities and for other at-risk populations
3. To develop leaders who are committed to educational equity practices and praxis
4. To provide leadership learning opportunities in the areas of:
 - a. Mentoring
 - b. Systemic Change
 - c. Networking
 - d. Advocacy
 - e. Cultural and Intercultural Communication
 - f. Intentional Activism – *Praxis*

What are educational equity practices? Over the last few years I have made sure that leaders involved with CLEAR understand the difference between diversity and equity. Although both are very important areas, the main difference between the two is that *“diversity gives us a place at the table while equity gives us a voice at the table.”*

Having “voice” is critically important to those of us engaged in the work...and it will continue to be very important to those involved in the CLEAR mentoring program.

I look forward to receiving your application and additional materials.

Best,



Kenneth Magdaleno, Ed. D.
Executive Director

WELCOME

Mission

The Center for Leadership, Equity, and Research (CLEAR) is dedicated to eliminating educational and social disparities that impede equitable opportunities and outcomes for all students and the communities from which they arrive.

Partner

Partnering with CLEAR to meet our mission is the law firm of Lozano Smith. Lozano Smith is a full-service education and public agency law firm serving hundreds of California's K-12 and community college districts, universities, and numerous cities, counties, and special districts.

CLEAR Advisory Board

Andy Garcia
Paul Garcia, Ed.D.
Angelica Reynosa, Ed.D.
Sandie Woods, Ed.D.
Jenny Vue

Executive Director

Kenneth Magdaleno, Ed.D.

Program Coordinator

Jenny Vue

Executive Assistant

Tiffany Jennings

What We Do

Equity

CLEAR intends to serve as a catalyst for social transformation. Our efforts in the area of equity include training educational and community leaders in order to ensure that underrepresented groups have "voice" when addressing issues of social change. We accomplish this through:

- Advocacy in the area of social-emotional learning
- Community Empowerment
- Professional Development in the areas of Diversity and Culture
- Equity in Action

Leadership

We provide leadership in the following areas.

- Mentoring educational and community leaders through the CLEAR Mentoring Program
- Supporting Youth Mentoring Programs

Research

We endorse, promote, and publish (CLEARVoz Journal) promising research in the following areas.

- Educational reform in PreK-12 and higher education
- Leadership and leadership mentoring
- Intersections of diversity and access to educational resources
- Social justice around important and timely issues of access to resources
- Technology in education

ABOUT THE CLEAR MENTORING PROGRAM

The CLEAR Mentoring Program is a two-year long Leadership Development and Mentoring Program that prepares current and future leaders to address important issues in schools and communities. Protégés are mentored by experienced educational and community mentors, including leaders who have “walked the talk” and who are using their knowledge and experience as a way of “giving back.”

The program includes:

- Mentorship Training
- Leadership Training and Seminars
- Guest Speakers from the Education, Legal, and Political Realms

CLEAR Mentoring Program Year One: Leadership Seminars

PHASE I

July - November

What is a Formal Mentoring Program?

Developing a Mentoring framework/Clarifying common interests / Setting goals and objectives

PHASE II

December - February

Communication: Learning to listen, share, and confide in one another. Comparing values and expressing personal concerns

PHASE III

March-May

Mentoring in Organizations: Solving complex professional and social problems in the protégés career

PHASE IV

June-July

Year One Final Stage: Completion, evaluation, and celebration in recognition of year one

CLEAR Mentoring Program Year Two: Leadership Seminars

PHASE V

July – November

Reconnecting: Setting new goals and objectives/Presenting new challenges

PHASE VI

December - February

Crossover Effects: Developing the Social-Emotional Side of Mentoring for both mentor and protégé

PHASE VII

March – May

Preparing for Separation: Periodic Review and program assessment

PHASE VIII

June – July

Year Two Final Stage: Culminating the Program Mentoring Partnership / Redefining the relationship / Celebration

APPLICANT EXPECTATIONS

Expectations are that the applicant will:

- Be open to learn and apply the traits identified as those of a successful leader by the Center of Leadership, Equity and Research (CLEAR)
- Commit to a two-year long mentoring program
- Attend the August, 2015 interview in Fresno before CLEAR board members and sponsors
- Attend quarterly meetings at scheduled times and places designated by CLEAR leadership
- Attend four mandatory conferences including:
 - 2015-2016: CLEAR Mentoring Summit on October 2015 and one additional CLEAR selected Conference in California (registration will be paid by CLEAR)
 - 2016-2017: CLEAR Mentoring Summit in October 2016 and one additional CLEAR selected Conference in California (registration will be paid by CLEAR)
- Contribute to leadership development and networking of the cohort
- Support each other as is expected from a cohort model

PROTÉGÉ APPLICATION

CLEAR Mentoring Program

Protégé Application

Welcome to the CLEAR Mentoring Program. In addition to completing this application, please submit a current resume or curriculum vitae. Limit the document to two pages.

Name: _____

Address: _____

Current Position _____

Current District _____

Phone: _____

Fax: _____

Mobile: _____

E-mail Address: _____

Program Conditions

1. As previously indicated, a two-year commitment is expected of participants.
2. Mentor and protégé pairs should meet monthly at a site to be determined by the two of them.
3. Mentors and protégés are expected to make bi-weekly contacts at a minimum; Face-to-face meetings are preferred. However, e-mails, phone meetings, and the use of social media may also be used.
4. At some stage in the relationship the mentor should offer to do the following: instruct, guide, counsel, support, role model, validate, motivate, communicate, tutor and mentor the protégé. The mentor should have the ability and knowledge to choose the most appropriate role necessary at the time.

As a Protégé participant in the CLEAR Mentoring Program, I agree to all the conditions listed above.

Signature _____

Date _____

Center for Leadership Equity And Research



SUPPLEMENT TO APPLICATION

CLEAR Mentoring Program
Supplement to Application



When selected for the CLEAR Mentoring Program, protégés gain access to professional mentoring, development of their current leadership skills, and the opportunity to network in their chosen area of interest.

Name: _____

Date: _____

Profession and Title: _____

What significant personal/and or professional factors have most informed your present leadership outlook? How does this impact your relationship to your community and your approach to Educational Equity and Social Justice leadership?

What leadership skills and experiences do you desire to gain? How might a mentor be most helpful to you?