# CLEAR Leadership Mentoring Program

## Mentor Application Packet

**Application Check List:**

- ☐ Mentor Application
- ☐ Supplement to Application
- ☐ Resume

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

**Applications are due by July 9, 2018.**

Center for Leadership Equity And Research

## CLEAR

**CLEAR**
E-mail: kmagdaleno@clearvoz.com
www.clearvoz.com

Hello,

You are receiving this because you have expressed an interest in becoming a mentor in the CLEAR Leadership Mentoring Program. The goals of this program are fourfold:
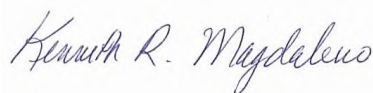
1. To provide mentoring opportunities whereby leaders understand that they are not alone in their commitment to Educational Leadership and will be supported by the program, their mentor and the remainder of the cohort

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 Leadership Mentoring Program.

I look forward to receiving your application and additional materials.

Best,

Kenneth R. Magdaleno

Kenneth Magdaleno, Ed. D.
Executive Director

# WELCOME

## Mission

The Center for Leadership, Equity, and Research (CLEAR) is dedicated to eliminating educational and social disparities which impede equitable opportunities and outcomes for all students and the communities from which they arrive. This includes advocacy by its leadership which is called upon to intentionally amplify a collective voice of educational leaders and allies through a forum of professional learning, political action, and community empowerment.

**Founder/President and CEO**
Kenneth Magdaleno, Ed.D.

**Program Manager**
Liz Molina

**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
- Community Empowerment
- Professional Development in the area of Action Oriented Leadership
- Equity in Action

*Leadership*
We provide leadership in the following areas.
- Mentoring educational and community leaders through the CLEAR Leadership 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 LEADERSHIP MENTORING PROGRAM

The Center for Leadership, Equity, and Research (CLEAR) Leadership Mentoring Program provides participants with an opportunity to participate in a formal and structured mentoring program. Mentors and protégés work together to develop goals and objectives that guide each towards a more meaningful leadership experience whereby participants combine professional learning and mentoring to succeed as a leader. The CLEAR Leadership Mentoring Program develops a "mentoring culture" whereby mentors and protégés, together with other like-minded leaders, seize upon the opportunity to implement and participate in "Praxis" or "Intentional Activism," meant to change the manner in which "things have always been done."

The program includes:
- Mentorship Training
- Leadership Training and Seminars
- Guest Speakers from the Education, Legal, and Political Realms

**CLEAR Leadership Mentoring Program Phase 1 - 4:**
**Leadership Seminars**

PHASE I
*September - November*
**What is a Formal Mentoring Program?** Developing a Mentoring framework/Clarifying common interests / Setting goals and objectives. Attend CLEAR Leadership Mentoring Summit.

PHASE II
*December - February*
**Communication:** Learning to listen, share, and confide in one another. Comparing values and expressing personal concerns. Networking

PHASE III
*March - April*
**Mentoring in Organizations:** Solving complex professional and social problems in the protégés career

PHASE IV
*May - June*
**Year One Final Stage:** Completion, evaluation, and celebration in recognition of year one

# 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)

- Pay $125 yearly membership contribution to the CLEAR Leadership Mentoring Program

- Attend the August 2018 interview in Fresno before CLEAR board members and partners

- Attend quarterly meetings at scheduled times and places designated by CLEAR leadership

- Attend two mandatory CLEAR conferences to be determined

- Contribute to leadership development and networking of the cohort

- Support each other as is expected from a cohort model

# Leadership Mentoring Program
# Meeting Schedule for 2018 - 2019

**Location:**
Fresno, Calif.

*Continental Breakfast and Lunch provided for each meeting.*

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**Mentor and Protégé Orientation**
Saturday, September 8, 2018
10:00 a.m. – 1:00 p.m.

**Meeting 1**
Saturday, October 20, 2018
9:00 a.m. – 1:00 p.m.

**Meeting 2**
Saturday, December 1, 2018
9:00 a.m. – 1:00 p.m.

**Meeting 3**
Saturday, February 23, 2019
9:00 a.m. – 1:00 p.m.

**Meeting 4**
Saturday, May 4, 2019
9:00 a.m. – 1:00 p.m.

**End of Year Celebration**
Saturday, June 22, 2019
3:00 p.m.

# CLEAR Leadership Mentoring Program
## Mentor Application

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

Name: _____

Address: _____

_____

_____

Title _____

Company

Phone: _____

Fax: _____

Mobile: _____

E-mail Address: _____

**Program Conditions**

1. CLEAR membership is required 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 <u>bi-weekly contacts</u> 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 Mentor participant in the CLEAR Leadership Mentoring Program, I agree to all the conditions listed above.***

**Signature** _____ **Date** _____

Center for Leadership Equity And Research

**CLEAR**

# CLEAR Leadership Mentoring Program
## Supplement to Application

Name: _____     Date: _____

1) Why do you want to become a mentor?

2) What do you feel are the leadership strengths you can bring to this program?

3) Write a brief statement on why you would choose to participate in the mentor program.

4) If agreed, please initial the two statements below:

_____ I understand that the mentoring program involves communicating in some form with my protégé at least every two weeks for the first year of the program

_____ I understand that I will be required to complete the mentor program orientation and at least two training sessions during the year.

5. Please list two references (One personal and one professional)

Name:

Address:

Phone

Relationship

Name:

Address:

Phone

Relationship

Center for Leadership Equity And Research

**CLEAR**