

# CLEAR Mentoring Program Cohort 2015 - 2017

## Mentor Application Packet

### Application Check List:

- Mentor Application
- Supplement to Application
- Resume

Please e-mail all of the above mentioned to [jvue@clearvoz.com](mailto:jvue@clearvoz.com)

**Applications are due by May 15, 2015.**

Center for Leadership Equity And Research



### CLEAR

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[www.clearvoz.com](http://www.clearvoz.com)

## WELCOME

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Hello,

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

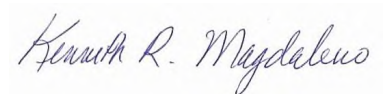
1. To provide mentoring opportunities whereby leaders understand that they are not alone in their commitment to Educational Leadership and will be supported by the program, their mentor and the remainder of the cohort
2. To develop positive role models for students from underserved communities and for 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

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### 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
- 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

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## ABOUT THE CLEAR MENTORING PROGRAM

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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

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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

## MENTOR APPLICATION

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# CLEAR Mentoring Program

## Mentor 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: \_\_\_\_\_  
\_\_\_\_\_  
Title \_\_\_\_\_  
Company \_\_\_\_\_  
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 Mentor 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

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**CLEAR 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?

## SUPPLEMENT TO APPLICATION

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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 \_\_\_\_\_