

CLEAR Mentoring Program

Supported by:



Mentor Application Packet

Application Check List:

- Mentor Application
- Supplement to Application
- Resume

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

Applications are due by July 29, 2016.

Center for Leadership Equity And Research

CLEAR

CLEAR

7404 N. Spalding Ave., Fresno, CA 93720

(559) 431-5600 Fax: (559) 447-6585

E-mail: kmagdalen@clearvoz.com

www.clearvoz.com

WELCOME

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:

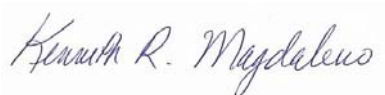
1. To provide mentoring opportunities whereby leaders understand that they are not alone in their commitment to Educational Leadership and will be supported by the program, their mentor and the remainder of the cohort
2. To develop positive role models for students from underserved communities and for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

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.

Supported By

Our Mentoring Program is supported by a grant through The California Endowment. The mission of The California Endowment is to expand access to affordable, quality health care for underserved individuals and communities and to promote fundamental improvements in the health status of all Californians.

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 area of Action Oriented Leadership
- 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 Center for Leadership, Equity, and Research (CLEAR) 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 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 Mentoring Program Phase 1 - 4: 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 Phase 5 - 8: 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)
- Pay \$100 yearly membership contribution to the CLEAR Mentoring Program
- Attend the August 13, 2016 interview in Fresno before CLEAR board members and sponsors
- Attend quarterly meetings at scheduled times and places designated by CLEAR leadership
- Attend two mandatory conferences including:
 - CLEAR Mentoring Summit on October 28, 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



Mentoring Program Meeting Schedule for 2016 - 2017

Location:

Lozano Smith
7404 N. Spalding Ave.
Fresno, CA 93720

*Continental Breakfast and Lunch
provided for each meeting.*

Protégé Interviews

Saturday, August 13, 2016
9:00 a.m. – 4:00 p.m.

Mentor and Protégé Orientation

Saturday, October 1, 2016
10:00 a.m. – 1:00 p.m.

Meeting 1

Friday, October 28, 2016
*CLEAR Mentoring Summit – California State University, Fresno
North Gym 118*

Meeting 2

Saturday, November 26, 2016
9:00 a.m. – 1:00 p.m.

Meeting 3

Saturday, February 18, 2017
9:00 a.m. – 1:00 p.m.

Meeting 4

Saturday, April 29, 2017
9:00 a.m. – 1:00 p.m.

End of Year Celebration

Thursday, June 17, 2017
6:00 p.m.

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. 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 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** _____

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

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