EARLY CHILDHOOD NETWORK LEADERSHIP PROGRAM APPLICATION

Application Released: November 15, 2017   <u>**APPLICATION DEADLINE: December 15, 2017**</u>

SVCN Mission
- The mission of the Silicon Valley Council of Nonprofits (SVCN) is to magnify the influence and contribution of nonprofit businesses in Santa Clara County.

Early Childhood Leadership Program Mission
- To develop, strengthen and empower the leadership of early learning and childhood organizations
- To build the infrastructure and capacity of early learning and childhood organizations

Early Childhood Leadership Program Purpose
- To provide training, mentoring and support
- To convene and promote discussion across an early childhood provider peer learning circle
- To share information, resources and networks, and increase collaboration
- To build the leadership capacity of both Executive Directors and Senior Leadership staff
- To increase the professionalism and capacity of the early childhood sector

Program Overview

The goal of the SVCN Early Childhood Leadership Program is to build leadership and organizational capacity of childcare and early learning providers by developing and strengthening the skills, instincts, abilities, processes and resources they need to adapt and thrive in the fast-changing world of childcare and early learning.

Building upon SVCN's existing work in early childhood, this cohort-based intensive training program is designed for Executive Directors and senior leadership. It is intended to build a stronger pipeline into executive roles for organization directors and leadership staff to prepare for industry growth and increased access and availability of quality childcare programs in our community.

Between 10-12 early childhood agency Executive Directors and/or senior leadership staff will be selected. The program will last 12 months and will include monthly meetings, a series of capacity building training workshops, and individual coaching with leadership consultants.

Program participants will partake in four open SVCN workshops throughout the year focusing on topics such as nonprofit finance and budgeting, family engagement, building a quality early learning program, workforce development, and public policy and advocacy. After each workshop, the subsequent monthly cohort meeting will allow participants to reflect on the workshop's topic, assess on their personal or organizational status, and share challenges and lessons learned.

Each participant also will be matched with an executive coach for focused work in an area of leadership development. The one-on-one coaching is essential to delve into problem solving and work through difficult leadership problems, putting the cohort learning into practice and providing mentoring support from leaders in the field. Participant will be enrolled in an accredited educational institution and earn up to 21 units of Professional Development credits.

Section 1: Criteria

Criteria for Eligibility
This program is intended for Executive Directors/Senior-level Managers or Directors focused on providing childcare and early learning services in Santa Clara County. It is open to educational entities, private and nonprofit childcare centers that are either certified state preschool, head start or childcare centers who serve primarily low-income communities.

You may apply if you meet the following eligibility criteria:

1. Executive Director/Senior-level Manager or Director focused on providing early learning
2. Organization is a 501(c)3 located and serving Santa Clara County
3. Organizational focus in childcare and early learning
4. Organization serves low income communities
5. Preference will be given to agencies with budget sizes under $2 million
6. Preference will be given to applicants with at least an Associate Degree, and experience in management and supervision
7. Preference will be given to agencies that have demonstrated a commitment to quality program such as QRIS, EC Accreditation program, use of quality evaluation tools or have achieved a minimum level of 3 status in the QRIS matrix. (some level 2 may be considered)

Expectations/Requirements
- All participant organizations will need to be members of SVCN upon selection in the program
- Must attend 90% of all workshops and cohort meetings
- Participants must complete all paperwork and evaluation efforts in a timely fashion
- Change in job status/employment or absences from more than two program sessions may result in removal from the program
- Board approval and authorization of application is required

APPLICATION INSTRUCTIONS
Application Released: **November 15, 2017**
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Please email all materials to: marybethn@svcn.org

Please answer the application questions (Sections 2). Section 2 should not exceed three pages in length, excluding supplemental materials.

All questions regarding this application should be sent to marybethn@svcn.org.

APPLICANT INFORMATION

Name: _____

Email: _____ Phone: _____

Address: _____

Title: _____ Length of time in executive position: _____

Ethnicity (please check all that apply):

    Caucasian

    Indo American

    Hispanic/Latino

    American Indian or Alaska Native

    Asian (Specify) _____

    Black or African American (including Africa and Caribbean)

    Middle Eastern

    Other (Specify) _____

ORGANIZATION INFORMATION

Organization's legal name: _____

Brief statement of organization's history, mission, and population served:

Size of organization (staff): _____ General operation budget (range): _____

Length of time organization has been in operation: _____ 501(c)(3) #: _____

In what year was your most recent strategic/action plan created? _____

Please rank the top 2-3 organizational development priorities on which you would like to focus and describe why (1 being the highest priority, and 3 being the lowest):

____ Organizational learning and evaluation	____ Organizational structure	____ Staff development	____ Strategic Vision and Planning
____ Marketing/public relations/media strategies	____ Policies and procedures	____ Board Development	____ Succession Planning
____ Public Policy and Advocacy	____ Fiscal management	____ Sustainability	____ Other_____

QUESTIONNAIRE (2 pages maximum for this section)

This initiative is aimed towards group learning, where leaders spend time learning from and with one another. List 2 areas of you feel you have strong expertise in and are you willing to share with the group?

     1.

     2.

List the top 3 challenges you are facing in your Executive/leadership role.

     1.

     2.

     3.

List 3 ways your organization will benefit from your participation in this program.

     1.

     2.

     3.

Please describe your interest in the Early Childhood Leadership Program. Please specify the areas of leadership you are interested in building upon?

Define what leadership means to you (in your community, in the broader community)

Describe your organization's commitment to quality program such as QRIS, EC Accreditation program, use of quality evaluation tools.

List any current alliances or partnerships or outside community activities that you are involved in.

Section 3: Supplemental Materials

Please submit the following materials with your application, or note if the requested item(s) do not exist. *Please be sure to include the date(s) when the attachments were produced on each attachment.*

Organization brochure/fact sheet- if this does not include the organization's mission/vision/values. Program area(s). Target group demographic(s) and primary geographic area(s) served, please include the information on a separate page.

List of current board members

Annual report

Organizational chart, logic model, or theory of change

Resume of applicant

Applicant Signature _____   Date _____