

# 2022-2023 California AfterSchool Network Leadership Team Application

Dear Interested CAN Leader,

Thank you for your interest in serving on the California AfterSchool Network (CAN) Leadership Team.

The Leadership Team application web page includes CAN's Strategic Direction, Leadership Team Commitment Agreement, and more. We recommend you familiarize yourself with that content prior to completing the application. **We recommend you download the application content from the [Leadership Team application web page](#) and begin drafting your responses in a separate document** (and copy and paste responses into the online application).

## Background

The California AfterSchool Network Leadership Team is a geographically, professionally, and culturally diverse group of out-of-school time (OST\*), including Expanded Learning(\*1) stakeholders charting the course for CAN. As the primary governing body of CAN, the Leadership Team guides all aspects of CAN's work including its strategy, procurement and use of resources, Leadership Team and Field Committee operations, as well as Executive Director support. Leaders serve for three-year terms and participate in one of the three standing Leadership Committees. The three standing Leadership Committees include the Finance Committee, Strategy Committee, and Leadership Development Committee. As outlined in the Leadership Team Commitment Agreement, the CAN is a Collaborative Impact partner (fiscally sponsored project)\*2 of the Foundation for California Community Colleges (FCCC). Therefore, the FCCC board maintains fiduciary responsibilities for CAN and the role of the Leadership Team.

## CAN is Seeking New Leaders

CAN has a biannual process for recruiting new Leadership Team Members (Leaders) that begins in December during recruitment years. This year, CAN is seeking 7 new Leaders. Yes, we are looking for you! We seek diverse perspectives related to advancing out-of-school time in California. No matter what level of leadership or expertise, you have something to offer. Your voice and perspective are more than enough to begin leading today!

## Application Process & Next Steps

This application includes multiple sections. You will have the opportunity to save your application and return to the process from the same device if needed. Additionally, applicants have the option to provide audio responses to the application. We are using

a google form add-on called Mote, and it allows voice recording up to 3 minutes max, per response. Please note, you can only respond to a question by adding text OR voice recording, you cannot do both. If you choose to voice record, click on the purple circle and it will prompt to record. Lastly, you will have an opportunity to upload a resume as part of the application process.

Selected applicants who become new Leadership Team members can ensure their success as a CAN Leader and will be supported with an orientation of CAN's work. Additionally, new leaders will be paired with an existing member of the CAN Leadership Team as a "Peer Support Provider," to support their learning and growth as a CAN Leadership Team member.

**The submission deadline is February 28, 2023.**

Now, click next to begin completing the application.

Thank You for Your Interest!

Sincerely,

The California AfterSchool Network (CAN) Leadership Team

***P.S. Regarding terminology***

Out-of-School time (OST) is a broad umbrella that includes a diversity of types of programs that take place outside of the school day. Expanded Learning is one of many kinds of OST programs that exist in California. See definitions for these terms below. The application references OST throughout to be inclusive of this broader umbrella.

*\* According to the Centers for Disease Control and Prevention, "Out- of- School Time (OST) is a supervised program that young people regularly attend when school is not in session. This can include before-and after-school programs on a school campus or facilities such as academic programs (e.g., reading or math focused programs), specialty programs (e.g., sports teams, STEM, arts enrichment), and multipurpose programs that provide an array of activities (e.g., 21st Century Community Learning Centers, Boys & Girls Clubs, YMCAs)."*

*Reference - <https://www.cdc.gov/healthyschools/ost.html>.*

*\*1 "Expanded learning" means before school, after school, summer, or intersession learning programs that focus on developing the academic, social, emotional, and physical needs and interests of pupils through hands-on, engaging learning experiences. It is the intent of the Legislature that expanded learning programs are pupil-centered, results driven, include community partners, and complement, but do not replicate, learning activities in the regular school day and school year. Reference - <https://www.cde.ca.gov/ls/ex/>*

\*2 Learn more about the FCCC Collaborative impact model here  
- <https://foundationccc.org/What-We-Do/System-Support-and-Services/Collaborative-Impact-Program>

---

\* Required

## Section 1 of 6: General Applicant Information & Geographical Diversity

### General Applicant Information

1. 1. First Name \*

---

2. 2. Last Name \*

---

3. 3. Mobile Number \*

---

4. 4. E-mail \*

---

---

---

---

---

5. 5. Address of Employment \*

---

---

---

---

---

6. 6. Role and Organization \*

---

7. 7. What are your preferred gender pronouns? Should you prefer not to answer \*  
simply type "prefer not to answer" into the text box

---

---

---

---

---

8. 8. Do you know any current or past Leadership Team members? If so, please \*  
describe the extent of your relationship.

---

---

---

---

---

**Geographic Diversity**

The California After School Network (CAN) is committed to having a geographically diverse Leadership Team that represents the diverse state and those in which we represent.

9. 9. In which of the EXL Regions or CA counties does the organization you represent work? (check all that apply) \*

*Check all that apply.*

- Region 1- Del Norte/ Humboldt/ Lake/ Mendocino/ Sonoma
- Region 2 - Butte/ Glenn/ Lassen/ Modoc/ Plumas/ Tehama/ Trinity/ Shasta/ Siskiyou
- Region 3 - Alpine/ Colusa/ El Dorado/ Nevada/ Placer/ Sacramento/ Sierra/ Sutter/ Yolo/ Yuba
- Region 4 - Alameda/ Contra Costa/ Marin/ Napa/ San Francisco/ San Mateo/ Solano
- Region 5 - Monterrey/ San Benito/ Santa Clara/ Santa Cruz
- Region 6 - Amador/ Calaveras/ San Joaquin/ Stanislaus/ Tuolumne
- Region 7 - Fresno/ Kings/ Madera/ Mariposa/ Merced/ Tulare
- Region 8 - Kern/ San Luis Obispo/ Santa Barbara/ Ventura
- Region 9 - Orange/ Imperial/ San Diego
- Region 10 - Inyo/ Mono/ Riverside/ San Bernardino
- Region 11 - Los Angeles
- Statewide

**Section 2 of 6: Cultural Diversity**

As a geographically, professionally, and culturally diverse Leadership Team, we value a diversity of identities to ensure we consider a variety of perspectives. We understand that every person comes with multiple identities (e.g., race, ethnicity, culture, sexual orientation, etc.) and that these identities intersect in ways that inform their perspectives. In order to accomplish the goal of a culturally diverse team, it is important that we understand how our members and applicants identify.

10. 10. We want a chance to know you. What do you feel important to share about your journey, the ways that you identify, and the values that you bring to your work and beyond? \*

---



---



---



---



---

**Section 3 of 6: Professional Diversity - Reflecting on Your Professional Journey**

CAN seeks a variety of perspectives that can support increased access to high quality OST programs that result in healthier children, youth, families, and communities.

11. 11. Why are you passionate about the Expanded Learning (EXL) / Out-of-School Time (OST) field? \*

---

---

---

---

---

12. 12. Please indicate the areas where you have working knowledge and experience related to the OST field (check all that apply) \*

*Check all that apply.*

- CAN Field Committee participation (Site Coordinator Network, WCHW, Quality/CQI committee & working groups)
- Experience as a (former) child who participated in out-of-school time programs.
- Experience as as parent of a child in an out-of-school-time program.
- Experience working in / supporting programs, staff, students, and families.
- Program quality and continuous quality improvement
- Policy and advocacy
- Programs administered by CDE's Expanded Learning Division (ASES, 21st CCLC/ ELO-P )
- Non-government funded out-of-school time programs
- Fee based programs
- Nutrition programs (after school/ summer meals and snacks) administered by the CDE's Education Nutrition Services Division
- Technical Assistance (Training, Coaching, Mentoring, Consultation, Facilitation, Brokering of resources)
- I don't have specific experience in the implementation of OST programs.
- Other Experience (Please tell us more in the comment box below)

13. 13. Other Experience

---

---

---

---

---

14. 14. CAN also seeks to promote vibrant partnerships within the community supporting children, youth, families, and the expanded learning workforce. These include but are not limited to health, mental health, substance use intervention and treatment, workforce development, higher education, etc. Please indicate the areas below where you have existing partnerships or expertise. \*

*Check all that apply.*

- Health and Mental Health Systems/Partnerships
- Human / Social Services partnerships
- Substance Use prevention, intervention, and access to treatment options
- Early Learning and School-Age Child Care Programs administered by the CDE's Early Learning and Support Division
- K-12 Education Policy: Common Core State Standards, Next Generation Standards, and Local Control Funding Formula, Every Student Succeeds Act)
- Community Development
- Fund Development / Fundraising / Donor solicitation
- Workforce Development (Workforce Investment Opportunity Act, Investment Boards, EDD)
- Career development and workforce pathways / pathways to teaching
- Connecting and partnering with workforce development agencies
- Non-profit organizational leadership (Board, governance, organizational development)
- Strategic planning
- Fiscal management
- Executive Director-level leadership
- Legal expertise
- Equity and Social Justice
- Whole Child Health and Wellness Collaborative
- Positive Youth Development / Social Emotional Learning and Development
- STEM / STEAM
- Literacy / English Learning Development
- College, Career, Civic Readiness
- Work-based Learning
- Apprenticeship pathways
- Homeless and/or Foster Youth
- Other Partnerships or Expertise (Please tell us more in the comment box below)

15. 15. Other Partnerships or Expertise

---



---



---



---

16. 16. Please outline specific local, regional and state-level organizations, associations, and networks you are affiliated with, have been affiliated with, and/or will be able to communicate with regarding CAN and its work. \*

---



---



---



---

17. 17. Name the communities that your current work impacts (check all that apply): \*

*Check all that apply.*

- Urban (highly populated city or town)
- Suburban (outskirts of a city or large town)
- Rural (open country and settlements with fewer than 2,500 residents)
- Frontier (most remote and sparsely populated places along the rural-urban continuum)

**Section 4 of 6: Supporting CAN's Work**

The California AfterSchool Network (CAN) exists to make a difference in the health and well-being of children, youth, their families, and their communities by strengthening access to high-quality Out-of-School Time (OST) programs. The members of the Leadership Team direct and support the work of the organization to fulfill its purpose.

- 18. 18. CAN has developed a [strategic direction](#) to guide its work in the coming years. Please highlight how your identities, experience, and professional journey can support the advancement of such a direction. \*

---

---

---

---

---

- 19. 19. CAN's Mission is to provide the resources and support needed by the OST field and its partners across sectors to build high quality OST programs that improve the lives of California's most vulnerable children, youth, families, and communities. One of CAN's Guiding principles is that CAN is committed to advancing equity and justice. Please read [CAN's Guiding Principle, "CAN is Committed to Equity and Justice"](#) \*

Please highlight how your identities, experience, and professional journey can support your participation consistently with this guiding principle.

---

---

---

---

---

- 20. 20. CAN has developed a set of [Guiding Principles](#) for CAN Leaders that are designed to promote effective dialogue and decision-making between diverse leaders. Please highlight how your identities, experience, and professional journey can support your participation. \*

---

---

---

---

---

**Section 5 of 6: Joining the CAN Leadership Team**

CAN Leaders participate in CAN's fund development (Finance Committee), Leadership Development (Leadership Development Committee), and Strategic Direction (Strategy Committee).

Please indicate which of the following Leadership Committees you are interested in serving on (note: indicating interest does not commit you to your selection)

**21. 21. Strategy Committee** \*

The purpose of the Strategy Committee is to lead the strategic planning efforts in conjunction with the Executive Director. Additionally, the Strategy Committee develops and monitors the process to review progress toward strategic directions, and evaluate new opportunities for CAN using the Opportunity Consideration and Adoption Process.

*Mark only one oval.*

- Absolutely
- Maybe
- No thank you

**22. 22. Leadership Development Committee (LDC)** \*

The purpose of the Leadership Development Committee is to ensure diverse leaders based on CAN's Strategic Direction. Secondly, the LDC recruits and orients new CAN Leaders. Additionally, the LDC assesses Leadership Team member experience and makes recommendations to improve Leadership Team culture and capacity.

*Mark only one oval.*

- Absolutely
- Maybe
- No thank you

23. **23. Finance Committee**



The purpose of the Finance Committee is to monitor CAN's Budget and Finances, support fund development strategies in conjunction with the Executive Director, create recommendations to the Leadership Team on how CAN Leaders can support fund development efforts, and make decisions on whether or not CAN engages in new efforts through the Opportunity Consideration and Adoption Process.

*Mark only one oval.*

- Absolutely
- Maybe
- No thank you

24. **24. Is there anything else you would like to add in support of your application?**

Feel free to include additional supporting documentation, video links/ files, etc.

---

---

---

---

---

**Section 6 of 6: Resume Submission and Application Assurances**

25. 25. Application Assurances. Please check all that apply \*

*Check all that apply.*

I have the support of my direct supervisor (if applicable) to participate as a CAN Leader

I am able to sign and commit to the Leadership Team Commitment Agreement

I understand CAN's Conflict of Interest Policy and will recuse myself from conversations and decision making when my participation represents a conflict of interest

I understand that completing and submitting this survey (along with my resume) represents my application to join the California AfterSchool Network Leadership Team.

Other: \_\_\_\_\_

26. 26. Please upload your resume here. You are welcome to submit additional supporting documentation that may be relevant to your application. \*

**Please include a shareable link to access content.**

\_\_\_\_\_

27. 27. Optional: Provide the link to your LinkedIn profile or other relevant media presence such as a personal website, social media, etc.

\_\_\_\_\_

---

This content is neither created nor endorsed by Google.

Google Forms