

The goal of the **Leadership Development Institute 360/365 (LDI 360/365)** is to deepen the knowledge, skill and abilities of site coordinator and supervisory level staff to lead and manage effective programs that build the character of staff and students.

The LDI 360/365 is driven by the understanding that children and youth need good role models who demonstrate a strong sense of self (self-awareness, self-management), empathy and respect (social awareness, interpersonal skills) and agency (growth mindset, self-efficacy) – **in other words, good character**. By investing in the leadership development of site coordinators and supervisory level staff, they are being equipped to support the character development of direct service staff and youth in their programs. The LDI is meant to build participants' capacity to create positive environments for people at all levels of the organization through increased emotional intelligence, and more intentional character approaches to leadership and management. It is expected that fellows integrate character building into their organizations, from the programs and policies created, to the interpersonal interactions with colleagues, families, youth and stakeholders.

Program Design

For the 2018 year, the LDI 360/365 seeks **5 organizations dedicated to the development of social-emotional learning and character building to commit 3-5 staff** to participate in the intensive, year long, cohort-based program for emerging leaders in afterschool and expanded learning. Using a multicultural leadership framework and modeled after our existing [LDI fellowships](#), the 2018 LDI 360/365 program will equip **teams of 3-5 site coordinator level professionals** with skills in management and leadership to effectively lead high-quality programs that build the character of staff and young people. Participating fellows should demonstrate an aspiration for advanced leadership in their organizations and field.

The LDI 360/365 fellowship, designed in partnership with [LeaderSpring](#), is possible through the generous funding by the [S.D. Bechtel, Jr. Foundation](#). Major program components include:

Opening Retreat – to foster community and reflect on equity, diversity and leadership competencies

Development of Leadership Plans – to enable fellows to customize their program experience and maximize impact in how they lead self, others and systems-wide change in their organizations

Monthly meetings and assignments – to build knowledge, skills, capacity and emotional intelligence to apply learned practices and frameworks

Portfolio development and presentation – to capture impact and accomplishments through usable tools and experience

Closing Celebration – to honor the Fellows and recognize the contributors who made the project possible

Learn more about the project at www.calsac.org/projects/leadership_360_365.

Acceptance

If accepted, organizations are required to submit a Fellowship Commitment form signed by each Fellow and their supervisor, and a one-time program participation fee to cover all participating staff based on the size of the organization's operating budget:

- Less than \$499,999: \$2,500 program fee
- \$500,000 and \$999,999: \$3,500 program fee
- \$1,000,000 and \$3,999,999: \$4,500 program fee
- Over \$4,000,000: \$5,500 program fee

Fellowships are valued at \$6,000 per Fellow, and costs are highly subsidized thanks to the generous support of the S.D. Bechtel, Jr. Foundation. Scholarships may be available based on need.

Application Requirements

Application Instructions:

Organizations must complete an intake call with CalSAC to discuss eligibility by **November 20, 2017**. If minimum eligibility is determined, CalSAC will invite organizations to apply by submitting the following by **November 27, 2017**:

- One (1) organization application providing background information about the organization and its desired outcomes for participation; as well as names of the 3-5 staff that will apply on behalf of the organization.
- Three to five (3-5) applications of staff to be completed and submitted individually.

Please contact Charnelle Ruff at cruff@calsac.org or (510) 444-4622 x110 to schedule an intake call or to request additional information.

Visit www.calsac.org/projects/leadership_360_365 for more information.

2017 LDI 360/365 Fellows say...

“The LDI program provides teams the opportunity they may not normally have to examine practices and policies through the analyzing of research-based equitable practices and real life experiences of cohort members. This allows for deep conversations among members and a space for facing issues that may be pressing.”

“I can see opportunities instead of barriers and **have the courage to challenge the established ways of doing things...**I now have a clearer leadership path and purpose. My learning and growth has made me a better colleague and supervisor. **I am more confident in my role within my organization.**”

All fellows reported that because of the LDI program they are **more aware of the importance of building both their own social-emotional and character competencies and their staff’s** in order to promote the development of competencies in youth. Similarly, all fellows said they are **more aware that their own character impacts their leadership and management style.**