Administrators of Color Leadership Program Overview

# Objective

To address the under-representation of Administrators of Color in Washington’s Community and Technical Colleges, the Cross-Institutional Administrators of Color Leadership Program is intended to develop a pool of highly qualified Administrators of Color, and to assist them in attaining high-level positions in our community and technical college system, thus creating a more robust pipeline to executive level positions.

# Program Type

The program is designed for community college educators whose career interest focuses on assuming increasingly more responsible administrative positions, with the ultimate goal of becoming an executive leader of a community college.

* Administrators of Color Leadership Program
  + Designed for community college educators of color that hold full time faculty, program manager/director or associate dean/dean positions
  + Expressed/demonstrated aspirations to become a leader within the community and technical college system

# Components of the Year-Long Training Program

* Four face to face meetings (summer, fall, winter and spring)
* Professional career plan preparation
* Critical Race Theory/Racial Formation Theory frameworks
* Mentoring
* Detailed assessment of leadership skills
* Networking with System leaders and other Administrators of Color

# Program Learning Outcomes

* Understand leadership competencies required of aspiring leaders
* Understand the role of critical race theory, cultural competence, equity, inclusive education and diversity as related to leadership as Administrators of Color
* Understand the role of leadership in student success: challenges and opportunities
* Understand change leadership within higher education
* Understand your own leadership style and capabilities, professional development needs, and develop a plan to achieve your desired career goal

# Conditions and Fees

Tuition: $2,500

* Tuition will cover participant costs for seminars, most meals and materials
* Travel, lodging and incidentals and other costs of attending must be covered by the participant or sponsoring institution
* Candidates must agree to attend all sessions, and must receive a commitment from the appropriate supervisors for participation
* Payment due upon program acceptance

# Eligibility

* Currently a full time faculty member, program manager/director or in an associate dean/dean position in Washington’s Community and Technical College system.

# Mandatory Attendance and Participation of Each Program Component

* Must attend all four (4) meeting dates to receive a certificate of completion
* Must maintain regular online communication with their Mentor(s) and other participants
* Must complete a group case study assignment
* Must participate in ongoing professional development
* Must create a career plan and complete a detailed leadership skills assessment

# Meeting Dates

**Summer**

* Monday-Wednesday, August 19-21 **(**Semiahmoo**, Blaine)**

**Fall**

* Tuesday-Wednesday, October 29-30 (participants strongly encouraged to attend the annual Faculty and Staff of Color Conference October 30-November 1 **(**Historic Davenport, **Spokane)**

**Winter**

* Thursday, January 23 then join the Cross-Institutional Faculty of Color Mentorship Program on Friday, January 24 **(**Hotel InterUrban, **Tukwila)**

**Spring**

* Tuesday-Wednesday, April 21-22 (participants strongly encouraged to become presenters for the annual Students of Color Conference April 23-25 (Red Lion Hotel, **Yakima)**

Apply Now!

# To Submit a Complete Application

**STEP 1** - Complete Electronic Application Form

1. Personal statement of educational philosophy and career aspirations (500-750 words)
2. Resume

**STEP 2** – E-mail President or Supervisor Letter of Recommendation to areader@rtc.edu

This is a letter of recommendation from the candidate's supervisor assessing the potential for higher level leadership positions in the community and technical college setting and assuring the college's support for the candidate's participation in all components of the program.

Early application is advised. Applications will be accepted until June 14, 2019 or until the 2019-20 Class is filled.

Contact Information

Aaron Reader  
Administrators of Color Leadership Program  
Email: areader@rtc.eduPhone: 425-235-2409