



2022

EXCEL ACADEMY

INVITATION TO
APPLY



JOIN EXCEL ACADEMY TO:



Create a city where every young person has access to the relationships and emotional support they need.



Be part of a 10-month cohort of youth development professionals like you committed to Developmental Relationships and Adaptive Leadership.



Acquire the capacity, tools and resources you need to integrate and practice Developmental Assets and Relationships as part of your SEL framework.

Commitment



Ten half-day sessions



Monthly coaching meet-ups



Review session materials



Total: 5-7 hours a month

Selection Process

As a member of Excel Beyond the Bell, your organization has an opportunity to participate in the second cohort of Excel Academy, a 10-month professional development course establishing the standard for youth development practitioners across San Antonio. From a pool of 45 member organizations, we will narrow our cohort to 15 participating agencies. We will announce the cohort in August 2022.

Selection Process, cont.

Each participating agency will be expected to nominate two participants with one participating in the *Youth Development Coach* track and the other engaging in the *Integration Champion* track.

Participants will complete an agency assessment on *Getting Relationships Right* along with an inventory of their agency's training opportunities and SEL approaches.

By the end of the 10-month cohort, the *Youth Development Coach* will have created a plan for training and coaching for your agency's front-line youth development staff in *Getting Relationships Right* and the pair from your agency, with the *Integration Champion* leading, will have completed a workplan linked to the initial agency self-assessment.

Smaller agencies may choose to nominate the same candidate for both tracks, committing their delegate to fulfilling both the Certified Youth Development Coach and Integration Champion roles and expectations.

**Note that participation in Academy, the agency self-assessment and action plan are part of the Excel member agency commitment as part of the approved 2019-2022 strategies.*

You'll be a great candidate for the two Academy tracks if you:

- Have a consistent presence, i.e. regular engagement with frontline staff around Developmental Relationships
- Demonstrate empathy and compassion
- Have the capacity to facilitate touchbacks and coaching for practitioners
- Take initiative and will seek opportunities to use and reinforce GRR language and concepts
- Are able to make a 10-month commitment of between 5 to 7 hours per month
- Are nominated and endorsed by supervisor and CEO
- Are already in an organizational leadership role (program manager, director, executive, etc.)
- Have a history of demonstrated leadership
- Are charged with leading your agency's Developmental Assets and Relationships integration assessment process
- Are responsible for leading your agency's Developmental Assets and Relationships Integration action plan
- Work in partnership with Youth Development coach and CEO to clear pathways to integration
- Are able to make 10-month Academy commitment of between 5 to 7 hours per month
- Are nominated and endorsed by supervisor and CEO

**THE YOUTH DEVELOPMENT COACH
track is the right one for you**

**THE INTEGRATION CHAMPION
track is the right one for you**



Excel Academy Application

Date of Application: _____

Name of Organization: _____

Please provide the total number of:

Full time employees: _____

Part time employees: _____

Volunteers: _____

CONTACT INFORMATION:

Name & title of primary contact: _____

Phone number of primary contact: _____

E-mail of primary contact: _____

Executive Director/President/ CEO (please print)

Executive Director/President/ CEO Signature

Date

Please respond to the following prompts and questions:

I. Organizational Overview

Briefly describe organizational history of membership in Excel Beyond the Bell and relationship to your organization and your programmatic focus. (approx. 250 words)

II. 3 Year Goals

Briefly describe what your organization hopes to accomplish with relationship to Developmental Relationships in the next 3 years. (approx. 250 words)



III. Culture of Collaboration and Learning

In what ways will your organization support the Youth Development Coach and Integration Champion in building, reinforcing, and/or growing a culture of learning and application for Developmental Relationships across the organization? (approx. 250 words)

IV. Participant Nomination with Supervisor and CEO Support

Please consider the following when you select the staff applicant(s) for your agency: 1) How will you support the Coach and Champion to be able to fully commit to the time requirements of the EBBSA Academy, including attending all cohort and coaching sessions? 2) How do the candidates meet the Coach and Champion profiles shared above?

Certified Youth Development Coach Nominee and their role: _____

Integration Champion Nominee and their role: _____