



children's defense fund  
**freedom  
schools**

[freedomschools@childrensdefense.org](mailto:freedomschools@childrensdefense.org)

## 2024-2025 Ella Baker Trainer Application Components

**Application Deadline:** August 1, 2024

All applications must be received by August 1, 2024. Late or incomplete applications will not be considered for the 2024-2025 service year.

**Application Preparation:** Applicants should review the Ella Baker Trainer Service Opportunity Description and training requirements before completing their application.

### Required Application Components:

**Professional Headshot:** Current Headshot Photograph

#### Cover Letter and Resume

- Cover Letter: 1 page
- Resume: No more than 2 pages

#### Three Letters of Recommendation

Format: Letters should be on company letterhead (if possible) and include the writer's contact information

- **Letter A:** From your most recent CDF Freedom Schools supervisor (e.g., Site Coordinator, Project Director, or Executive Director). If you did not work with CDF Freedom Schools during the summers of 2019-2023, provide an additional letter that speaks to your professional or community involvement with children.
- **Letter B:** Addressing your professional and/or academic involvement.
- **Letter C:** Discussing your community involvement.

#### Education/Transcript:

Official College Transcript

\*Required for current college or graduate students - must be your institution's most recent official transcript.

#### Employment Verification Letter

For applicants currently employed.

- Must verify employment, including position, start date, job responsibilities, and overall job performance.
  - Should include employer's support for your participation in the Ella Baker Trainer service opportunity.
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## **Short Answers Questions (450-word limit for each):**

Prepare answers for the following:

1. **Personal Statement:** When it comes to the Children’s Defense Fund’s Freedom Schools Ella Baker Trainer Team, we place high value on individuals who possess a clear understanding of their personal beliefs and guiding principles. Your personal philosophy reflects your core values and illustrates how you approach life, work, and interactions with others. This philosophy encompasses your views on integrity, empathy, growth, and your contribution to the community. Articulate your personal philosophy. Consider including what motivates you, how you make decisions, the principles that guide your leadership, and how you envision making a positive impact personally and professionally.
2. **Professional Goals:** What is your current profession or career interests? How long have you served in this profession (if applicable), and what are your goals? How will serving as an Ella Baker Trainer help you reach these goals?
3. **Experience:** Please describe the qualities, skills, and experiences that will enable you to be a valuable asset to the 2024 Ella Baker Trainer Team. Consider highlighting your unique strengths, relevant background, and any specific contributions you envision making to our team. We are particularly interested in understanding how your personal attributes and professional experiences align with the values and mission of the Children's Defense Fund and the CDF Freedom Schools Ella Baker Trainer Team.
4. **Community Involvement:** The Ella Baker Trainer Team is keen to understand your awareness of societal challenges and the proactive steps you take to address them. Discuss a current issue impacting your local community or nation. Describe the nature of this issue, its significance, and why it matters to you. Additionally, share any efforts you have been involved in to support this cause. We are particularly interested in your awareness of societal challenges and your actions to make a difference.
5. **Qualifications/Professional Portfolio:** List your areas of highest proficiency, special skills, certifications/training, or other qualities that speak to your professional/academic development and expertise.

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## **Essay**

**Servant Leadership Prompt (750-1000 Words):** Servant leadership is a core value of the Ella Baker Trainer Team. We are interested in your understanding of servant leadership and its importance to our program and child advocacy work. Define servant leadership and explain why you believe it is a fundamental pillar of the CDF Freedom Schools model. Provide an example of how you embody servant leadership and how this translates into your philosophy/vision of child advocacy. Include a reflection on why you think servant leadership is crucial for effective child advocacy and social change.

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## **Creative Video Presentation**

Ella Baker Trainers balance exhibiting creativity and innovation with substance and insightfulness when training our partners. We invite you to create a creative video serving as your elevator pitch. This creative video should not exceed 3 minutes and should include the following elements (you are welcome to include additional material that will help us get to know you as a candidate):

- **Introduction:** Introduce yourself and your beliefs/principles around children and youth.
- **Interest in the Position:** Explain why you are interested in the Ella Baker Trainer position.
- **Skills and Talents:** Highlight your relevant skills and talents that make you a strong candidate.
- **Closing Statement:** Conclude with a compelling statement on why you should be selected for this role.

Remember to be creative and authentic, showcasing your personality and passion. We look forward to learning more about you!

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### **Contact Information:**

For any questions or concerns, please contact:

Bridget G. Hall, *Senior Manager of Ella Baker Leadership*

Email: [bhall@childrensdefense.org](mailto:bhall@childrensdefense.org)