**Instructions**

*All applicants should answer Application Questions. Each answer should be a maximum of 150 words.*

**Application Questions (scored):**

**All roles**

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| * + - 1. Describe how racial justice and educational equity is relevant to the scope of work for the role (Mentor Faculty, Mentor Faculty – ESA Specialist, and/or Induction Coach) you are applying to.
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| * + - 1. What experience, personally and/or professionally, do you have promoting racial equity? Give an example of how you have engaged with anti-racism work and/or a time with you have helped someone through a process of examining a racial bias.
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| * + - 1. What is your experience as a facilitator of adult learning and what are a few key factors you attend to while planning and then facilitating adult learning?
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**Mentor Faculty**

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| 1. Reflect on your growth as a mentor (formal or informal roles) over time: how have your mentoring skills developed, and how has that growth influenced your relationships with mentees or others?
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| 1. How do you foster a mentee’s development and learning in a way that promotes their growth even when your pedagogical perspective differs?
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**Mentor Faculty – ESA Specialist**

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| 1. Reflect on your growth as an ESA over time: how have your professional skills and dispositions developed, and how has that growth been supported? How does this prepare you to facilitate the growth of ESA mentors?
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| 1. Knowing your experience and role as an ESA, what do you identify as priorities in supporting ESA mentors in their specific roles?
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**Induction Coach**

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| 1. What makes comprehensive systems of support for novice educators important?
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| 1. What is your experience engaging others to improve systems, and what are a few key skills you use when working with teams to help them improve?
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**All roles:**

**References (scored)A**

**All roles:**

**References (scored)**

**All Roles:**

**References (scored):**

[List names, telephone numbers, and email addresses of three (3) business references for whom work has been accomplished and briefly describe the type of service provided for them.]

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**Past Performance (not scored)**

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[Indicate here if the Consultant has received notification of contract breach in the past five (5) years.]