

2025 Ella Baker Trainer Application Components/Overview

Application Opens May 25, 2025

Application Closes August 1, 2025

For any questions please contact Bridget Hall (Senior Manager of Ella Baker Leadership)

bhall@childrensdefense.org

Please prepare and submit the following materials:

1. General Application Information

- **Basic Information:** Contact details, demographics, and general background.
 - **Education:** Academic history, including institution(s), degrees earned or in progress, and areas of study.
 - **CDF Freedom Schools Experience:** Roles held, dates of service, key responsibilities.
 - **Workshop & Training Facilitation Experience:** Description of any relevant experience designing or leading training sessions or workshops.
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2. Professional Materials

- **Resume:** No more than 2 pages.
 - **Cover Letter:** A tailored letter highlighting your alignment with the mission and role of an Ella Baker Trainer.
 - **Professional Headshot:** A current, high-quality photo (formal or informal, but clear and appropriate for professional use).
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3. Letters of Recommendation

Three (3) required. Must be on organizational or company letterhead (if possible) and include the recommender's contact information.

- **Letter A – CDF Freedom Schools Experience**
From your most recent CDF Freedom Schools supervisor (Site Coordinator, Project Director, or Executive Director).
 - **Letter B – Professional or Academic Reference**
Should address your professional or academic qualifications, strengths, and contributions.
 - **Letter C – Community Involvement**
Should highlight your engagement and impact in your community.
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4. Education & Employment Documentation

- **Official College Transcript**
Required for current college or graduate students
 - Must reflect your most recent academic standing and be issued by your institution.

- **Employment Verification Letter**

Required for currently employed applicants

- Must include your position, start date, job responsibilities, and a general assessment of performance.
- Should also affirm the employer's support of your participation in this service opportunity.

5. Short Answer Questions

Respond to each prompt in 250-350 words. Be clear, thoughtful, and authentic. Please submit original writing that reflects your own voice and ideas.

a. CDF Freedom Schools Experience

Reflect on how this experience influenced your growth.

b. Servant Leadership

What does it mean to you, and how have you embodied it?

c. Training & Developing Others

Describe how you've built leadership or capacity in others.

d. Child Advocacy

Identify an issue you're passionate about and your proposed intervention.

e. Understanding of Ella Baker

In your own words, who was she, and what does her legacy mean to you?

f. Core Values & Self-Reflection

How would young people describe your leadership? What values guide your work?

6. Creative Video Submission (2–3 minutes)

Introduce yourself through a creative video that highlights your personality, purpose, and potential as an Ella Baker Trainer.

This is your opportunity to stand out share your voice, story, and vision.

Your video might address:

- Why do you want to become an Ella Baker Trainer?
- What do you bring to the team?
- How do you inspire or engage others?
- What experiences or values define your leadership?

Video Tips:

- Be yourself. Be creative. Be engaging.
- Speak directly to the camera, use visuals, music, text, or quotes.
- Professional editing is *not required*, authenticity, creativity, and thoughtfulness matter most.