NEBRASKA EARLY CHILDHOOD WORKFORCE LEADERSHIP CADRE
Frequently Asked Questions

Can you explain the application process?
Applications will be accepted through Nov. 30. When the application window closes, the selection team will narrow the applicants to create a list of finalists. Finalists will be chosen based on their answers to the short response questions and the diversity of applicants. Diversity refers to such factors as geography, years of experience, education level, type of setting, role in the early childhood workforce, and race and ethnicity. We are seeking as diverse cadre as possible.

The finalists will be invited to participate in a second-round interview. Finalists will be provided a menu of free response questions and will be asked to attend a virtual interview prepared to speak to two of those questions. The remaining part of the interview will be conversational.

The interview committee will score the finalists using a rubric co-created by members of the early childhood workforce and other early childhood champions. Those selected to join the Nebraska Early Childhood Workforce Leadership Cadre will be notified by email in December.

Is there someone I can contact if I have questions?
Yes. If you have questions about the application process, please call (402) 554-6512 for English or (402) 554-6510 for Spanish and leave a detailed message. When leaving your message, please speak slowly and clearly. Leave your name, a return phone number and state your question. A member of our team will return your call within 48 hours.

Who is eligible to apply?
All licensed and/or certified early childhood professionals serving children and families in Nebraska from birth through Grade 3, including home visitors, are welcome to apply to the Nebraska Early Childhood Workforce Leadership Cadre.

What is the time commitment?
The cadre will meet in person four times a year for one weekend day. In addition to in-person meetings, each cadre member will be expected to attend one two-hour virtual meeting with a small group in the months between in-person meetings. Cadre members should plan to commit approximately five hours of additional time each month interacting with their peers and reflecting on the cadre experience in an online discussion platform.

Will the meetings be held on the weekends or in the evenings?
Every attempt will be made to schedule cadre meetings outside of the workday. In-person meetings will be held

Start early. Start well.
quarterly, during weekend hours. Virtual meetings may be scheduled during evening hours but will be scheduled based on the availability of cadre members.

**Are there any out-of-pocket expenses required for participation?**
No. There are no out-of-pocket expenses required for participation. All travel-related costs, including mileage, food, and lodging will be fully covered.

**Is there a stipend for participation?**
Yes! Cadre members will receive a $1,000 stipend annually for full participation during the life of the cadre. Additionally, funding is available to cover the costs associated with attending one or more professional conferences and materials relating to professional learning.

**Do I need permission from my supervisor to participate?**
This will depend on where you work. There may be times when cadre members are presented a professional development opportunity during the workday. When that occurs, we need to have an agreement with your school district or center to reimburse your employer for the cost of a substitute teacher. If you are selected as a finalist, this will be discussed in further detail during the interview process.

**Will I receive CEU/professional development hours for participating in the cadre?**
Yes. We are currently working with the Nebraska Department of Education to clarify the number of hours cadre members will earn for participation.

**Why is the group called a “cadre”?**
A “cadre” is a group of people who have a specific frame of reference or unifying relationship. Your lived experience and direct service position give you a view of the needs of children, families, and communities. We want to learn from you and to put the lens of your unique perspective front and center in conversations about the future of Nebraska’s early childhood workforce, which is why we are calling this group a cadre.

**What is meant by an “impact project”?**
Our belief is that your ideas have the potential to lead to big change. During our time together, you will intersect your increased knowledge of the complexity of the early childhood care and education system with your lived experience. From there, you will bring your ideas for how to improve life for children, families and professionals like yourself and we will support you as you develop those ideas and pilot them in your community. We call the process of designing and implementing a new idea your “impact project.”