

COUNCIL FOR EXCEPTIONAL CHILDREN
Leadership Development Committee

Applicant Reference Form

This is a preview of the Leadership Development Committee reference form for candidates applying for a position on the committee. Please complete the online form, [accessible here](#).

Accessibility: As an alternative for references requiring accessible materials, you may complete and submit this Word document to [Sharon Rodriguez](#). Please contact [Sharon Rodriguez](#) if you require any additional accommodations.

Candidate's name:

Your Name:

Preferred email address:

Your position and relationship to the candidate:

Are you a member of CEC?

Thank you for agreeing to provide a reference for a candidate for CEC's Leadership Development Committee (LDC). The following information is provided to help you complete this assessment.

The purposes of the LDC are to identify, nurture and develop leadership potential and skills in emerging leaders. Duties include intentionally identifying, cultivating, recruiting, and orienting a well-qualified and diverse pipeline of volunteer leaders for board and committee positions that are responsive to the current and future needs of CEC.

CEC's Mission:

The Council for Exceptional Children is a professional association of educators dedicated to advancing the success of children with exceptionalities. We accomplish our mission through advocacy, standards, and professional development.

CEC's Core Values:

Visionary Thinking: Demonstrated by forward-thinking and courageous decision making dedicated to excellence and influence in an evolving environment.

Integrity: Demonstrated by ethical, responsive behavior, transparency, and accountability.

Inclusiveness: Demonstrated by a commitment to diversity, caring, and respect for the dignity and worth of all individuals.

By advancing to the next section, I agree to reflect on the candidate for the good of CEC as an organization in alignment with its core values and mission, the purposes of the LDC and the desired Knowledge, Skills and Abilities (KSAs) of committee members presented in the following questions.

I agree and will continue.

I will not continue.

Need more information to continue? Contact [Sharon Rodriguez](#), Director of Governance and Executive Services.

Please consider the candidate and provide your perspective on how they reflect our core values and the LDC's desired KSAs.

Please rate the candidate in terms of being a **visionary thinker**.

Desired KSAs: Keeps the big picture in mind (goal and future oriented) while paying attention to details; objective at all times about what is best for the organization as a whole, rather than what is best for a particular constituency.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Please describe an explicit example of when the candidate has exhibited visionary thinking, demonstrated by forward-thinking and courageous decision making dedicated to excellence and influence in an evolving environment.

Please rate the candidate in terms of having **integrity**.

Desired KSAs: Makes independent, informed decisions by relying on data rather than opinions, and takes action when needed; thinks critically, asks questions, and challenges opinions in delicate conversations.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Please describe an explicit example of when the candidate has exhibited integrity, demonstrated by ethical, responsive behavior, transparency, and accountability.

Please rate the candidate in terms of being **inclusive**.

Desired KSAs: Interact in group settings, both contributing to and valuing the contributions of all; understands issues from different perspectives; and effectively communicate with a culturally and linguistically diverse groups.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree

- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Please describe an explicit example of when the candidate has exhibited inclusiveness, demonstrated by a commitment to diversity, caring, and respect for the dignity and worth of all individuals.

Decision-making and problem-solving skills:

Understands and processes large amounts of information (print, online, and oral) effectively and efficiently.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Synthesizes multiple viewpoints and incorporates them into sound decisions.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Articulates ideas, opinions, rationales, and comments in a clear, concise, and logical manner for the needs of the audience.

- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Achieves practical consensus in group discussions

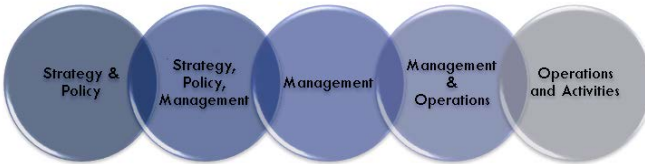
- ☐ Strongly Disagree
- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Collaborates effectively as well as works independently.

- ☐ Strongly Disagree

- ☐ Disagree
- ☐ Slightly Disagree
- ☐ Slightly Agree
- ☐ Agree
- ☐ Strongly Agree

Please indicate where the candidate falls on the following continuum:



- ☐ Strategy and Policy
- ☐ Strategy, Policy, Management
- ☐ Management
- ☐ Management and Operations
- ☐ Operations and Activities

Is there anything else you would like us to know about this candidate?