Leadership Pathways Project 2024-2026

Application Review Criteria

Each fully completed application will first be assigned to one of three groups:

1. Applicants representing an **existing CIT program** that is to be **expanded** in some way.
2. Applicants representing an **existing CIT program** that is to be **improved** in some way.
3. Applicants representing a **new CIT program** to be **developed**.

Once reviewed according to the criteria for each group, applications will be further grouped by camp type, camp size, and location. Awardees will be selected based on their overall rating from within these categories in the effort to achieve a diverse and balanced grantee cohort.

Review criteria for **EXPANDING EXISTING CIT PROGRAMS**
Applications that demonstrate strong alignment between camper and staff populations in terms of representation (e.g., camper and staff populations have equal or nearly equal percentages of individuals representing selected dimensions of diversity) will be reviewed on a scale of 0 to 5 using the following criteria.

Capacity & readiness
–alignment between # of CITs, budget size, and personnel structure
–culture of inclusion self-assessment includes examples of effective change management
Potential to increase access &/or impact
–alignment between current CIT population and inclusion self-assessment
–alignment between camper and staff populations
–outreach partnership(s)
-potential to include more CITs

> **Evidence of continuous improvement**
> -alignment between outcomes and evidence
> -named challenges and learning goals aligned with goals of Pathways (e.g., to increase representation)
> -Scenarios are specific and include evidence of assessment, reflection, and improvement

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*Review criteria for **IMPROVING EXISTING CIT PROGRAMS***

Applications that represent an existing CIT program that has not yet achieved alignment between camper and staff population will be reviewed on a scale of 0 to 5 using the following criteria.

> **Capacity & readiness**
> –alignment between # of CITs, budget size, and personnel structure
> –culture of inclusion self-assessment
>
> **Potential to increase representation**
> –alignment between current CIT population and inclusion self-assessment
> –alignment between camper and staff populations
> –outreach partnership(s)
>
> **Evidence of continuous improvement**
> -alignment between outcomes and evidence
> -named challenges and learning goals aligned with goals of Pathways (e.g., to increase representation)
> -Scenarios are specific and include evidence of assessment, reflection, and improvement

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*Review criteria for **DEVELOPING NEW CIT PROGRAMS***

Applications that represent a new CIT program yet to be developed will be reviewed on a scale of 0 to 5 using the following criteria.

> **Capacity & readiness**
> –alignment between # of campers, hypothetical budget size, and personnel structure
> –culture of inclusion self-assessment
>
> **Potential to increase representation**
> –alignment between current camper population and inclusion self-assessment
> –alignment between camper and staff populations
> –outreach partnership(s)
>
> **Evidence of continuous improvement**
> -alignment between outcomes and evidence
> -named challenges and learning goals aligned with goals of Pathways (e.g., to increase representation)
> -Scenarios are specific and include evidence of assessment, reflection, and improvement