



California
Community
Colleges



Leading from the Middle

TheRPGroup

SM

Leading from the Middle Academy 2026-27 Application Form

Collective Leadership for Equity-Centered Change

Leading from the Middle (LFM) is a 15-month leadership development experience designed to strengthen the capacity of middle leaders (faculty, classified professionals, administrators, and institutional researchers) to lead complex, equity-centered change across roles and divisions.

LFM uses Vision 2030-aligned initiatives as the vehicle for learning. Its primary outcome is strengthened leadership capacity- the ability to navigate complexity, build shared ownership, and sustain institutional transformation.

Application & Academy Timeline

- Application Deadline: **Tuesday, April 7, 2026**
- Applicants will be notified of selection in **early May 2026**.

2026–27 Academy Dates

Virtual Kick-Off

September 11, 2026 | 10:00 am-1:00 pm

In-Person Convenings

All convenings will be held at **Kellogg West Conference Center, Pomona, CA**

- October 15-17, 2026
- February 25-27, 2027
- June 3-5, 2027

Virtual Celebration of Learning

September 10, 2027 | 10:00 am-1:00 pm

Between convenings, teams participate in virtual onboarding, coaching, and sustainability planning.

Academy Fee & Participation

The cost for a college team (up to six members) is **\$7,500**.

The academy fee includes:

- An assigned LFM coach for the full 15-month experience
- Three facilitated in-person convenings (lodging and meals included)
- Structured virtual onboarding and sustainability sessions
- Leadership development curriculum grounded in equity and systems thinking
- Participation in a statewide learning community of cross-functional teams

Participation positions your college within a visible statewide network of institutions advancing Vision 2030 priorities.

Travel to and from the convenings is not included.

Section I: Institutional & Team Profile

College Name: _____

Team Lead

Name: _____

Title/Position: _____

Email: _____

Phone: _____

Billing Contact (if different)

Name: _____

Title/Position: _____

Email: _____

Team Members (up to five additional)

Name / Title / Email

Section II: Sponsoring Administrator Commitment

(To be completed by a Vice President, President, or appropriate executive-level sponsor.)

Sponsoring Administrator Information

Name: _____

Title: _____

Email: _____

1. How does this team's participation in LFM align with your college's institutional priorities?

2. How will you ensure the team has the time, space, and visibility necessary to engage fully and sustain this work?

3. How do you see participation in LFM contributing to leadership capacity at your college?

I understand this is a leadership development experience, and I commit to providing institutional support.

An electronic signature from the sponsoring administrator is required

Signature: _____ Date: _____

Section III: Leadership Development & Readiness

1. What leadership challenges is your team currently navigating, and why is now the right time for this work?

2. In what ways do you hope individual team members and your institution will grow through this experience?

3. How will you extend leadership learning beyond your team (e.g., departments, governance structures, divisions, cross-campus collaborations)?

Section IV: Vision 2030 Alignment & Project Description

Please select all Vision 2030 areas that align with your team's project.

AI Literacy and Readiness

- Equity-Driven Teaching, Learning, and Student Support
- Leadership Development and Institutional Learning
- Affordability and Burden-Free Access
- Inclusive On-Ramps for Diverse Learners
- Workforce-Aligned Program Innovation
- Data Fluency and Evidence-Based Practice
- Climate Action and Sustainability Literacy
- Equal Employment Opportunity and Equity-Minded Hiring Practices

Project Description

1. Briefly describe your proposed project and the change you seek to advance.

2. What prompted this work, and what evidence demonstrates the need (e.g., disaggregated data, student voice, policy shifts, workforce trends)?

3. How will this project benefit students and influence campus practice or culture?

Section V: Sustainability & Commitment

1. How does your college intend to support this work beyond the 15-month academy?

2. Leading from the Middle matters at our college because...

Thank you for your thoughtful responses.

We look forward to partnering with you in strengthening leadership capacity across the California Community Colleges system.