

Region IX Pathways to Excellence Training

Dates: June 24 – 25, 2019

Location: Community Action Partnership of Kern (CAPK)
5005 Business Park North
Bakersfield, CA 93309



Travel: Hotel – Four Points Sheraton Hotel – next to CAPK. \$99/night
Airport - Meadows Field (BFL) – 15 minute drive to training location (CAPK)

Pathways Information

Region IX is planning to bring a Pathways to Excellence training session to the area! A minimum of 4 and maximum of 7 agencies can be accepted to the cohort. To register for the training, contact Jarle Crocker at jcrocker@communityactionpartnership.com.

Pathways is the national Community Action Partnership's premier organizational capacity building initiative. The 35 Standards of Excellence represent the highest level of management and operational performance to which an agency can aspire.

The Pathways to Excellence Program begins with a two-day training session covering the Standards of Excellence and how to apply the Organizational Self-Study as a rigorous diagnostic tool that identifies strengths to build on and critical areas to improve.

Agencies typically bring teams of three to five staff who in turn lead the Self-Study process back home, providing an excellent opportunity to build the "leadership bench" of your organization. We strongly recommend that the Executive Director participate along with key staff who will manage the self-study process. Agencies then have eight months to complete the Self-Study, supported by monthly webinars and/or conference calls with the Partnership staff and consultants.

Finally, an expert team of peer-reviewers trained in the Pathways process provides your agency with a comprehensive feedback report within three months that lays out a detailed improvement process and clear next steps for moving down the Pathway to Excellence.

Why participate in Pathways? Agencies that have gone through the process report significant improvements in their ability to meet the Organizational Standards given the rigor of the Pathways process. Going through Pathways is also an excellent way to prepare for or follow up on a strategic planning process because it provides a 360 degree view of the agency's strengths and opportunities for improvement.

For more information click this hyperlink to the [Partnership's website](#) or go to "Programs/Initiatives" on our website and follow the link to "Pathways Program." The enrollment form is toward the bottom of the page under *Other Links and Resources*.

Cost

The cost of the Pathways training is based on a sliding scale depending on the agency's budget that ranges from \$750 to \$1,800 (see chart to the right) in addition to the cost of staff travel and lodging. The training costs covers all materials required for the self-study, all webinars, "on-call" T/TA support, and the comprehensive feedback report.

Total Agency Budget	Cost
\$0-\$500,000	\$750
\$501,000-\$1,000,000	\$900
\$1,000,001-\$3,000,000	\$1050
\$3,000,001-\$6,000,000	\$1,200
\$6,000,001-\$9,000,000	\$1,350
\$9,000,001-\$12,000,000	\$1,500
\$12,000,001+	\$1,800