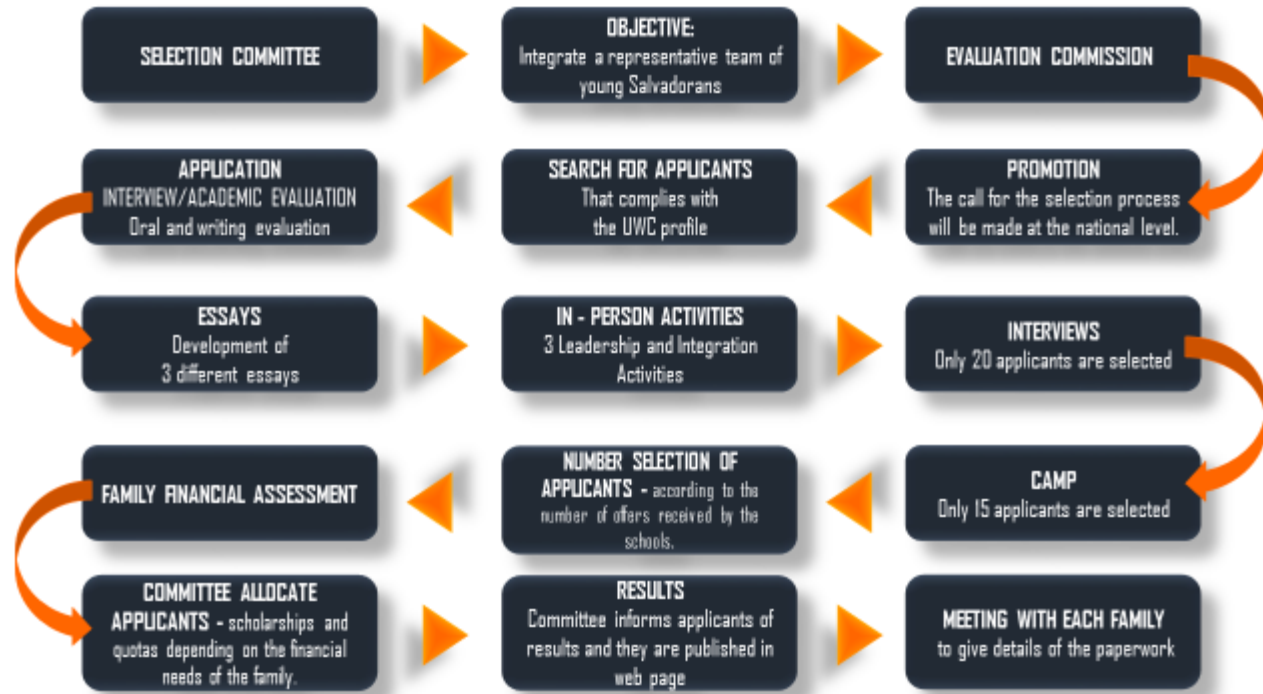


# SELECTION PROCESS

## UWC EL SALVADOR NATIONAL COMMITTEE



### OBJECTIVE OF THE PROCESS

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Integrate a representative team of young Salvadorans to be nominated to the different schools of the UWC Movement, ensuring that these young students can be able to obtain the International Baccalaureate - IB, integrate the values and principles of UWC into their lives and leave the name of the country on high.

### PROFILE OF YOUNG APPLICANTS:

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- Intellectual curiosity and motivation
- Active commitment
- Social competence
- Integrity, resilience and personal responsibility
- Motivation to apply to UWC
- Good academic performance.
- Teamwork Capacity.
- Ability to make decisions and assume consequences.
- Respect for diversity
- Vocation to serve the community

## EVALUATION COMMISSION

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The team that will evaluate all together the applicants, as well as the tests and work they perform, will be entrusted to a Selection Commission appointed for that purpose, which may be assisted, if it deems appropriate; by a group of volunteer specialists in different branches, who should be informed about the steps to follow and the criteria to be used.

Any member of the Selection Committee or any of its committees, will refrain from participate in any process where an applicant person has any type of relation with him/her, since it may jeopardize his/her impartiality. By relation is meant: blood – up to second degree of consanguinity and affinity, direct political, labor or any type of interest relation.

There is a conflict of interest policy that aims to secure the integrity of UWC and national committees' decision-making processes, to ensure transparency and to protect reputation of members, volunteers, those involved in work of national committees as well as applicants. It provides a clear framework and process to handle such conflicts consistently and properly.

Each member, volunteer or those involved in work of a national committee or any of its committees are responsible for declaring actual and potential conflicts of interest at the earliest opportunity to the National Committee chair. Also, if one knows about other member's or volunteer's conflicts or interest, they should raise it to the National Committee Chair.

A simple email or phone call to the National Committee Chair is usually sufficient as a declaration. The National Committee Chair shall then record the declaration as a written proof, discuss where appropriate and agree how the situation will be managed.

In no case, the Executive Committee, volunteers or professionals who have any conflict of interest, may participate in the selection committee or at any stage of the decision of the selection process.

The Selection Commission will be integrated for each call and will be made up of at least 3 members of the National Committee, appointed by the President, who must express their acceptance.

In addition, the Selection Commission could count on the support of external volunteers, both to ensure the transparency of the evaluation, and to be more efficient given the amount of work that the entire selection process represents. These external volunteers can be teachers or professionals interested in collaborating and will be trained in the evaluation and selection process.

## PROMOTION

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The call for the selection process will be made at the national level using the following means:

- Website and Social Networks - UWCSV
- Interviews in mass media with national coverage.
- Informative meetings in at least three regions of the country.
- Promotional visits to different educational centers.

In the promotion for the selection process, the candidates will be informed about the number of places that are offered to the country and the different financial contributions that these places require for the students. In addition, it will describe what the selection process consists of and what it can represent for candidates in terms of time and money.

## REQUIREMENTS OF THE APPLICANT

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- Be Salvadoran, native or by option, or have lived during the last 3 years in the country,
- Not under 16 years of age, or over 17 years of age at the start of the school year,
- Regardless of gender, creed, socio-economic status or political ideology.
- Have passed or are currently enrolled in the 10th year of schooling.
- Share the principles of UWC
- Although the classes in the UWC Schools are taught in English, knowledge of that language is not a requirement to be presented. It is suggested that the selected students take an intensive course in that language before traveling.

## INSCRIPTION

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The registration will be made through:

1. In writing on the day of the evaluation.

The payment of the registration must be prove for the amount established by the Selection Commission or its differentiated value in special cases. Those candidates who, due to their economic condition, cannot cover the cost of the academic evaluation, may ask the Selection Committee for a reduction or exoneration of their value.

The registration fee will be US\$25.00. This amount, which may vary from year to year, is intended to cover the costs of conducting the written examination in the different venues of the country.

## GENERAL EVALUATION

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No.	DESCRIPTION	PERCENTAGE
1	ACADEMIC EVALUATION	20%
2	ESSAYS: Development of 3 different essay	30%
3	PRESENIAL ACTIVITIES: 3 Leadership and Integration Activities	25%
4	INTERVIEWS	10%
5	CAMP	15%

## **ACADEMIC EVALUATION**

The first step in the selection process will be an academic evaluation of general content that will include at least the following areas: geography, events in the world, History and current political and economic issues of El Salvador, Mathematics, Natural Sciences, comprehensive reading. This evaluation aims to highlight the intellectual curiosity of young people.

The evaluation will be developed in a single place, date and time previously published on the UWC El Salvador website.

There will be an informative talk for parents, and other interested parties, with the presence of several former students and parents of former students, where any doubt about the process will be cleared.

From this test, Applicants whose exams are among the best 35-40 will be selected. They will be notified through the website, which will enable them to continue with the following stages of the process. The parents of said students will sign a letter of understanding and acceptance of the selection process where the costs of each activity will be reflected.

Additionally, those applicants who pass to the next stage will be asked for additional payment to cover the costs of the same. These costs will vary each year depending on the activities that are planned; the amount can vary between US\$25.00 to US\$75.00.

## **ESSAYS**

In order to know how the aspirants think, the preparation of three essays has been considered:

1. Self-knowledge – 500 words.
2. Knowledge and sensitivity towards the reality of the country – 500 words
3. About the UWC movement – 750 words

The works will be evaluated by members of the Selection Commission.

## **PRESENTIAL ACTIVITIES**

The selection process will require the participation of the applicants in different activities that will aim to carry out significant actions in social, environmental, and the promotion of UWC values.

These activities will be coordinated by the youth and monitored by members of the Selection Commission, with the objective of observing young people and identifying qualities related to their leadership, collaborative work, tolerance, responsibility, resilience, maturity, flexibility and empathy.

Each one of the evaluators will have observation forms, in which the concepts and criteria will be defined so that the evaluation is objective and consistent.

Some of the activities that are already identified for this purpose are: volunteer work in non-profit Associations and Foundations that ensure the well-being and development of the Salvadoran population, as well as the protection of the environment and teamwork in stress situations.

## PRE-SELECTION PHASE

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Once the previous phases have been concluded, the 20 best-evaluated youngsters will be selected who will go on to the interview phase.

## INTERVIEWS

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Applicants will be called to conduct interviews with a panel of no less than two people as interviewers. The interview process will be focused on getting to know the person and how it develops by addressing issues that seek to explore their motives and aspirations in life. The interviewers will be members of the Selection Committee and their respective Committee of volunteer evaluators, who will have previously been informed of the values and spirit of UWC and in the handling of interviews.

In exceptional cases, the use of technology may be resorted to in order to carry out the interview.

The interviews, like all the activities that constitute the selection process, will have a format for the evaluation of the aspirants with their main previously defined criteria, especially those that show the maturity and independence of the young people and their parents.

## CAMP

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At the end of the process and considering only the 12 best qualified until that moment, will be invited to participate in a camp with a mix of outdoor activities to observe them together, how they interact and evaluate their ability to lead, follow, share, manage ideas different from their own, etc. The camp will be two days long.

## FINAL DECISION

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Once the camp is finished, the final list of the selected ones will be prepared and published in a preferential order to the weights.

## FAMILY FINANCIAL STUDY TO BE CONSIDERED IN THE ALLOCATION OF QUOTAS FOR UWCSV

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### A) FINANCIAL INFORMATION IN THE STAGE OF APPROVED ACADEMIC EVALUATION:

If the candidate approves the Academic Evaluation the following documents will be delivered to parents:

1. **The letter of commitment** in which they agree his/her son/daughter to submit to the selection process.
2. **The list of financial documents** that will be needed. They will be explained that to be able to define the economic situation of the family, they must deliver the necessary financial documentation of the family group and therefore they will be given the list of required information. This financial information must be ready and complete to be delivered, **ONLY** if the candidate has been selected in the process.

## B) FINANCIAL INFORMATION IN THE FINAL DECISION STAGE:

Once the list of finalists has been defined, the Selection Committee will contact the candidates and their families to carry out a socioeconomic study. The family must submit the requested financial documentation, requested at the beginning of the process, within no more than 5 business days. The information must be real and sustained.

The financial information will help the Committee to allocate the different scholarships and quotas depending on the financial needs of the family.

### FINANCIAL INFORMATION REQUIRED

Each family will have to enter in each of the tabs: income, debts, savings, assets and expenses, consolidated family information. All information must be supported by formal documents: account statements, certificates, statements, receipts etc.

Income	\$0.00	Payments on debts	\$0.00	Assets	\$0.00
		Monthly savings	\$0.00	Amount saved	\$0.00
		Monthly expenses	\$0.00	Amount of debts	\$0.00
Total income	\$0.00	Total of expenses	\$0.00	Capital (Assets plus savings minus debts)	\$0.00
'Balance (Income minus expenses)	\$0.00			Financial situation of the home (Balance plus Capital)	\$0.00

## POLICIES FOR THE SELECTION PROCESS - NATIONAL COMMITTEE UWC EL SALVADOR

1. The UWCSV selection process has been developed incorporating the selection policies provided by the IO.
2. All students proposed by UWCSV, regardless of the selection form, will own the principles and values of the UWC movement.
3. Candidates for nominees will know that their incorporation into the movement can only be done through UWCSV and that it is the obligation of this Committee to inform the IO and the colleges in case a candidate tries another entry route in parallel.
4. The minimum and maximum ages to join the process will be defined according to the quotas offered by the schools to UWCSV.
5. The selection process is open to Salvadorans and foreigners residing legally. However, resident foreigners may opt exclusively for places that require financial support from candidates.

6. UWCSV does not exclude or discriminate in favor or against those families that have or have had a member in the movement.
7. The acceptance of the financial contribution of the families of the candidates will be fair and transparent following the criteria of UWC.
8. The call for the selection process will be made at the national level, through promotion in the three regions that divide the country: Eastern, Central and Western.
9. UWCSV is committed to a selection process encouraging the participation of candidates from all regions of the country; of different socio-economic conditions; of different political ideologies; that include the main differences that generate tension in society.
10. Once the selection process is finished, UWCSV will try to match the places of certain schools with the students, based on the demonstrated economic needs. In the understanding that economic need is the difference between the resources of a family and the cost of a place in a UWC school.