



The Summer 2019 Newsletter

Welcome to the beginning of 2019/20 school year--yes, the planning starts early. Thank you for being Colorado Association of Latino/a Administrators and Superintendents (CO-ALAS) members. In this edition of the Newsletter, we are pleased to recap some of the Spring CO-ALAS Activities, share a change of leadership, and announce some more benefits. As a professional educational organization, we are true to our mission: support aspiring and current Latino/a administrators and educational leaders by promoting best practices, professional learning, communication, and networking.

The Headlines

- **Celebrations!**
 - **Welcome Our New Chairperson: Tara Peña**
 - **Huge Success! A Recap of the 10th Annual Leadership Conference**
 - **Meet Our Newest Estrella (Star)**
 - **Latino/a Leaders on the Move**
- **Upcoming CO-ALAS Events: SAVE THE DATE!**
 - **3rd Annual Latina Leadership Conference Date Set**
 - **Annual CO-ALAS Job Fair in January - better than ever!**
 - **11th Annual Leadership Conference Hosted by Adams 12 School District**
- **CO-ALAS Updates and Future Forecast**
 - **Update on the Four Corners Latino Leadership Academy**
 - **CO-ALAS Strategic Goals for 2019/20**
- **Did You Know? Short CO-ALAS info pieces**



Celebrations!



Welcome Tara Peña
CO-ALAS Chair

We welcome **Tara Peña** as the newly appointed chair of the Colorado Association of Latino/a Administrators and Superintendents! Tara will serve in this capacity for the next two years. Tara has been an active member of CO-ALAS for several years, most recently serving as one of the co-chairs and organizing the 10th Annual CO-ALAS Leadership Conference at Bear Creek HS. When our previous chairperson, Dr. Lora de la Cruz left Colorado to be a superintendent at Lake Oswego School District in Oregon, it was a collective decision of the CO-ALAS Board to appoint Tara as the new chairperson. Congrats Tara!

Tara is a veteran school leader having been the principal at Oberon Middle School in Jeffco Public Schools as well as the president of the Jefferson County Administrators Association. This past year, Tara completed her first year as the Executive Director of Middle Schools in the Adams 12 Five Star School District. Clearly, Tara's skills and experiences at leading schools as well as her leadership in the central office will be an asset for CO-ALAS.

Tara has already outlined an ambitious agenda of CO-ALAS work and activities (see **CO-ALAS 2019/20 Strategic Plans** below), all to the benefit of CO-ALAS members. Please provide Tara your support and engagement to move the CO-ALAS work forward!

10th Annual Leadership Conference

Leading Through Influence: Cultivating Responsive and Resilient Leaders

Thanks to everyone who attended the 10th Annual CO-ALAS Leadership Conference on April 13, 2019 at Bear Creek High School! Your participation and engagement in the conference made it a very successful event. We would like to extend a very special thank you to this year's keynotes speakers: **Mr. Frank DeAngelis (former Columbine High School Principal)** and **Mrs. Denise Soler-Cox (Project Eñye)**. Their moving and profound messages of resiliency and connections left a lasting impact on all of us. We are extremely grateful for their courageous leadership. Additionally, we closed the conference with fun and laughs led by **Latino comedian Vinnie Montez**, whose Latino-oriented humor left everyone with a smile.

The overall conference received very positive feedback, and our attendees walked away with many valuable tools to support their leadership and the work they do with and for students. Attendees' key takeaways and feedback include:

- *"I was moved and impressed by the Guest Speaker, Frank DeAngelis. He is an amazing speaker, and it was an honor to be in the same room with him."*
- *"The Eñye project was so helpful in creating an inclusive identity and setting language to a feeling many have had for decades."*
- *"I loved the speakers this year as they were educators or brought perspective and were relevant to the work we do with students and families."*



Special thank you to Jeffco Public Schools and to the Bear Creek High School admin and custodial teams for your wonderful hospitality! CO-ALAS is pleased by the support that Dr. Jason Glass, Superintendent, and the Jeffco staff provided to ensure a well-organized conference!

Meet Our Rising Estrellas (Stars)

Every month we feature an outstanding Latino/a Leader. This August, we will feature **Dr. Scarlet Chopin**, Evergreen High School Assistant Principal in Jefferson County Public Schools. Beginning August 1st, you will be able to find Scarlet's leadership story on our website at www.co-alas.org. Additionally, the leadership stories of other showcased Estrellas from previous months can be found there as well. Congrats Scarlet!



Latino/Latina Leaders on the Move . . .

- **Tamera Acevedo** - from Lead Instructional Superintendent, DPS to Deputy Superintendent for Academics, DPS.
- **Ruben Chacon** - from Student Interventions Manager, Adams 14 to Director of Student Services, Poudre School District
- **Susana Cordova** - from Deputy Superintendent, DPS to Superintendent of Schools, DPS.
- **Chris Duran** - from Assistant Principal, Adams City High School, Adams 14 to the Director of CTE for Adams 14.
- **Michael Ramirez** - from Director of School Performance and Accountability, Broward County Public Schools, Florida to Deputy Superintendent of Schools, DPS.

Upcoming Events: Save the Date!!

3rd Annual Latina Leadership Conference ***“Changing the Narrative of the Latina Leader: Who we are, How we lead, Where we are going”***

Looking to connect with current and aspiring Latina Leaders and reinvigorate your practice? The CO-ALAS Third Annual Latina Leadership Conference is the place to be! Join other Latina Leaders on **Saturday, November 2, 2019** on the campus of the University of Denver at Katherine Ruffatto Hall for a full day of learning developed *for* Latina Leaders *by* Latina Leaders. The theme for the 2019 Conference will be ***Changing the Narrative of the Latina Leader: Who we are, How we lead, Where we are going.***

Whether your leadership imperatives are in a classroom, a school, or systemwide, this event will address your needs with practical solutions. Our breakout sessions will focus on pressing issues facing Latina teachers, principals, and administrators. Please consider how you might share your expertise in one of our breakout sessions!

Participants will leave the conference able to:

- Understand how Latina Leadership matters for school improvement

- Build and maintain collaborative relationships through networking with other Latina Leaders
- Take informed action to meet the needs of strategic staff management - recruitment, selection and placement

SAVE THE DATE! Registration information coming soon! If you have any questions, please feel free to contact, Denise Cordova-Abbott at denisecordova@rocketmail.com.

6th ANNUAL CO-ALAS ADMINISTRATOR JOB FAIR

For the 6th year in a row, we are proud to host the **CO-ALAS Administrator Job Fair on Saturday, January 25, 2020 from 10AM to 2PM at Regis University**. Put this date on your calendar. This job fair is the only fair in the state focusing on administrative positions! If you're looking for your first administrative position, seeking another position that will provide greater responsibility and challenge, or looking for that right leadership fit, this is the fair for you. This past year, there were 20 school districts/school organizations seeking diverse leadership talent. Almost 150 attendees took advantage to make connections and find the leadership opportunities that met their needs. More importantly, for many of the attendees, the fair was a key first step of networking with various district leaders. This event often opens and widens the worldview of many prospective candidates.

This year we are forecasting upward of 180 attendees. We had word that many of our attendees found their first or a new administrative position. We also heard from the participating districts who were very impressed with the quality of the potential administrators. In particular, these districts are seeking talented leaders of color in order to broaden and strengthen their talent pool. Now is the time for your next move!

More information is found on the CO-ALAS website from the link below:

<http://www.co-alas.org/default.aspx#events>

Mark your Calendars: It's Coming . . . The 11th Annual Leadership Conference

It's coming! The 11th Annual Colorado Association of Latino/a Administrators and Superintendents Leadership Conference has been tentatively scheduled for Saturday, April 18, 2020. This year the conference will be hosted by the **Adams 12 Five Star School District at their excellent professional development/training center at 1500 E. 128th Ave, Thornton, CO.**

While last year's conference was the largest and most celebrated event to date, this year's conference looks to surpass any previous conferences. As in the past, this year's conference will have statewide and nationally prominent guest speakers and pertinent breakout sessions and opportunities for networking with various Latino/a school leaders across the state.

Stay tuned! More information will be forthcoming during the next few months, including conference theme, guest speakers, and a call for proposals if you are inclined to share your expertise and experiences.

Updates & Future Forecast

Building for the Future: Developing a 4 Corner Latino Leadership Academy

CO-ALAS continues to work closely with the three other ALAS affiliates that make up the Southwest--Arizona, Utah, and New Mexico--to develop a unique leadership program: **The 4 Corners Latino Leadership Academy**.

The Vision: The 4 Corners Latino Leadership Academy targets school leaders who are ready to make the leap to district senior leadership, but not quite ready to explore the superintendency. The Academy will provide the following to fortify and prepare candidates for next steps in educational and equity leadership:

- Provide opportunities to disrupt and address the disparity of Latino/a aspiring leaders and to gain support, advocacy, awareness, and leadership components integral to both site and district leadership positions.
- Collaborate with the four corner states to enhance and provide value to aspiring leaders that have aspirations to be leaders at both the site and district based positions.
- Provide mentoring, networking, and connections specifically for leadership within the capacity of our four corner areas.

Progress in developing the Academy has taken more time than anticipated, but all affiliates are optimistic of its launch. We will keep you posted. *This work will be connected to the National ALAS and the Academy intends to kickoff its first cohort in fall of 2020.*

CO-ALAS Strategic Goals for 2019/20

The CO-ALAS Board met on June 22nd for its annual Leadership Retreat. The Board set its key goals for the 2019/20 school year. This coming year, CO-ALAS will focus on the following:

1. Continue CO-ALAS major events - 2019/20

- 11th Annual Leadership Conference - @ Adams 12 School District, tentatively, April 18, 2020;
- 3rd Annual Latina Leadership Conference - @ DU, Nov. 2, 2019
- 6th Annual Job Fair - @ Regis U, January 25; Can this be done regionally?
- Continue Regional Outreach Events
 - Southern Colorado Leadership Conference (Pueblo) & a social - date TBD
 - Western Colorado Social (Grand Junction)
 - Northern Colorado Social (Greeley/Ft. Collins)

2. Communication for membership & to increase visibility

- Increase connections within & frequency
- Increase public perception & awareness
 - Website updates (update to keep fresh)
 - Newsletter (quarterly Sept/Dec/March/June) to include: Regional report from board & delegates; Share membership promotions; celebrate CO-ALAS “Estrellas.”
 - Social Media- Twitter; Instagram, Facebook

3. Grow Membership

- Grow the active membership (increasing)
- Enhance the benefit of being a member, e.g., The Marshall Memo for all CO-ALAS Members; Guidance, Career support; hiring support;

4. Latinx Leadership Development: Inspiring & Current Leaders; ongoing learning, to include:

- Cultural Proficiency
- Achievement Gap for Latino Students: SATs, Grad Rate, Benchmark
- Social Emotional Needs for our students; Trauma informed; etc..

5. Continue Sponsorship Development & Sustainability

6. Partnership Development & Sustainability

- Work with our various partners, e.g., IHE’s--UCD, DU, Regis, UNC; Latino organizations, e.g., LLI, etc.

Did you know . . . ?

- **Latinx (pronounced “La-teen-ex”, Latino, Latina, Hispanic--it’s all the same. . . OR IS IT?** **Latinx** is the gender-neutral alternative to Latino, Latina and even Latin@. (The Huffington Post) The word “Latinx” has been used more and more lately. An interesting read and a discussion of the origin of various labels attempting to describe those of us from Latin American culture and language background-heritage can be found here: [Hispanic vs Latino vs Latin@](#)
- **CO-ALAS supports the UCD Latino Doctorate Cohort:** This Spring, 23 educators of color earned their doctorate because of the special cohort design and the support by UCD and many sponsors. This number of doctoral graduates of color was a record number in the state. It made such an impression that Representative James Coleman introduced a Proclamation from the Colorado State Legislature acknowledging this special graduate group, noting that often graduates of color are at a disadvantage in earning their degree, having less resources and support to complete their studies.

From the UCD press release . . .

April 25th, 2019

The Colorado State Legislature will Honor the largest graduating class of students of Color to earn their Education Doctoral Degree in a single ceremony, in the history of Colorado and the US, on April 26th, 2019.

[Denver, CO] – State Representative James Coleman has put forth a House of Representative tribute to be presented on the House floor on April 26 at 9am. The Doctoral students will attend and receive this honor.

In Honor Of

The House of Representatives

Convened in the

Seventy Second General Assembly

Hereby extend our sincere Congratulations and Expressions of Honor to

The 2019 University of Colorado Denver Latinx Cohort and all Education Doctoral graduates of Color, in making history as the largest graduating class of Educational Doctoral Degrees conferred in a single ceremony from a single institution of higher Ed, by Latina/o's and African Americans.

This historic moment is not just an honor for the graduates but all students of color that dream of earning the title of Doctor of Education. The State of Colorado recognizes the exceptional work that all the Doctoral students undertook to change the educational landscape of Colorado for the greater good. The 23 Doctoral graduates all have been strong advocates for all students of color, engaging in research to end the school to prison pipeline, [advancing restorative practices, linguistic learners, culturally responsive learning, leadership bias, centered student supports and many more. The class of 2019 has endured many challenges in their lives from homelessness, societal and economic barriers, and many doors closed due to the color of their skin and yet, these 23 have still prevailed. Collectively, these graduates have over 500 years of experience working in education in the state of Colorado. The lifelong commitment of the graduates to earn their Doctorate degrees and continue to serve the youth of Colorado, make them outstanding Citizens and because of that; The members of the Colorado House of Representatives express their heartfelt Congratulations to the 2019 University of Colorado Denver Doctoral Students of Color graduates.

More information regarding the cohort of newly doctoral candidates can be found here: [Armed with doctorates, first graduating cohort set to fill education diversity void](#)

Advancing Latinos/as with education so that they can be in better leadership positions of influence is also part of the CO-ALAS Mission and Vision. We thank Dr. Rebecca Kantor, Dean of the UCD School of Education, for creating this unique doctoral leadership cohort. CO-ALAS is proud to sponsor the continuance of this program!

- **A New CO-ALAS Benefit--The Marshall Memo** You may have noticed that as a member of CO-ALAS you are now receiving The Marshall Memo--a weekly memo designed to keep principals, teachers, superintendents, and other educators very well-informed on current research and effective practices in K-12 education. Publisher Kim Marshall, drawing on 48 years' experience as a teacher, principal, central office administrator, writer, and consultant lightens the load of busy educators by serving as their "designated reader." Many school leaders use "the Memo" to keep abreast of current research; the format of providing an executive summary on the research topics allows readers to quickly read and find key nuggets of information along with having the resource reference identified, if there is a need for deeper reading.

CO-ALAS hopes that Memo becomes part of your "bedside reading" and keeps you on top of your game. Ongoing learning is a 21C trait that we must exude. Annually, as you renew your CO-ALAS membership, you will also get another year's subscription to The Marshall Memo. Enjoy!

- **CO-ALAS past-chair Dr. Ron Cabrera has been moving from leadership position to leadership position:** during 2018/19 he was the interim Superintendent of Schools for the DPS, then served as the interim ELL Director for Adams 12 Five Star School District, and now is part of the Colorado MGT Consulting team who will work in Adams 14 as part of the district turnaround efforts. For the record, Ron is “retired” but finds himself busier than ever.
- **CO-ALAS member Dr. Frank Davila** wrote and published a biographical book on his life-- **An Outburst of Dream: A Memoir**--, a first born US citizen with roots in Mexico, Texas, and Colorado, Frank’s rise from being a child of a migrant family to being a highly respected teacher, school administrator, and central office administrator is an inspirational read.

Final Thought

Thanks for being part of the Colorado Association of Latino/a Administrators and Superintendents (CO-ALAS)! Our strength and influence comes from representing all CO-ALAS leaders. Start the school year strong!

