



## **Colorado Association of Latino/a Administrators and Superintendents**

### **The Winter 2019 Newsletter**

Welcome to 2019 and the school year beat goes on . . . We know you have not been standing pat, but a new year also allows us to seek new opportunities and advance our work. We are happy to have you as Colorado Association of Latino/a Administrators and Superintendents (CO-ALAS) members. 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. On all of those fronts, we have good news.

The following newsletter provides important information about CO-ALAS events--even more are planned. Be part of the growing network of Latino and Latina leaders who want to effect positive change and elevated student achievement for all students.

### **The Headlines**

- **Latina Leadership Conference a Big Success**
  - Learning and gaining strength as a sisterhood
- **Annual CO-ALAS Job Fair this Month!**
  - Seek your next leadership move
- **10th Annual Leadership Conference in April - Don't Miss It?**
  - Here's your chance to present your ideas
- **Latina Leaders as Superintendents!**
  - CO-ALAS leaders take the lead in districts
- **4-Corners Latino Leadership Academy Takes Shape**
  - Gain unique leadership experiences and network from colleagues
- **Meet Our Estrellas**

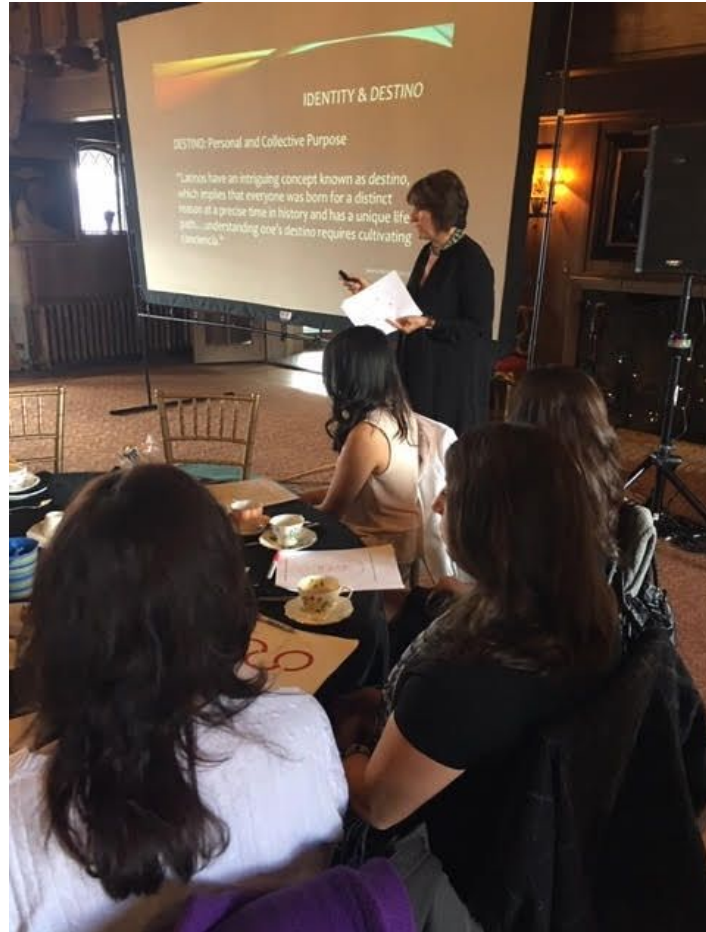
## **2nd Annual Latina Conference Huge Success--Latina Leaders Rock**



**Latina Leaders gather outside the Cherokee Ranch and Castle**

With a nearly sold out event, The Colorado Association of Latino/a Administrators and Superintendents hosted the 2<sup>nd</sup> Annual Latina Leadership Conference on Nov 3, at the beautiful Cherokee Ranch & Castle located in Sadalia, Colorado. The theme this year of “Our Search For Identity, Community, Purpose” sparks a launching point for further conversation within the organization to support aspiring and current Latina administrators and educational leaders.

Latina leaders came together from as far away as Greeley and the San Luis Valley to learn from each other and our keynote speaker, Doris Candelarie, PhD, Clinical Assistant Professor at the University of Denver. Her life’s work and research interests include breaking the cycle of poverty through education, school regeneration, turnaround leadership, parent and community engagement in schools, and leading equity and social justice practices in educational systems.



**Dr. Doris Candelarie, University of Denver and former elementary principal and curriculum executive director shares insight.**

Dr. Candelarie's inspiring words targeted the "fierce leadership" of Latinas. She infused the work of Juana Bordas and Brene Brown into a process of deep self reflection, reminding participants that "who we are is how we lead," and guiding a discovery of our *Personalismo*: The Character of the Leader, *Conciencia*: Knowing Oneself and Personal Awareness and *Destino*: Personal and Collective Purpose. We also explored how we impact and influence our community.

Planning for the 3rd Annual Latina Leadership Conference is already underway. Tentatively, the University of Denver will host the event.

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**Are You Ready for the Next Big Thing?**  
**The CO-ALAS ADMINISTRATOR JOB FAIR**

Again, for the 5th year in a row, CO-ALAS is hosting its the **CO-ALAS Administrator Job Fair on Saturday, January 26 from 10AM to 2PM at Regis University**. Put this date and event 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 or seeking another position that will provide greater responsibility or looking for that right leadership fit, this is the fair for you. This year, there are 18 school districts/school organizations signed up. This year we are forecasting upward of 150 attendees. We had word that many of our attendees found their first or a new administrative position, as well as, hearing from the districts who were very impressed with the quality of the potential administrators.

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

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

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**Mark your Calendars: The 10th Annual Leadership Conference**

It's coming! The 10th Annual Colorado Association of Latino/a Administrators and Superintendents Leadership Conference on April 13, 2019. This year the conference will be hosted by the **Jefferson County Public Schools at Bear Creek High School, 9800 W.Dartmouth Pl. Lakewood CO**. This years **conference theme is: Leading Through Influence: Cultivating Responsive and Resilient Leaders**. Perfect for the these trying times that currently confront as leaders,

While last year's conference was the largest and most celebrated event to date, this year's conference looks to surpass any previous conference. And it is such as special conference, being the 10th conference that CO-ALAS has organized and hosted. As in the past, this year's conference will have statewide and nationally prominent speakers and presenters, valuable breakout sessions, and superb opportunities for networking. Put the date on your calendar and keep your eyes open for more information to come.

## A CALL FOR PROPOSALS

### Do You Want to Present Your Ideas, Knowledge, and Expertise?

Be part of the leadership sharing. Details are found in the link below and on the CO-ALAS website:

[https://docs.google.com/forms/d/e/1FAIpQLSeLwK7xBVSm41CDWwdkIX8AWE6f9\\_S4DbA2JqeK9XBDIp-0Nw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSeLwK7xBVSm41CDWwdkIX8AWE6f9_S4DbA2JqeK9XBDIp-0Nw/viewform)

**Theme:** Leading Through Influence: Cultivating Resilient and Responsive Leaders

**Date:** Saturday, April 13, 2019

**Time:** 8:00 a.m. - 2: 30 p.m.

**Location:** Bear Creek High School (JEFFCO), Lakewood, CO

**Key information:** CO-ALAS is a professional education association that advocates for the continued development and placement of Latinx administrators who are committed to quality public education for all students. The theme for this year's conference is focused around how leaders build resiliency and responsiveness within themselves and in others. *We are looking for sessions that engage leadership and influence as they relate to: resilience, responsive leadership, cultivating leaders, overcoming barriers, safe schools, safety & security, mental health & wellness, sources of strength, stress management, crisis management, conflict resolution, equity in schools, equity leadership, teacher pipeline (e.g., Arvada HS), etc.*

Proposals should be for either a one hour time slot or for a two hour time slot.

**Contact Person:** Please contact **Dr. Scarlet Chopin** if you have questions 303-982-5099, [scarlet.chopin@jeffco.k12.co.us](mailto:scarlet.chopin@jeffco.k12.co.us)

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## **Congratulations!! CO-ALAS Latina's Take on the "Big Seat" of Superintendent Leadership!**

We are so excited that two of our CO-ALAS/ALAS Latina members--Susana Cordova and Dr. Lora de la Cruz have become superintendents.

**Susana Cordova** was selected and appointed as Denver Public Schools Superintendent on December 17, 2018. To many congratulations and fanfare, Susana

officially began her role as school superintendent on January 7, 2019. Nearly 30 years after she began her career in Denver as a bilingual teacher, Susana Cordova was selected as superintendent of the 92,000-student school district. Susana has spent her entire career in Denver Public Schools. She has been a teacher and principal in district-run schools, and a district administrator overseeing them, most recently serving as the Deputy Superintendent. A big part of her job in recent years has been helping struggling district-run schools improve. Cordova is a Spanish bilingual Latina, and she will lead a district where 55 percent of students are Hispanic. She is also a lifelong educator and a lifelong Denver resident. Cordova graduated from Denver Public Schools, and she sent her own children to schools in the district. Her son graduated and her daughter is a senior in high school. Additionally, Susana has been an active member of ALAS and CO-ALAS, serving on the ALAS Board of Directors.

Also, **Dr. Lora de la Cruz**, current CO-ALAS Chairperson, was selected and appointed as Superintendent for the Lake Oswego Public Schools, Oswego, Oregon on December 11th, 2018. Lora begins her superintendent position July 1, 2019. Lora brings more than 30 years of educational leadership experience to the Lake Oswego District. She is currently the Area Superintendent/P-20 Learning Community Director for Aurora Public Schools, which serves approximately 40,000 students and 5,000 staff members.

Lora's current work focuses on providing leadership for a comprehensive redesign and implementation of district-wide instructional infrastructure and professional development. In addition, she coordinates the gifted and talented program, multi-tiered systems of support program, social emotional support initiatives, special education services, culturally and linguistically diverse learners, and equity initiatives. She supervises ten principals in order to create a system-wide coherence to advance student learning across a highly diverse district.

Lora began her career in 1993 as a K-6 classroom teacher, literacy specialist, and gifted and talented specialist in the Boulder Valley and Santa Fe Public School Districts. She served as Assistant Vice Principal for Eldorado K-8 School in Boulder Valley School District for two years and then served as principal for two different schools from 2008 to 2017. Because of the improvement efforts she implemented as principal, her students achieved a 136% growth rate on the state reading measure.

We are so proud of **Susana Cordova and Dr. Lora de la Cruz!** These type of leadership moves, getting quality leaders of color into key leadership positions, are what CO-ALAS has promoted and advocated. We wish both Susana and Lora great success and intend to support them in their work.

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

CO-ALAS this year has been working 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 4 Corners Latino Leadership Academy task force has had two extensive planning sessions, with another meeting coming up in February. So far, the group has identified the curriculum foundation, the vision and purpose of this Academy, and a timeline for next steps and completion.

**The 4 Corners Latino Leadership Academy** is intended for school leaders who are ready to make the leap to district 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 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 site and district based positions.
- Provide mentoring, networking and connecting specifically for leadership within the capacity of our four corner areas.

Next, the task force will be forming subcommittees for the detailed work ahead, shoring up curriculum development, creating an application process, determining the facilitator, and creating specific timelines. *This work will be connected to the National ALAS and the Academy intends to launch its first cohort in fall of 2020.*

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### **Meet Our Rising Estrellas (Stars)**

Every month we feature an outstanding Latino/a Leader. This month we are featuring **Dr. Emma Rae Martinez**, Superintendent of Schools for South Conejos School District. After 41 years of a career in California, Dr. Emma Martinez returned home last year as superintendent to El Valle de San Luis, where she was born and raised. It was a

dream come true. Read more about Emma on the CO-ALAS website:  
<http://www.co-alas.org/default.aspx#estrellas>, as well as about other Latino/a leaders.

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**Do the numbers and compete!!**

## **Matific Math Games - schools raise standards and can win a share of \$20,000 in cash and prizes**

Matific is an elementary math resource used by schools across the world. The Matific Math Games gives schools a chance to engage children in problem solving math activities, increase their math scores, encourage a growth mindset in math and win a share of more than **\$20,000** in cash and prizes.

Schools who enter online are given free access to Matific for the warm-up week (26 February to March 4) and the actual competition week (5-7 March). By completing the Matific math activities, students and schools collect stars and should aim to finish with the highest average number of stars collected.

The competition is open to any school with Kindergarten through 6th grade students in the US and the prizes total over \$20,000 in cash, although this is spread over 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> place schools at each grade level.

Help your schools to raise standards while having the opportunity to raise money.

*Here is a link to the competition page of the Matific website where schools can enter <https://www.matific.com/us/en-us/matificgames>. Entry is free of charge and schools can win significant prizes.*

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## **Upcoming Events**

- **CO-ALAS Mixer Event - Grand Junction, CO, March 29th.** Join your western slope colleagues and then stick around for festivities the next day to celebrate Cesar Chavez.
- **CO-ALAS Leadership Nominations**, March 2019. Be part of the leadership of CO-ALAS and move the organization forward.
- **CO-ALAS Leadership Elections**, April 2019.

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**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. Finish the school year strong!