



Illinois Association of
Latino Administrators and Superintendents

Quarterly Newsletter

Dear IALAS Family,

I would like to extend my gratitude to you for your participation at our last IALAS Network Mixer. Our event was well attended, with over 50 participants, which included members from CPS and several Chicagoland districts. This is a clear indication that our organization is expanding to many different areas in Illinois.

As we continue our work together, we would like to remind you to take advantage of our mentoring program, as either a mentor or a mentee. Additionally, we are ready to move forward with our scholarship programming and encourage members to spread the word on its availability. The scholarship committee will be sending more information on this subject soon.

Save the date **April 13th, 2019**. We are excited to announce an upcoming 5K opportunity for you to engage in and support our organization. These funds will be used primarily to support our scholarship initiative. Details will follow shortly regarding time, location, and participation details. We encourage all members to take part whether walking or running. Please stay connected, as we are finalizing our next educational event, and we will be sending that information out soon.

Finally, we would like to reiterate our appreciation for your involvement in our organization as we continue to work together in support of our mission.

Respectfully,
IALAS President
Rudy Hernandez



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IALAS at THE NATIONAL ALAS CONFERENCE San Diego, CA



Many members of the Illinois Association of Latino Administrators and Superintendents attended the National ALAS conference in San Diego this October. While the weather was perfect to go shopping and tan on the beach, our dedicated Leaders in Education were at the conference learning from others, how to become better leaders for the students in Illinois schools. At the conference members attended seminars on Leadership, State Affiliate business, and learned how to best ensure that Latinx educators are rising to the challenge of leading schools and districts. One of the themes resonating at the conference was mentoring, and how we as educational leaders need to mentor teachers and others in education to become principals, assistant principals and superintendents.



Some members who arrived to San Diego early, enjoyed a game of golf with leaders in education from around the country. The golf outing was put together in order to help raise money for the ALAS scholarship fund. "There are a lot of opportunities for scholarships out there we need to help Latino students find them.," said Yesenia Sanchez,

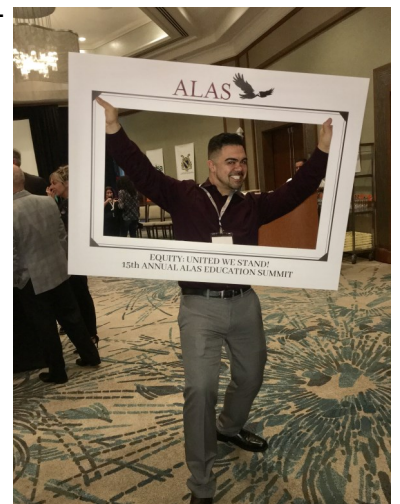
Chief Academic Officer of North Chicago School District 187.

The scholarships are for graduate students who are pursuing advanced degree program in education in a college or university with the goal of becoming a superintendent. ALAS offers a \$10,000 scholarship and a \$2,000 scholarship.

More information on graduate scholarships can be found at www.alasedu.org.



All in all the conference was an enlightening experience for everyone who attended. Next Year's Conference will be in Orlando Florida.



ADMINISTRATOR SPOTLIGHT LEADER

Name: **Ernesto Matias**

Occupation: **Chief of The Office of Language and Cultural Education at Chicago Public Schools**



Ernesto Matias

Chief of Language and Cultural Education

"I got into education because I wanted to connect with kids who grew up in gangs," said Ernesto Matias.

Ernesto pursued a career in education to help give children the quality neighborhood school experience that he did not receive as a child. He can relate to our disadvantaged students through his own life experience, and dedicates every day to giving those children hope.

He says, those are the children that no school wanted to deal with and that most of them did not think education was relevant in their lives. Matias taught World History and Social Sciences in CPS and taught them that by having an education, work doesn't change but it can become more efficient with the proper skills.

Matias's success as teacher and mentor to teens pushed him into becoming what he calls an "Accidental Leader."

"People saw something in me and pushed me along," said Matias. "So I took on those roles as they came."

Ernesto believes that leaders come in many shapes and forms, and that teachers and staff can be leaders in their own schools by seeking out those opportunities.

"I tell teachers to look into being grade-level leads, get on Local School Councils and find your niche to practice leadership within their schools," said Matias. "We have to take risks and we have to say Yes . We have to accept positions that are going to challenge the status quo and make adjustments later."

Ernesto has served as the Chicago Public School's Chief of Language and Cultural Education since 2017. In this role, he is responsible for providing bilingual and world language support to English Learners, refugee students, world language learners and all immigrant students. Matias joined CPS in 1997, and has served as a teacher, principal, and Network Chief. His goals in his current role include increasing the instructional capacity of bilingual teachers, empowering the parents of English Learners, and improving language supports to all CPS schools. Ernesto also hopes to expand world language opportunities throughout CPS and grow the District's Seal of Biliteracy program.

Bravery and Perfection: A Table for Two

Written by IALAS Board Member: Mary Kassir



I am not a TED Talks person by nature, but when your boss sends you one, you should probably watch it. In this particular Talk, Reshma Saujani highlights the contradiction that *“we raise our daughters to be perfect and our sons to be brave.”* As a mother of two adolescent boys, a lifelong educator, and an outed feminist, I was convinced that I was actively raising my two sons in much the same fashion as I would have raised them had they been born girls. That notion couldn’t have been further from the truth as I re-played all the ways which I had instilled in them bravery, risk-taking, and even the ability to fail.

So, let’s assume for all practical purposes, that Attorney Saujani isn’t far off the mark and my experiences are nothing unique. Perhaps we have historically raised mostly brave sons and mostly perfect daughters. Does it not make sense then to have bravery and perfection at the same table? Dra. Jacqueline Pérez, President of CALSA and Assistant Superintendent of Riverside Unified School District and Dra. Rachel Monárrez, Assistant Superintendent, Continuous Improvement, San Bernardino City Unified School District responded precisely to that at their October 12th session at ALAS Education Summit: Supporting Female Leadership through Mentoring and Collaboration.

They presented to a room full of women leaders and a sprinkling of men who came together to face head-on the disproportionately low representation of females in higher educational leadership relative to their male counterparts. While females comprise 72% of the teaching population, a mere 14.5% of them rise to the ranks of Superintendents, and the statistics are exceedingly less for women of color. Dra. Monárrez and Dra. Pérez attributed this discrepancy to a number of factors, not the least of which being the lack of credentials or perceived lack of credentials on the part of women. In short, men will apply for positions even if they do not meet all of the criteria or prerequisites of the position, where women tend not to take that risk at the same rate. Bravery vs. Perfection: case in point.

Bravery and Perfection: A Table for Two ctd.

Written by IALAS Member: Mary Kassir

CALSA, the California Association of Latino Superintendents and Administrators, proactively responded to this disparity. What began as an exclusive group of Latina leaders evolved into a group that focused not only on all females, regardless of ethnicity, but also the brave males who were willing to take on the great responsibility of quality mentorship. Through these efforts, great strides have been made with regard to the representation of female leaders throughout school districts in the State of California. While the number of female leaders at all levels from Assistant Principals to Superintendents is on the rise, statistics show that there is still a larger concentration of females in the ranks of elementary education compared to secondary, and more women as Assistant Superintendents versus Superintendents. Nonetheless, these numbers are promising and a testament to the mentoring program.

The presenters cited a book: *Athena Rising: How and Why Men Should Mentor Women*, by W. Brad Johnson, PhD and David Smith, PhD. This text emphasizes the institutional value in “a man who won’t tolerate gender disrespect or discrimination in the workplace and a guy committed to making his organization competitive for the long haul” (49). Leading with little to no representation by females is like attempting to use 3D glasses with one eye closed; you will have a vision that can only be made clearer by opening both eyes.

On behalf of IALAS, I wish to extend my gratitude for the efforts of CALSA and to Dra. Monárrez and Dra. Pérez for inviting us into the conversation. It would surely serve our organization well to follow their lead in their proactive efforts to provide mentorship opportunities by none other than the men who have long since sat at the table - a plate of perfection with a dash of bravery is most definitely the soul warming recipe for the cold days ahead!

Fall 2018 Network Mixer De Colores in Pilsen, Chicago, IL

On Friday, September 28, 2018, IALAS hosted a network mixer at De Colores restaurant in the Pilsen neighborhood of Chicago. More than 50 people attended the mixer from districts all around the Chicagoland area. Attendees played a “Get to know you BINGO.” Attendees were encouraged to get to know each other based on questions that were asked at the registration.

“I have to say it was a lot of fun. I got to know people from other districts,” said Sandra Guzman, a Special Education Teacher. Guzman says she doesn’t think she will ever become a principal but she has taken on leadership roles as Case Manager and works really close with her Principal when it comes to Special Education.

Two lucky winners took home a \$50 giftcard for winning the bingo and guessing the exact amount of people attended. IALAS hopes that more people take advantage of these mixers to network, make new friends and even become a mentor or mentee in the future.



PAST IALAS EVENTS



Partners



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ATTENTION Members

We are looking forward to you renewing your membership with our organization! We are also encouraging you to bring a friend, a colleague, or an acquaintance along to join! You can join by clicking [here](#)!

For more information, please email
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Save The Date!!

February 1, 2019

IALAS

Educational Conclave
and
Network Mixer

