



DECEMBER 2019 ISSUE



IALAS QUARTERLY

To unify and cultivate educational leaders, serving Latinx communities, for the purpose of empowering all students.

PRESIDENT'S MESSAGE

Dear IALAS family:

I would like to start by wishing everyone a safe and Happy Holidays! This is the time to reflect on all of the wonderful things we have accomplished, and a time to reflect on the many wonderful things we still need to accomplish.

It is important to develop and keep relationships, that makes us better people, and help us continue to enhance our knowledge and skills. I encourage you to register for our winter gala mixer on January 31st, and our cónclave on February 1st. Let us come together for a time to network and share our knowledge with others.

I am excited to announce that our organization is working on bringing in new partners to not only increase our ability to communicate open positions, but also to provide an opportunity for us to recommend our members for these positions as viable candidates. Our goal is to provide a more focused approach to provide professional development for our aspiring teachers, school administrators, and district administrators. We will provide you with more information as it develop and enhance the program components.

Please continue your support to IALAS, and encourage others to join and participate in our events. Thank you for all that you do for our students and our communities. Keep up the good work, and remember you are not alone; we are stronger when we work together!

Rudy



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INSTRUCTIONAL COACHING: SUSTAINABLE SCHOOL CHANGE STARTS HERE!

BY DAN SWARTZ, IALAS HISTORIAN

I am lucky. No, I mean, really lucky! As the Assistant Superintendent of Teaching & Learning, I get to work with some amazing people, but the keystone to my work, is the strategic use of Instructional Coaches to provide on-going, job-embedded professional development.

Now this didn't come easy. As an administrative team we must continue to build an environment among our teachers that says, "Everyone has the right to be coached!" I mean, even Michael Jordan had a coach. But school improvement is difficult work, more difficult than winning a championship, in my humble opinion.

So, what makes instructional coaching an integral part of District 75's instructional change? It comes down to 4 keys: Relationships, Knowledge, Communication, and Mindset.

"Everyone has the right to be coached!" I mean, even Michael Jordan had a coach

Relationships: The most important work coaching teams can do is build strong relationships across all teachers. Without it, coaches cannot get to the deeper, job-embedded professional development and instructional changes students deserve. Not only are relationships integral in our D75 Coaching Model, it is also the most fragile component.

In order for teachers to trust a coach and let them into a historically private place, their classroom, coaches focus on building trust and respect. Our coaches do this in a myriad of ways. You will see them in team meetings, in classrooms working with students, advocating for peers with administrators, and even bringing them coffee and a treat to brighten their days. To be open and ready for coaching, teachers first need to feel safe and heard. (Continued on Page 5)

PROFESSIONAL BOOK NOOK

BY MARIA BURGOS, IALAS SECRETARY

Culturize: Every Student. Every Day. Whatever It Takes by Jimmy Casas provides great insight on the importance of building a positive school culture in our school buildings. It highlights the importance of having shared leadership with all staff members in order to foster a learning community that is centered around compassion, empathy and high standards. School culture helps drives our daily interactions with colleagues and most importantly students. Culturize is a great book to reference when creating school culture plans!

Impactful Culturize Quotes:

“Every staff member must expect excellence of one another and, most importantly, of their students”.

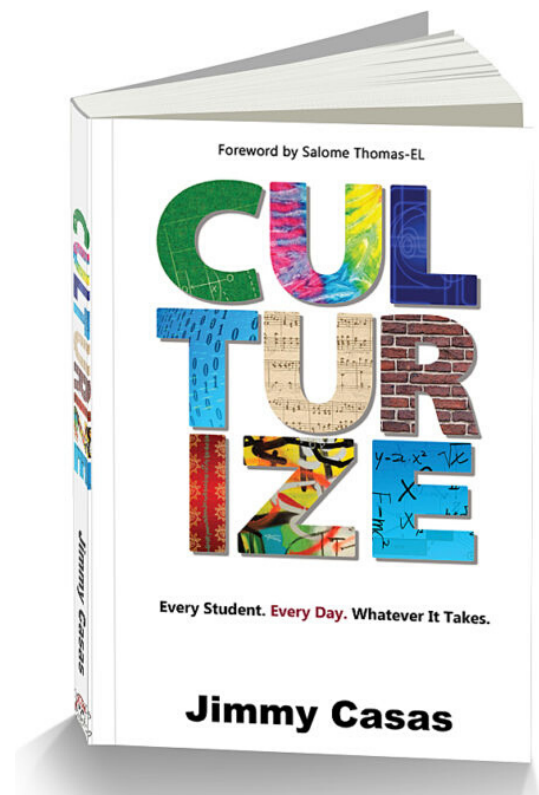
“You see, everyone here has the capacity to lead, and everyone here is responsible for the culture and climate of your organization. No one person is responsible for determining your success or failure but you, and no one is responsible for your morale but you.”

“It is our responsibility to identify where average exists, and it is our obligation to actually change it . . .”

“Every child deserves the opportunity to be part of something great.”

“We are blessed every day with the opportunity to help change the course of someone’s life with our words, our actions, and our belief in their abilities.”

“We must expect all staff to CHAMPION FOR ALL students”.



"To start, we must expect all staff to believe that kids can!"
Jimmy Casas - Culturize

SPOTLIGHT LEADER, JEREMY BURNHAM

BY BEATRIZ LAPPAY, IALAS MEMBER AT LARGE

- Dr. Burnham's dedication to bilingual students extends beyond our school district. His work with IACBE, specifically the Bilingual Special Education subcommittee and the creation of the Secondary Education subcommittee have given voice to our emergent bilinguals who do not belong to a single group. In addition, his redesign and implementation of our districts Emergent Bilingual program has not only addressed student linguistic and academic success, but their future success also. By creating our ESL endorsement cohort for district teachers, he has championed understanding our students cultural and linguistic needs. Dr. Burnham has also presented on bilingual education locally and nationally. His dedication to our students warrants recognition.
- Dr. Burnham is an exemplary leader for the ELL department and his passion and commitment to serve Proviso's students never goes unnoticed. Being an educator and administrator, Dr. Burnham continues to make a positive multi-generational change for not only the students in his buildings but also for the teams that he leads.
- Dr. Burnham is an active member of a variety of organizations that advocate for the needs of ELs. He is a member of IACBE and chairs the Secondary committee. This group focuses on equity and access for the Seal of Biliteracy and transparency on ACCESS test scoring.



**IALAS QUARTERLY
SPOTLIGHT LEADERS &
TEACHERS**



SPOTLIGHT TEACHER, ELIZABETH OJEDA

BY BEATRIZ LAPPAY, IALAS MEMBER AT LARGE

- Ms. Elizabeth Ojeda is a 3rd grade teacher who goes above and beyond for her parents and students. She is an advocate for all EL learners. Most importantly, she promotes equity and diversity as a teacher.
- Elizabeth is a teacher, community advocate and more. She is a humble, kind and hard working educator who deserves this award.



Wings to Success Overview & Raffle Items Request

BY MARY KASIR, IALAS VICE PRESIDENT



This year, at our Winter gala, we will once again be holding our gift basket raffle in an effort to help fund our Wings to Success scholarship. Last year, IALAS awarded 9-recipients for undergraduate and graduate scholarships, and we are hoping to double that this year! That's where you come in! If you have any items that you wish to donate, please reach out to Mary Kassir at: mkassir@ialas.org, and we will be sure to put them to good use. You will also be recognized in our advertising for the event, which is sure to be our most elegant soiree to date. Tickets will be available for sale throughout the evening at our Gala, which will be held once again at the Oak Brook Marriott, on January 31, 2020. Tickets will be sold for \$5-each or 5 for \$20.

INSTRUCTIONAL COACHING

(CONTINUED)

And, just like other relationships, coaching relationships need to be protected and nurtured. When teachers feel coaches don't have their best interests in mind, or feel that they are being evaluated, not only does the change in instructional practice come to a screeching halt, it could have a ripple effect, making other coach-teacher relationships more difficult as well. As administrators, we must recognize the importance of this relationship and do everything we can to support.

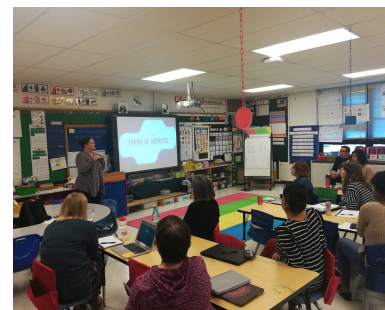
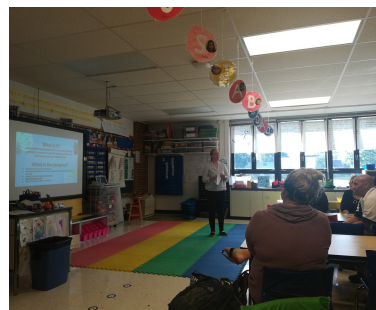
Strong Instructional Knowledge Base: In many ways, our District 75 coaching team focuses on two areas of performance within this area; owning a strong base of high leverage instructional practices and the ability to keep current on the current landscape of high leverage instructional strategies from the field. This allows coaches to tailor their work to the needs of the teacher and the students that make up their class.

In District 75, our door is always open and we would be happy to welcome you anytime you want to visit our instructional coaching program.

Communication: Successful coaching requires the ability to communicate to a diverse audience. Knowing when to nudge a teacher forward in their own instructional practices and when sit back and listen is an art that is deeply rooted in communication. Coaches need to communicate in non-judgemental ways, all the while asking probing, sometimes uncomfortable questions in order to best support the teachers. (This is also why the ability to forge strong relationships is so important.)

Mindset: Sure, instructional coaches need to have a growth mindset. However, having a growth mindset for one's professional practices doesn't build instructional capacity throughout the organization. The best instructional coaches also much have an organizational growth mindset, in which they believe that they have the capacity to improve the instructional practices of all teachers. What makes the instructional coaches in Mundelein successful is that they not only believe they can build capacity among teachers in District 75, but they are also student-centered advocates. They are in the trenches with students, all the time, not losing site of the reason we all became teachers. Everything they suggest is about supporting teachers and growing students.

Instructional coaching is not one-size-fits-all. It takes time to develop a team and the norms around your work. But it does not have to be silo-ed. Reach out to districts that have programs and see how they operate. Take a site visit! Most importantly, ask a lot of questions. In District 75, our door is always open and we would be happy to welcome you anytime you want to visit our instructional coaching program



For more information about Mundelein District 75's Coaching program or to visit us, please contact Dan Swartz, Assistant Superintendent of Teaching & Learning at dswartz@d75.org.

FALL NETWORK MIXER RECAP

BY ARACELI MEDINA, IALAS SECRETARY

On Friday, October 25, 2019, IALAS hosted a network mixer at the Odyssey Navy Pier, Chicago. More than 40 people attended the mixer from districts all around the Chicagoland area. Attendees enjoyed an appetizing dinner with pastries. As well as having the opportunity to socialize or network on one of the most beautiful skylines. Attendees concluded by dancing the night away!

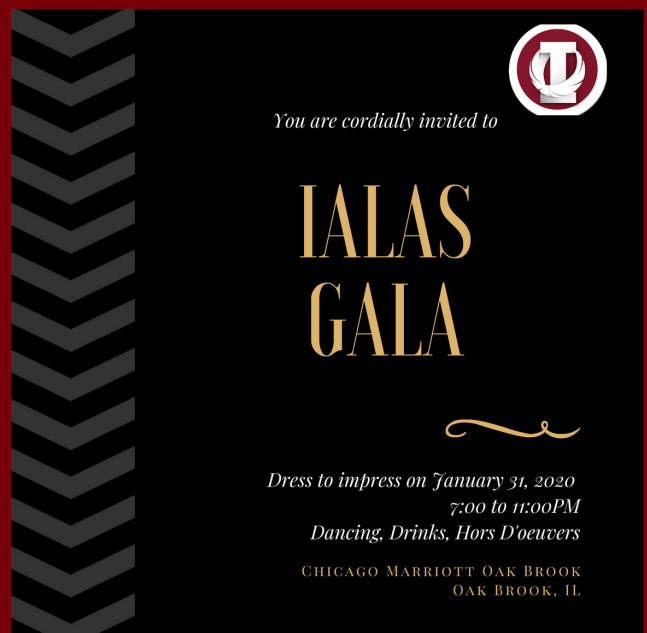


Mark your Calendars for the 2020 IALAS Gala

This year, the Annual IALAS Gala will be held on Friday, January 31, 2020 at the Chicago Marriott Oak Brook. Join your IALAS Familia for dancing, drinks, and hors d'oeuvres as we celebrate the new year together. Tickets are on sale at www.ialas.org/upcoming-events

Don't forget to sign attend the Educational Conclave the following day. You will save when you register for both! Details as follows:

Gala & Conclave: \$80/Member \$100/Non-Member
Gala Only: \$65/Member \$75/Non-Member
Conclave Only: \$30/Member or Non-Member



Connect with IALAS

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IALAS EDUCATIONAL CONCLAVE FEBRUARY 1ST 2020

The Illinois Association of Latino Administrators and Superintendents (IALAS) is committed to providing professional development opportunities for its members, as well as members of the community-at-large motivated to meet the unique learning needs of all Latino, and disenfranchised students. This year, we have partnered with the Chicago Marriott Oak Brook Hotel to host two events, our Network Mixer and Educational Conclave.

The Educational Conclave will take place on Saturday, February 1, 2020 from 8:30 am – 12:00 pm. This event is an opportunity to showcase your research. The format of this event will function similar to a conference with breakout sessions and dynamic speakers. We would like to invite you to submit a proposal focused on gaining knowledge and empowering others, specifically about Latino or other disenfranchised students. Topics pertaining to leadership in the following areas would be ideal: diversity, access, social emotional learning, equity, culturally sustaining practices and language acquisition with a focus on supporting “Every child, everyday”!

Proposals are due by midnight on December 15, 2019 and all applicants will be notified by January 10, 2020. Feel free to email with any questions at: mburgos@ialas.org or visit www.ialas.org/upcoming-events to submit your proposal.

TODOS LOS NIÑOS, TODOS LOS DIAS

(EVERY CHILD, EVERY DAY)

IALAS Winter Educational Research Conclave
February 1, 2020



MARK YOUR CALENDARS FOR THESE UPCOMING EVENTS

January 31, 2020: Winter Gala & Wings to Success Fundraiser

February 1, 2020: IALAS Educational Conclave

May 1, 2020: IALAS Statewide Conference, ISU Naperville Campus