



ALAS SUPERINTENDENTS LEADERSHIP ACADEMY INFORMATION

2018-2019

About ALAS

The Association of Latino Administrators and Superintendents (ALAS) is an educational professional association advocating for Latino youth through professional development, interaction, and networking among administrators in school districts and universities nationwide that serve Latino students. ALAS was established in 2003 in response to the lack of national advocacy and representation by the existing mainstream professional associations. It is this void that ALAS seeks to fill with a determined effort to improve the educational success of Latino youth and career opportunities for Latino administrators. The ALAS mission is to provide leadership at the national level that assures every school in America effectively serves the educational needs of all students, with an emphasis on Latino youth, by building capacity, promoting best practices, and transforming educational institutions.

About SLA

Of the more than 14,000 school districts in the United States, only approximately 2% are led by Latino superintendents, and of that 2% of Latino superintendents, even fewer are led by Latinas. ALAS is doing its part to change this. In 2011, ALAS established the Superintendents Leadership Academy (SLA) to groom and assist aspiring Latino superintendents with the knowledge, skills and contacts necessary to effectively lead a school district. The leadership program is the first of its kind in the U.S. to focus on preparing the next generation of school system leaders with the skills necessary to address the needs of the increasingly diverse student population.

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Goal

To recruit and prepare Latino school system leaders to become effective superintendents of school districts in the United States with an emphasis on Hispanic Serving School Districts (HSSDs), those school districts having a population of Hispanic students 25% or higher.

Vision

Create an exclusive yearlong leadership training institute that allows participants to continue in their present jobs while being trained, coached, and mentored by high-powered, successful practitioners.

Mission

The mission of the ALAS Superintendents Leadership Academy (SLA) is to improve and expand opportunities for emerging school system leaders by providing coaching, mentoring, and support to acquire the knowledge and skills necessary to assume high level roles especially in high poverty and minority serving school systems.

Program Outcomes

The SLA, which is in its seven year and beginning its eighth Cohort, is already showing results. There are now over twenty five (25) participants that hold or have held superintendent positions throughout the nation and others that have gone through the program are interviewing for superintendent positions or have been promoted.

Program Requirements

- All ALAS SLA participants will be required to pay a \$2,000 registration fee.
- Participants will pledge to attend all sessions of the ALAS SLA including the ALAS Education Summit and the AASA National Conference on Education.
- ALAS will cover most meals while at the SLA sessions.
- All participants must be members of ALAS.
- ALAS reserves the right to make necessary adjustments to these program requirements as circumstance may change from time to time

Selection Criteria

ALAS seeks to groom and assist aspiring Latino superintendents with the knowledge, skills and contacts necessary to effectively lead a school district with an emerging Latino student population or a Hispanic- serving school district having a Latino student population of 25 percent or more. The selection process is highly competitive due to the limited number of slots available. Ideally, candidates should be in their current position for at least one year and in a high-level central office leadership position for 3-4 years. Most candidates are serving at a cabinet level position. Candidates can also be principals, or program directors. In addition, a candidate should have:

- A proven track record of leadership and/or management in an educational organization;
- Ability to understand, lead and manage in a complex political organization and work well in a diverse setting;
- High level of energy, determination, and perseverance to act as a change agent in a demanding organization;
- Ability to learn quickly, possess analytical, and problem-solving skills;
- Excellent oral and written communication skills;
- Ability to work and succeed as a school system leader in a Hispanic-serving school district or in an urban setting;
- Commitment to equity, excellence, and closing achievement gaps for all students;
- Passion for improving public education and a long-term commitment to K-12 education; and
- Commitment to the mission and ideals of ALAS.

Selection Decisions

All applications are reviewed by the ALAS SLA Selection Committee. The ALAS SLA Selection Committee Members have a strong understanding of the skills needed to succeed as a superintendent. Final decisions on admission are made in June or July of each year.

Program Session Attendance

Participants are required to attend program sessions held monthly (except for August, December and March) beginning in July and ending in May of the following year. The program is comprised of eight sessions covering various content strands. Participants are provided required readings, assignments and activities as part of each session.

NOTE: Participants will be dismissed and not be allowed to complete the program if they miss more than one session; if they are not ready to fully participate in this high level leadership program; or if they are not committed to the ideals of ALAS.

Content Strands

The SLA program includes study in the areas of leadership, strategic planning, curriculum alignment, instruction and student assessment, management systems and structures, and preparation to become a superintendent.

Application Process

Individuals interested in applying for the Superintendents Leadership Academy or to obtain more information on the program can visit our website at www.alasedu.org, send an email to operations@alasedu.org or contact us at (202) 466-0808. Applications are accepted between October and April with an April deadline and final selections are made in June or July of each year.



Superintendents Leadership Academy (SLA)

2018-2019

Description

The mission of the ALAS Superintendents Leadership Academy (SLA) is to improve and expand opportunities for emerging school system leaders by providing coaching, mentoring, and support to acquire the knowledge and skills necessary to assume high level roles especially in high poverty and minority serving school systems. The ALAS SLA will provide aspiring leaders the opportunity to engage around three major questions:

1. Who am I as a leader?
2. What principles will guide me across and within the functions of my organization?
3. On what strategies will I rely?

Session Schedule 2018-2019 (Subject to Change)

Session No. 1: July 21 (Interviews) -22 (23?) 2018

Iowa City, IA

Session No. 2: September 13-15, 2018

Remote Session

Session No. 3: October 10-13, 2018

ALAS Education Summit in San Diego, CA

Session No. 4: November 15-17, 2018

Iowa City, IA

Session No. 5: January 10-12, 2019

Phoenix, AZ

Session No. 6: February 14-16, 2019

Remote

Session No. 7: April 22-24, 2019

Washington, DC

Session No. 8: May 16-18, 2019

New York, NY , Chicago, IL, San Antonio, TX (TBD)



ALAS Superintendents Leadership Academy

2018-2019

APPLICATION FORM

Date: _____

A. PERSONAL INFORMATION

Full Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Phone Number: _____ Mobile Number: _____

Personal Email Address: _____

Gender: _____ DOB: _____ Race/Ethnicity: _____

B. PROFESSIONAL INFORMATION

Position/Title: _____

School District Name: _____

School District Address: _____

City: _____ State: _____ Zip Code: _____

Work Number: _____ Work Email Address: _____

Immediate Supervisor (**REQUIRED**): _____

Superintendent's Name (**REQUIRED**): _____

C. APPLICATION ATTACHMENTS

Your completed application **MUST** be accompanied by the following items:

1. Resume or curriculum vitae: the resume or curriculum vitae should not exceed five (5) pages, additional pages will be discarded.
2. Letter of intent: the letter of intent should be no more than two (2) pages in length and should detail why you are interested in this program, your career goals, and where you see yourself in 3-5 years.
3. Three (3) letters of reference: one letter of reference must be from your superintendent or immediate supervisor expressing his/her support for you and your readiness to participate in this leadership program.

CI. SELECTION PROCESS DETAILS

You must be a current ALAS dues-paying member to apply. Applications will be reviewed for completeness prior to being sent to the selection committee. Applications found to be incomplete will not be forwarded to the committee. Those applicants selected by the committee will advance to the next level. Qualified candidates may go to a final interview before the final selection is made. If selected, finalists will interview with the Selection Committee in June/July 2018 **Please read the Selection Process and Program Requirements on our website carefully (www.alasedu.org).** **A participant may be dropped from the program if absent for more than one session or is not fully committed to participate in this high level leadership program.**

Submit this application form along with
ALL required application attachments RECEIVED no later than March 31, 2018.

**Mail to: ALAS- John Portacio P.O. Box 65204, Washington, DC 20035
or Email: operations@alasedu.org**