



# LEAD

Latino Educator and Administrator  
Development Program

## REPRESENTATION MATTERS

Latino children are the fastest-growing segment of the U.S. school population, yet only 8% of teachers, 4% of board members, and 2% of senior education leaders are Latino. Thus, the majority of Latino Catholic school children, may never be instructed or led by a Latina/o teacher, principal, or administrator.

**Research shows that representation matters, and Latino leadership is essential.**

A shared student and teacher identity (home language, ethnicity, background knowledge, lived experiences, etc.) can lead to improved academic outcomes (Dixon, 2017). Additionally, “by exposing Latino children to more leaders who look like them, it helps them imagine what they want to become and can reinforce strong self-efficacy around the value of their identities and *Latinidad*. It’s been said ‘you can’t be what you can’t see.’” (Fernandez, 2018).

## AMPLIFYING LATINO VOICES

The Alliance for Catholic Education and the National Catholic Educational Association (NCEA) partnered to establish the **Latino Educator and Administrator Development (LEAD)** in July 2020. Our aim was to develop a program that amplifies Latino voices in the classroom, at the school level, and beyond. The year-long program is designed to form, advance, and retain Latino educators in Catholic education by providing professional development and community mentorship rooted in Catholic faith. Since July 2020, over 150 Latino educators have been mentored through LEAD.

“As a Latina educator, words cannot express my gratitude for this life-changing experience. This journey has filled me with resilience and an unwavering commitment to uplift my school community both inside and outside of the classroom. I am beyond blessed to have connected with such inspiring individuals and gained valuable insights at Notre Dame. This is only the beginning of my journey as an educator!”

Lola Rodriguez, St. Cecilia Catholic School

# PROGRAM OVERVIEW

The LEAD program consists of a **one-year fellowship** experience centered around:

- ▶ **SPIRITUALITY** through a retreat atmosphere
- ▶ **COMMUNITY** via networking
- ▶ **PROFESSIONAL DEVELOPMENT** through presentations and workshops

The fellowship includes a **mid-year retreat** and culminates in a **3-day conference** on campus at the University of Notre Dame. Fellowship teams, facilitated by a mentor, will work through a series of modules made available online each month.

**COST:** \$700

Includes the summer conference, mid-year retreat, a mentor, and year-long fellowship experience. Scholarships are available and Title funds may be used to cover the cost of the program.

# WHO WE LOOK FOR

Ideal candidates for LEAD desire to grow professionally and strengthen their leadership skills. We are looking for individuals who are eager to reflect on and share their experiences with other Latina/o educators and who are seeking mentorship from a Latina/o leader. Additionally, ideal candidates are committed to Catholic education and exhibit a desire to continue growing in their faith.



## IMPORTANT DATES

- 🕒 **DECEMBER 12, 2024:**  
Application Opens
- 🕒 **APRIL 11, 2025:**  
Application Deadline
- 🕒 **OCTOBER 3-5, 2025:**  
Fall Retreat
- 🕒 **JULY 22-25, 2026:**  
Summer Conference

To learn more about the LEAD program or to nominate someone you think would be a good candidate, please visit our website.



[ace.nd.edu/LEAD](https://ace.nd.edu/LEAD)

If you have any questions, please contact Jocelyn Smith, Ed.D. ([jsmith89@nd.edu](mailto:jsmith89@nd.edu)).