



Washington State University

College of Education, Sport and Human Sciences

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Will defend their dissertation on

Date: April 17, 2026

Time: 11:30 A.M.

Zoom: Link by request ceshs.gradstudies@wsu.edu

Faculty, students and the general public are encouraged to attend

Title:

RECRUITING, HIRING, MENTORING AND RETAINING LATINX LEADERS IN K-12 PUBLIC EDUCATION

Chair: Katherine Rodela

Abstract:

This study project centers around the need to research the main reasons for the scarcity of Latinx leaders in education. My research explores the personal perspectives of six K-12 Latinx leaders through their personal and professional *testimonios*. The Six Latinx leaders were asked to discuss the barriers and support systems they have encountered in their pathways. My study is based on the framework of Critical Race Theory and, more specifically, on Latino/a Critical Theory, also known as LatCrit. The selected Latinx leaders' stories were transcribed from the official recordings and carefully analyzed and coded by hand in order to identify common themes and emerging patterns. This process allowed the researcher to identify specific support systems that help Latinx education leaders succeed along the way. The analysis also helped pinpoint the barriers that may have hindered professional advancement along the way. The main goal for capturing the voices of Latinx leaders in this study is to learn directly from them what barriers halted their professional growth and what systems of support helped power them through the myriad of obstacles they faced. In addition, their *testimonios* also provide recommendations to university administration preparation programs and school districts with the goal of increasing the number of K-12 Latinx leaders in public education.