

# Enseña Por Paraguay centering ‘community as power’ in its leadership development work

## Snapshot

After participating in *Cultivando Líderes Juntos*, Enseña Por Paraguay (ExP) updated its programmatic framework and developed its alumni strategy. By incorporating key elements and mindsets such as ‘community as power,’ these efforts align with ExP’s years-long evolution to center the community in all aspects of the organization.

## Context

Placing its first cohort in 2018, ExP has placed 5 cohorts of 57 total fellows in 6 communities in Paraguay since then. In 2019, the organization revisited and revised its program model to ensure the community was reflected in all program decisions. This initial reframing paved the way for intentionally centering “community as power” in program decisions and strategies in 2022.

## Choice

In 2021, ExP participated in *Cultivando Líderes Juntos*, the Americas region’s Teaching As Collective Leadership (TACL) training. As a result, ExP revised its programmatic framework, incorporating lenses such as “students as leaders,” “teachers as learners” and “community as power” in the framework. Particularly, community-centered updates included:

- Centering the mindset “community as power” throughout the summer institute, including specific sessions and activities dedicated to help fellows truly understand communities.
- Integrating community topics in monthly on-going training sessions and ensuring that these trainings happen in local communities.
- Continuing to promote fellow-led community projects as optional, but with a particular emphasis on fellows joining existing community efforts to to unleash the potential and power that already exists.
- Engaging donors to leverage and promote the power of communities. For example, a recent donor invited students to learn about financial literacy through a hands-on learning session and inspired students to create saving accounts to solve problems in their schools.

To complement updates to the training program, ExP completed its first-ever alumni strategy to prepare fellows from day 1 to develop the mindset of “community as power” and to work towards systemic change as alumni.

## Collective leadership

By centering the mindset of “community as power” throughout all phases of the training program, ExP seeks to develop alumni who deeply understand the communities where they work and can continue to leverage the existing power of communities after their two-year fellowship.



## Community impact

*The described updates were rolled out with a cohort of 28 fellows in 2022, including 20 first-year and 8 second-year fellows. ExP’s efforts in revising its training program and alumni strategy aim to shift the mindsets of all partners and stakeholders, starting with fellows and students, school leaders, parents, donors, and public sector leaders. The end goal of this shift is to build trust, mobilize people, and promote a collective approach that recognizes the existing strengths and power in each community.*

## Further resources

- [Enseña Por Paraguay Case Study: A Community-Based Model](#)