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### **EDUCATION**

**Northern Southern University, Fort Lauderdale, FL, 2014-2016**

**Graduation:** June of 2016

**Degree:** Masters in Educational Administration and Leadership; (M.E.A.L)

**Minor:** Science Education

**Wayland Baptist University; San Antonio, Texas**

**Degree #2:** M.A. in Education 2003-2005

**Graduated:** May, 2005 Minor/Specialized: Spec. Ed

**Degree #1:** B.S. in Occupational Education 2008-2010,

**Graduated:** February 2010 Minor: Special Education and Child Development

**San Antonio College, San Antonio, Texas,**

**Earned:** CDA Certification, (with honors) 1999-2001

**Concentration:** Child Development

**The University of the Incarnate Word, 24 Credit Hours**

San Antonio, Texas, 1999-2000

**Major:** Sociology Concentration, Child Development

**San Bernardino Valley College, San Bernardino, California,**

**Degree:** Associates in Liberal Arts (with honors) 1993-1997

**Earned:** CDA Certification Infants (with honors) 1993-1997

**Major:** Psychology-Concentration, Child Development (12 hours)

### **CERTIFICATES/AWARDS/HIGHLIGHTS OF EXPERIENCE**

- Implement the Educator Effectiveness Process (EEP) for 10 local charters and won \$13,600,00 grant to implement the program targeted 158 teachers and 2,000 students from 2010-2016
- Facilitated/Coordinate Summer Institute Conference a total of 5 years for (Educator Effectiveness Process (EEP) to include 13 schools, 6 districts hosted in variety of states - 18 + years of Education Experience ranging from pre-K-12 grade.
- Member of the International Women Leadership Association 2015-2016 Facilitated/ Planned, and directed the Ceremony for Extremely Effective Educators Teacher Awards 2015
- Youth Empowerment Employee of the Month 2014
- Higgs carter King Teacher of the Month 2014
- Listed in the "Who's Who?" Publishers 16<sup>th</sup> Edition
- Empowering Executives, Professionals & Entrepreneurs Around the Globe 2012-2013
- Recognize/Cambridge "Who's Who?" Masters in Education as a VIP: Named individual qualified for inclusion of Executives, Professionals an Entrepreneurs 2011-2012 Edition.
- Recognize/Cambridge "Who's Who?": Edition. Registry of Executives, Professionals and Entrepreneurs 2010-2011
- Master Trainer registered in Texas, with The Texas Early Childhood Professional Development System (TECPDS) 2018 (current)

## **PROFESSIONAL EXPERIENCE**

### **Por Vida Academy, Texas**

#### **Divisional Leader & Executive Expert Teacher Leader 2019 - Present**

Support all campus leadership members assigned by campus to grow in their roles as leadership members on their campus, work closely with the principal on the campus to become a more effective principal, support Teacher Leaders with implementation and facilitation of the process. Attend unit meetings and teacher meetings on assigned campuses, facilitate trainings, professional development, instructional coach for teacher K-12, design instructional curriculums and online courses for educators, perform teacher observations, evaluate, and assess leadership team meetings and teacher unit meetings, create/maintain weekly recorders for yearly school reports, implementation of school leadership rubrics and summary reports.

### **Youth Empowerment Services, Inc., San Antonio, TX,**

#### **Executive Expert Teacher Leader, School Oversight and Monitor Team (SOM) Educator Effectiveness Program (EEP) March, 2018**

One of three Leaders of the School Oversight and Monitoring Team (SOM) taking initiative to develop, and facilitate, support and monitor a system of effectiveness that includes observing weekly leadership meetings, and weekly unit meetings with effective follow up for improvement on eighteen campuses under the TIF 5 grant. Other duties consists of conducting co-observations with Expert Teacher Leaders as well as Campus Leadership and Principals, and providing coaching and recommendations to leaders to assist with improving their teachers. Other responsibilities are to monitor EDS, Value Added, and teacher growth, where we support the campus leadership in providing consistent support aligned to each schools Mission and Improvement Plans. The SOM team collaborated, and communicated with school leadership to include Superintendent and Principals, and to provide on-going support in developing a system of effectiveness to increase student performance on each campus. Support is provided through trainings for Educators/Leadership through the (EEP) Teacher Observation Certification Training (TOC) using high quality researched based rubrics. These rubrics are utilized to enhance teachers and principal effectiveness, facilitate Principal Certification Training (POC), facilitate EEP Superintendents Observation Certification Training (SOC), Facilitate Campus Summits, Desktops Audits Reviews, Provide Immediate feedback based on findings for improvement and measuring effectiveness on all 18 campuses based on individual needs to achieve maximum effectiveness.

### **Fan-Tastic Independent Consultant Services (FICS) Converse TX, 78109 CEO-Founder, May 2016 December 2018**

As the Founder of Fantastic Independent Consult Service's (FICS) the sole mission was to transform teachers through training and mentoring with a focus on student learning. "While the teachers are doing the heavy lifting, we supported the load!" Focus-Conduct hands-on, strategies, Assist teachers in developing approaches and plans to accelerate student achievement ranging from pre-K through 12<sup>th</sup> grade. Worked collaboratively while building relationships with teachers, focus on structure and student engagement, Ensured a successful learning environment; Trained and worked with a group of three highly effective independent contractors collaborating together to provide a variety of research-

based strategies proven to increase teacher effectiveness. Side-by-side coaching, Classroom setup for optimal learning, Co-teaching, Observation of instruction, Differentiation of Instruction, Assessment and Instructional Planning, Customized Professional Development, Classroom Management, Lesson planning support, walk-throughs, immediate feedback through face-to-face and or using Strive ( focus on improvements in their instruction) and Thrive (continuing their success implementing their lesson) sheets for teacher reflections, We customized, and catered to teacher's individual requirements based on the needs of their students. Increased teacher self-esteem to raise their moral and take ownership in their work, and success in their classrooms.

**Youth Empowerment Services, Inc., San Antonio, TX**

**Assistant Director, Educator Effectiveness Program (EEP) May, 2011- May 2016**

Coordinated professional development, contracts, and staffing for 10 campus, districts, and multi-million dollar 6 year school improvement initiative. The EEP team of 5 staff provided monthly training, a 2 week long summer institute, as well as site-based coaching and training to support an intensive teacher evaluation system, principal evaluation system, teacher mentoring, principal mentoring, and comprehensive professional development system for 10 sites in inner city San Antonio and Corpus Christi, Texas. Report to state and federal grant reporting through Annual Progress reports and Interim Progress Reports, graphs and email communication. Design, organize, prepare and facilitate conferences annually to 100-250 participants: Facilitating General sessions, and multiple breakouts sessions that focus on Educator Effectiveness. Plan organize, schedule and present research-based staff development to meet the needs of all school community. Develop and implement a sustainable, differentiated PBCS that rewards teachers and principals for improved student performance based on individual teacher and principal observations, value-added student performance measurements, and/ or EEP implementation and /or state accountability measures. By the end of the project, all 10 sites have seen student performance gains and increased teacher retention.

**Youth Empowerment Services, Inc., San Antonio, TX, May**

**Executive Expert Teacher Leader (ETL) / Teacher 2011-May 2016**

Develop, facilitate, support and monitor a system of effectiveness that includes weekly teacher meetings, Curriculum support, and guidance, Lesson planning support, weekly Leadership team meetings, multi- observations on teachers and principals per year and consistent support aligned to the school mission and improvement plan. Collaborate, and Communicate with school leadership including Superintendent and principals providing on-going support in developing the system of effectiveness on each campuses effectiveness and student performance. Developed and facilitated Teacher and Principal Observation on all 180 teachers and 13 principals. The observation system includes a pre and post conference providing job-embedded professional development to teachers and principals. Facilitated monthly professional Development in the 10 schools based on needs that were identified through weekly walk-throughs, teacher or principal observations, student data/or the improvement plan.

**Texas School Ready, San Antonio, Texas**

**Project Mentor Facilitator, Texas School Ready Model (TSR) November 2004 - May 2011**

Provided professional development to classroom teachers, Curriculum support, and guidance, Lesson planning support and facilitate online courses over 2 years which includes

posting on discussion boards, assigning homework and implementation in the classroom, plan and facilitate training sessions on the use of hand held devices for ongoing child progress monitoring. Also, support and facilitate Preschool Early Language and Literacy trainings and other trainings as needed. Provided 4 hours a month of mentoring to teachers in the classroom, provided written feedback after every visit, support teachers with the development of print rich learning environments with well-defined centers. Collaborate with teachers to develop lesson plans and daily schedules that reflect 3 hours of cognitive instruction, provide support to administrators through implementation of components of the project, and guiding administrator with technical assistance plans with sustainability. Provided School Readiness guidance informing administrators with any SRCS updates and changes, and making sure that all documents are received such as: monthly reports, environmental check lists, progress monitoring web Reports, calendars, certification improvement plan, Grows and Glows, and collaborating with the Project Coordinator Mentor on any other assigned duties.

**Parent Child Incorporated - San Antonio, TX**

**Teacher IV (Bachelor's Degree), PCI November. 2004 - November 1998**

Teacher IV responsible for the toddlers to 5 years. The immediate concentration was with head-start children 4-5 years. As a lead teacher, my duties included the preparation of lesson plans, the planning of daily activities, E-laps testing and Lad-D testing. Also included in my duties were home visits and behavioral screenings, preparing and assisting children with family style dinning during lunch and snack periods. I also prepared appropriate play areas cleanliness and safety. Supervised and trained teacher assistants.

**Kinder Care - San Antonio, TX**

**Lead Teacher, Kinder Care 1997-1998**

Lead teacher of toddlers and at-risk children. As a lead teacher, my duties included preparing lesson plans, serving lunches and snacks and the everyday planning of daily activities. Responsible for providing appropriate play areas for cleanliness and safety.