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Assistant Professor of Instruction (API)

Educational Background

Doctorate in Culture, Language and Literacy (2016) University of Texas at San Antonio

Master of Arts in Bilingual Education (2000) University of Texas at san Antonio

Bachelor of Arts in Interdisciplinary Studies (1993) University of Texas at San Antonio

Professional Employment History

- Assistant Professor of Instruction (February 1, 2019-Present)
- East Central Independent School District
 - Salado Intermediate-4th Grade Dual Language Teacher (August 2012-September 2013)
 - Dual Language, ESL, & World Languages Coordinator (September 2013-January 2019)
- Bilingual Education and ESL Specialist: Edgewood ISD (2010-2012)
- UTSA Academy for Teacher Excellence Assistant Director (College of Education and Human Development) (August 2008-September 2010)
- Induction Year Specialist: UTSA Academy for Teacher Excellence (July 2005-August 2008)
- Title VII Grants Coordinator: UTSA Department of Bicultural Bilingual Studies (August 2005-August 2008)
- Adjunct Professor: University of Texas at San Antonio
 - Summer 2004: Foundations of Bilingual Education
 - Fall 2004: Approaches to Teaching to Mathematics
- San Antonio Independent School District (1993-2005) Bilingual Education Teacher
 - o Stephen F. Austin Elementary- 4th Grade Bilingual Education Teacher (1993-1994)
 - Bella Cameron Elementary- 3rd grade monolingual Teacher (1994-1995)
 - o Storm Elementary (1995-2005)
 - Teacher (3rd grade bilingual) 1995-1996
 - Teacher (5th grade bilingual) 1996-1997
 - Teacher (1st grade bilingual) 1997-1999
 - Teacher (1st/2nd split grade bilingual) 1999-2001
 - Teacher (2nd grade bilingual) 2001-2005

Awards and Honors

San Antonio Area Association Bilingual Education Administrator of the Year (March 2013)

Scholarship Activities Summary

International and National Referenced/Peer-reviewed Journal Articles

Flores, B. B., Hernández, A., **Garcia, C. T.**, & Claeys, L. (2011). Teacher Academy Learning Community's Induction Support: Guiding teachers through their zone of professional development. *Journal of Mentoring and Tutoring: Partnership in Learning*. **Impact factor is 0.93 and there are 26 citations**.

Non-peer Reviewed Publications

Mata, E., Rodríguez, M. E., Claeys, L., Fraga, L., García, C. T., Guerra, N. S, Flores, B. B., Clark, E. R., & Villarreal, A. (2010). *Becoming culturally efficacious: Induction mentor modules handbook*. Academy for Teacher Excellence, University of Texas at San Antonio. Available from: http://moodle.ate.utsa.edu/moodle19/course

Article Submitted for Publication

Flores, B. B. with Abundis, A., **García, C. T.**, & Santillan, L. (2022). ReFraming our work: Critical bicultural-bilingual pedagogues. College of Education and Human Development, University of Texas at San Antonio.

Book Chapters

Swoyer, J., Claeys, L., Flores, B. B., **Garcia, C.T.**, Juárez, L. M., Santillán, L., & Sohn., L. N. (2020). Mentoring the mentors: Developing culturally efficacious educators within a residency model. In P. E. Bernhardt, T. Conway, & G. Richardson (Eds.), Collaborative Models for Clinical Practice: Reflections from the Field. Lanham, MD: Rowman & Littlefield.

El Renacer de Maestros Bilingües: Exploring Culturally Responsive Pedagogy and Culturally Efficacious Dispositions. (2017) In Flores, B. B. and Clark, E. R. *Despertando el Ser: Transforming Latino Teachers, Identities, Consciousness and Beliefs* (pp.173-186). Peter Lang Publishing, Inc.

Apprenticeship: Affirming Consciousness within Learning Communities. (2011) In Flores, B. B., Sheets, R. H., Clark, E. R. *Preparing teachers for bilingual student populations: Educar para transformar* (pp. 230-234). Routledge: A Taylor and Francis Group.

Paper Presentations

Flores, B. B., **Garcia, C. T.** & Claeys, L. (2008). Induction Support for Guiding Teachers through Their Zone of Professional Development- Academy for Teacher Excellence. NABE Conference, February 18-21st, 2008, Austin, Texas

Flores, B. B., Claeys, L., **Treviño-García**, C. & Hernández, A. (2007). Exploring the effectiveness of the Teacher Academy Learning Community's induction support with first year teachers. Texas Association for Teacher Educators Summer Conference, Austin, Texas, June 9, 2007.

Conference/Professional Presentations

- Growing Culturally Efficacious Dual Language Teachers: Un compromiso con la equidad. La Cosecha Dual Language Conference. Albuquerque, New Mexico, November 10-13, 2021.
- Bridging Theory to Practice Through Culturally Efficacious University-School Partnerships, Texas Association of Teachers Educators Conference, Online Conference (TxATE), June 15, 2021.
- Becoming a Culturally Efficacious Educator. Texas Association of Bilingual Education (TABE) Conference, El Paso, Texas, October 26, 2021.
- The Evolution of an Evidence-based Culturally Efficacious Evaluation & Support System for Clinical Teachers, Consortium of State Organizations for Texas Teacher Education Conference (CSOTTE), October 11, 2021
- Cultivating a Culturally Efficacious TEA-Vetted Teacher Residency, Consortium of State Organizations for Texas Teacher Education Conference (CSOTTE), October 11, 2021
- The Evolution of a Culturally Efficacious Bilingual Teacher Residency Partnership, Consortium of State Organizations for Texas Teacher Education Conference (CSOTTE), October 11, 2021
- "¿Qué leen los estudiantes en matemáticas?"; Integrating Jamboard with Mathematical Biliteracy Practices on Digital classrooms. National Association for Bilingual Education, April 29, 2021.
- Culturally Efficacious University-School Partnerships, Diversifying Teacher Workforce, April 20, 2021.
- Cultural Efficacy: The Unifying Fiber of UTSA's Educator Preparation Program, San Antonio Area Association Bilingual Education (SAAABE) Conference, February 26, 2021
- Dual Language/Bilingual Residency Model, San Diego Dual Language Conference, January 30, 2021.
- As an Educator, What Does Cultural Efficacy Look Like, Sound Like, and Feel Like to You?, International Conference on Education and Social Justice, December 4, 2020.
- Preparation for Certification Assessment: Lessons Learned from edTPA Pilot Year One, Texas Association for Bilingual Education Conference July 2020, Online Conference.
- Creative and collaborative solutions: Teachers CAN and DO fieldwork in online environments, Clinical Teachers, Consortium of State Organizations for Texas Teacher

- Education (CSOTTE) Virtual Conference, October 19, 2020
- Unidos: Building Quality Dual Language Programs through Strategic Partnerships, Texas Association for Bilingual Education (TABE) Conference, Corpus Christi, Texas October 18, 2019.
- edTPA Pilot Implementation UTSA 2.0 Bilingual Residency 2.0, Texas Association for Bilingual Education Conference (TABE), Corpus Christi, Texas October 16, 2019
- Growing Dual Language Students: The East Central Way K-12. San Antonio Area Association for Bilingual Education (SAAABE), San Antonio, Texas, May 8, 2015.
- What Does It Mean to Become a Culturally Efficacious Teacher? San Antonio Area Association for Bilingual Education (SAAABE), San Antonio Texas. May 2, 2014.
- Growing Dual Language Students: The East Central Way. National Association for Bilingual Education (NABE), Las Vegas, Nevada, March 6, 2015.
- Preparing Dual Language Students K-12. Texas Association for Bilingual Education Conference (TABE), McAllen, Texas. October 15, 2014.

Invited to Present

- Institute Opening Speaker: Cultural Efficacy & Identity as an Agent of Change, Teacher Academy Learning Community Summer Institute, University of Texas at San Antonio, May 17, 2021
- Diving into the TEKS, Teacher Academy Learning Community Summer Institute, University of Texas at San Antonio, May 24, 2021
- Lesson Planning Resources, Teacher Academy Learning Community Summer Institute, University of Texas at San Antonio, May 24, 2021
- Student Advocacy and Teaching Philosophy, Teacher Academy Learning Community Summer Institute, University of Texas at San Antonio, May 26, 2021.
- Keynote Speaker: The Journey of a BESO Student: De maestra bilingüe a profesora, National Association for Bilingual Education (NABE) BESO SIG, (virtual presentation) April 27,2021.
- Keynote Speaker: Historical Foundations of BESO, National Association for Bilingual Education (NABE) BESO SIG, (virtual presentation) April 27,2021.
- Keynote Speaker: A Rewarding Career in Teaching: Becoming a Bilingual Education Teacher, South San Antonio ISD Special Programs Symposium, San Antonio Texas, October 26, 2019.
- Keynote Speaker: A Rewarding Career in Teaching: Becoming a Bilingual Education Teacher, UTSA ATE Summer Bridging Institute, July 2018.
- Sheltered Instruction, UTSA ATE Summer Bridging Institute, July 2018.
- C-SCOPE: TEKS Resource Center, Academy for Teacher Excellence Research Center, June 2018.
- What to Look For in an Effective Bilingual Classroom, University of Texas at San Antonio English Language Learner Summit, San Antonio, Texas March 27, 2015.
- Becoming a Culturally Efficacious Teacher. Region 20 Service Center Dual Language Conference, San Antonio, Texas, November 6, 2014.

Granting Activities

Innovation Pilot Grant

Grant Type: Public Service Granting Agency: US PREP

Project Dates: May 15, 2021- May 2022

Project Title: Culturally Efficacious Mentor Modules Total amount requested and awarded: \$100,000

Intellectual Property

Clinical Teacher Evaluation and Support System (CTESS)

The CTESS is an observation rubric that was developed by the UTSA EPP Residency Assistant Professors of Instruction (API) Team, which I am a part of. I facilitated the development of Domains 4 (Professional Responsibilities and Dispositions) and 5 (Cultural Efficacy). The CTESS is currently utilized to measure UTSA Clinical Teachers' (CTs) growth in 5 Domains (Planning, Instruction, Learning Environment, Professional Responsibilities and Dispositions, and Cultural Efficacy). This rubric, guides the discussion between the API and the CT after a formal observation based on evidence and provides the CT feedback which is then utilized to create goals for the on-going refinement of their skills in the aforementioned Domains. The CTESS was first developed in Spring of 2019 and has evolved in the past couple of years. (The Title above is linked for rubric access).

Culturally Efficacious Mentor Modules

In my work as an Assistant Professor of Practice (API), I facilitated the development of the Culturally Efficacious Mentor Modules that will guide mentor teachers through the process of reflecting on and understanding what it means and how to be a Culturally Efficacious Agent of Change. Each module is designed to unpack each of the three elements of our EPP's Culturally Efficacious framework- knowledgeable, professional, and community-based. This work provides mentor teachers with a Culturally Efficacious Professional Learning Community (CE-PLC) creating a space for collaboration, critical dialogue, critical reflection, and support, ultimately creating a cadre of mentor teachers who model, coach, and guide clinical teachers through the implementation of culturally efficacious pedagogical practices. The modules were created during the Spring of 2021 (The title above is linked to the Modules page).

Teaching Activities

Courses Taught (Undergraduate)

BBL 4033 Assessment, Learning and Motivation in Bilingual Classrooms

BBL 4073 Language Arts in a Bilingual Program

BBL 4063 ApproCAHES TO CONTENT Based Learning

BBL 4403 Approaches to Teaching Mathematics EC-6

ESL 3023 Second Language Teaching and Learning in EC-6 CI 4923 Internship in Education CI 4613 Clinical Teaching EC-6

Courses Taught (Graduate)

BBL 6946 Instructional Internship in Teaching

Service Activities

UTSA College of Education and Human Development Committees/Task Forces

- Senate Bill 1882 Research Grant Committee Member (August 2021-present)
- EC-6, Middle & Secondary Planning Committee (August 2021-present)
- COEHD Dyslexia Research Committee Member (April 2021-present)
- Culturally Efficacious Mentor Modules Development (January 2021-2021-present)
- edTPA Curriculum Alignment Committee (November 2020-present)
- Clinical Teaching Curriculum Alignment Committee (January 2019-present)

University of Texas at San Antonio

• UTSA Downtown Mural Artist Selection Committee (December 2021-present)

Professional Memberships

- San Antonio Area Association for Bilingual Education
- Texas Association for Bilingual Education
- Texas Association of Teacher Educators
- Consortium of State Organization for Texas Teacher Education

Professional Service

- Texas Association for Bilingual Education (TABE) Executive Board Member (Treasurer) (2021-2023)
- Sage Journal Publication Reviewer: Journal of Educational Leadership (May 2021)
- San Antonio Area Association for Bilingual Education Board Member and Vice President and Conference Proposal Committee Chair (2021-2023)
- San Antonio Area Association for Bilingual Education Board Member Secretary and Conference Proposal Committee Chair (2019-2021)
- San Antonio Area Association for Bilingual Education Board Member Parliamentarian and Conference Proposal Committee Chair (2017-2019)
- Texas Education Agency Vetted Residency Program Status Application Team (June 2021)
- Testified at State Board of Education Certification Hearing on edTPA Pilot, Austin Texas, October 8, 2021

Community Service

- San Antonio Independent School District Bonham Academy Principal Interview Team, October 5, 2021
- Las Palmas Leadership School for Girls Board Member (November 2019-Present)
- East Central Independent School District Spanish Spelling Bee Judge, November 1, 2021
- East Central Independent School District Spanish Spelling Bee Judge, November 16, 2020
- East Central Independent School District Spanish Spelling Bee Judge, November 20, 2019
- Region 20 Spanish Spelling Bee Judge, February 11, 2020.
- Las Palmas Leadership School International Day of the Girl Guest Speaker, October 9, 2020
- Harlandale Independent School District Spanish Spelling Bee Judge, November 16, 2019

Professional Development

- COEHD Leadership Academy: Growing Leaders Today Inaugural Cohort 1 (July 2021-Present)
- ACUE- Effective Teaching Practices (In progress)
- Project Based Learning 101, July 20-22, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, March 24-25, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, June 16-17, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, October 26-27, 2021
- Raise Your Hand Texas: Using Data for Continuous Improvement, May 6, 2021
- Texas Opportunity Culture Symposium, April 30, 2021
- National Association for Bilingual Education, April 27-29, 2021
- San Antonio Area for Bilingual Education, February 26, 2021
- La Cosecha Conference (2019-2021)
- US PREP Curriculum Design Retreat: Clinical Teaching, March 24-25, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, October 21-22, 2020
- US PREP Curriculum Design Retreat: Clinical Teaching, June 17-18, 2020
- Dual Language Institute for Leaders (NABE 2016)
- Literacy Squared Institute, Puebla, Mexico (2016 & 2018) -Dr. Kathy Escamilla
- Teaching for Biliteracy NABE Pre-Institute (2017)-Cheryl Urow
- Connecting Content and Language Trainer of Trainer Series (2017)- Dr. Eugenia Mora Flores
- Identifying Critical Content in Curriculum (UT-IPSI 2017 and 2018)
- Higher Education Institute Presenter and Attendee, Texas Association for Bilingual Education Conference, Corpus Christi, Texas October 16, 2019

Newspaper and Radio Interviews

- Texas Public Radio (TPR) Guest Speaker on The Source: San Antonio Schools Face High Demand For Dual-Language Learning, Interview October 2, 2019
 https://www.tpr.org/show/the-source/2019-10-02/san-antonio-schools-face-high-demand-for-dual-language-learning
- Newspaper Interview for the San Antonio Express News:Doubling Down on Dual Language Programs in San Antonio, September 22, 2019
 https://www.expressnews.com/news/education/article/doubling-down-dual-language-programs-in-San-Antoni-14434903.php
- Newspaper Interview for the San Antonio Express News: Even in a Bilingual City, Bilingual Teachers in Short Supply, July 20, 2015
 https://www.expressnews.com/news/local/article/Even-in-a-bilingual-city-bilingual-teachers-in-6395588.php
- Newspaper Interview for the San Antonio Express News: Sponsors Sought to Get Local Champs to National Spanish Spelling Bee, May 9, 2014
 https://www.mysanantonio.com/news/education/article/Sponsors-sought-to-get-local-champs-to-national-5466092.php