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**Associate 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**

- **Associate Professor of Instruction: Promotion** (September 1, 2022-Present)
- **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**
  - Stephen F. Austin Elementary- 4th Grade Bilingual Education Teacher (1993-1994)
  - Bella Cameron Elementary- 3rd grade monolingual Teacher (1994-1995)
  - 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**

Recipient of the UTSA “President’s Distinguished Achievement Award for Excellence in Community Engagement” (April 2023)

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

### **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*.

Belinda Bustos Flores, Adriana Alonzo, **Claudia Treviño García** & Lisa Santillán (2022) Reframing our work: Critical bicultural-bilingual pedagogues, NABE Journal of Research and Practice, DOI: [10.1080/26390043.2022.2123725](https://doi.org/10.1080/26390043.2022.2123725)

### **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>

### **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

- Crafting Culturally Relevant and Inclusive Pedagogy, UTSA-ATE Teacher Academy Learning Community Summer Institute -TALC-SI Transfer Academy, (May, 23, 2023)
- Leaders Supporting Teachers' Cultural Efficacy Development: Strategies to sustain a dual language program (SAAABE), April 13, 2023
- Leaders Supporting Teachers' Cultural Efficacy Development: Strategies to sustain a dual language program (Siempre Bilingue Summit :SAISD), January 28, 2023
- Supporting Residency Candidates via a DL Community Lab School Partnership, Consortium of State Organizations for Texas Teacher Education Conference (CSOTTE), October 11, 2022
- Supporting Residency Candidates via Dual Language Community Lab Schools, Texas Educator Residency Summit, Texas Education Agency, Online Summit, June 29, 2022.
- Fostering Culturally Efficacious Mentoring Practices: The Creation of the Culturally Efficacious Mentor Modules (CEMMs), US PREP Learning Tour. The Woodlands, Texas, April 13, 2022
- Growing and Sustaining Equitable Education Partnerships: UTSA's Bilingual Teacher Residency Program Trajectory, American Association for Colleges for Teacher Education (AACTE) Diversifying the Teaching Workforce, Online Conference, March 3, 2022
- 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**

- Who Am I? Awakening My Identities as a Culturally Efficacious Teacher (Opening Keynote), UTSA-ATE Summer Bridging Institute, July 17, 2023
- Promoting DEI & Social Justice in the Site Coordinator Role, US PREP Clinical Convening, June 13, 2023.
- Keynote Speaker, Texas Association for Bilingual Education BESO Leadership Institute, April 15, 2023
- New Faculty Academy Bold Bootcamp Panelist, University of Texas at San Antonio, August 3, 2022.
- Culturally Efficacious Mentor Teacher Academy, University of Texas at San Antonio, Academy for Teacher Excellence Research Center, Summer Bridging Institute, July 11-15, 2022.
- Artist Talk Moderator: Espiritus Del Llano, Our Lady of the Lake University, May 20, 2022.
- 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.

### **Teaching Activities**

#### **Courses Taught (Undergraduate)**

BBL 4033 Assessment, Learning and Motivation in Bilingual Classrooms

BBL 4073 Language Arts in a Bilingual Program

BBL 4063 Approaches 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**

- 1882 Dual Language Partnership Assistant Director Interview Committee (September 2023)
- TEA Innovate Program Commendation Contributor (August-September 2023)
- UTSA "Author Day" Ethnographic and Author Curriculum and Activity Designer, March 31, 2023
- 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 for Data Science Building (December 2021-May 2022)

### **Professional Memberships**

- Pan American League
- San Antonio Area Association for Bilingual Education
- Texas Association for Bilingual Education
- National Association for Bilingual Education
- Texas Association of Teacher Educators
- Consortium of State Organization for Texas Teacher Education

### **Professional Service**

- Building the Dual Language Leader Symposium Planning Committee, UTSA, August 1-September 15, 2023)
- Northside ISD Residency Interview Committee (May 30, 2023)
- UTSA Commencement (Fall 2022 and Spring 2023)
- Bicultural-Bilingual Graduate Student Final Project Committee Memeber: Ana Ulate, April 20, 2023
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- Bicultural-Bilingual Graduate Student Final Project Committee Memeber: Monico Vitela, April 17, 2023
- Bicultural-Bilingual Graduate Student Final Project Committee Memeber: Yamilka Calvillo, April 7, 2023
- Texas Association for Bilingual Education Journal Publication Reviewer: (December 2022)
- Testified at State Board of Education Joint Committees (Higher Education and Public Education) on the Texas Teacher Shortage: Impact of the pandemic on the state's teacher workforce, and current practices to improve the recruitment, preparation, and retention of high-quality educators Certification Hearing on, Austin Texas, September 20, 2022.
- Judge and selection committee memeber for the "Premio de la Academia Norteamericana de la Lengua Española (ANLE) para la literatura infantil y juvenil" (Campoy-Ada Award), 2022-2023
- Texas Association for Bilingual Education (TABE) Executive Board Member (Treasurer) (2021-present)
  - TABE 2022 Conference School Visit Co-chair (2022)
  - TABE Executive Director Search Steering Committee (2022-2023)
- Sage Journal Publication Reviewer: Journal of Educational Leadership (May 2021)

- San Antonio Area Association for Bilingual Education Board Member President-Elect and Conference Program Committee Chair (2022-2024)
- 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**

- SOMOS Storytellers (Humanities Texas Grant Contributing Scholar, (July -October, 2023)
- Leal Middle School 8th Grade Dual Language Student Ceremony Keynote, May 25, 2023
- St. John Bosco 8th Grade Graduation Keynote (May 19, 2023)
- SOMOS Cultura y Más: Día de los niños community volunteer organizer and Scholar Advisor (May 6, 2023)
- Region 20 Service Center, Regional Spanish Spelling Bee Head Judge (May 16, 2023)
- COEHD Teacher Induction Ceremony Emcee (December 6, 2022)
- Watts Inc. presentation on Día de los muertos (DEI Activity), November 2, 2022
- SOMOS Cultura y Más: Día de los niños community event volunteer (April 30, 2022)
- Governing Board Member of the Celebrate Dyslexia Schools Charter (January 2022-present)
- San Antonio Independent School District Bonham Academy Principal Interview Team, October 5, 2021 and April 20, 2022
- 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

- Texas Education Agency Title 3 Symposium, (June 17-18, 2023)
- Co-Teaching Train the Trainer Workshop, University of Texas Dallas ( July 13-14, 2023)
- COEHD Leadership Academy: Growing Leaders Today Inaugural Cohort 1 (July 2021-May 2022)
- Project Based Learning 101, July 20-22, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, October 25-26, 2022
- US PREP Curriculum Design Retreat: Clinical Teaching, March 24-25, 2022
- US PREP Curriculum Design Retreat: Clinical Teaching, June 16-17, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, October 26-27, 2021
- US PREP Curriculum Design Retreat: Clinical Teaching, June 15-16, 2022
- 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, Magazine, Radio & Television Interviews

- KABB FOX 29 News Interview: Celebrate Dyslexia Schools, October 20, 2022
- UTSA La Sombrilla Magazine Interview: [The Bilingual Advantage](#), (to be published 2023), October 19, 2022.
- 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-antonio-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>