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# MARÍA LUCÍA HERNÁNDEZ

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## ADJUNCT PROFESSOR

### District and Campus Leadership | Communication Skills | Language Acquisition | Prioritization

- Experienced for 20+ years in teaching and supervision; providing leadership, vision, and support to learning programs and staff.
  - Proven record of improving teacher retention and performance, creating a positive impact on students.
  - Expertise in creating and developing quality professional learning plans.
  - Ability to analyze problems, issues, and concerns and formulate appropriate alternative solutions.
  - Proven record of achieving curriculum development initiatives.
  - Strong communication skills with bilingual proficiency in English and Spanish.
  - Capable of designing, developing, and implementing EL programs.
  - Thorough knowledge of the principles, methods, strategies, and objectives of public education combined with expertise in the procedures and techniques pertaining to school administration.
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## CORE SKILLS AND COMPETENCIES

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|-----------------------------|--------------------------|----------------------|
| ▪ Professional Ethics       | ▪ Effective Leadership   | ▪ Problem Solving    |
| ▪ Interpersonal Skills      | ▪ Evaluation/Supervision | ▪ Policy Compliance  |
| ▪ Administrative Experience | ▪ Public Relations       | ▪ Fiscal Management  |
| ▪ Analysis                  | ▪ Staff Development      | ▪ Project Management |
| ▪ Personnel Management      | ▪ Decision Making        | ▪ People Skills      |
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## PROFESSIONAL EXPERIENCE

**Dallas Independent School District**, Bilingual/ESL Department  
*Dual Language Instructional Specialist and Supervisor*

July 2009-Present

- Achieve development in teachers' performance to help reach/exceed educational goals, applying the District's Destination 2020 plan for improving instructional practices for English language learners.
- Supervise and mentor instructional specialists in performing their responsibilities, provide on-going capacity building.
- Design, create, and improve curricular assessments and professional development resources for bilingual and English as a Second Language Reading/Language Arts courses.
- Manage and establish an effective rapport with planning teams, districtwide and campus-wide, to ensure quality service and instruction for English Language Learners maintaining district policy and initiatives.
- Analyze content and enrichment programs and create/conduct professional development for Bilingual/ESL teachers and other district stakeholders in alignment with State standards and instructional strategies for ELLs.
- Support the academic and linguistic development of ELLs in dual languages campuses through technical assistance and online support.
- Initiate individualized workshops aiming to provide explicit instructional strategies for second language learners in a dual language program.
- Educate staff on local and national training sessions, maintain training calendars, manage logistics of training sessions, and organize attendance reports and documentation.
- Keep abreast of current professional research and legislation affecting ELLs education programs through explicit staff development and local and national conferences.
- Assist in planning and facilitating extended year enrichment opportunities and contribute as a constructive and collaborative bilingual team member.

**Mountain View Community College**  
*ESOL and Reading Adjunct Professor*

June 2017-Present

- Enhance the learning process by providing course syllabus and evaluating instructional process/innovative strategies.
- Recommend materials, revise curricula, advise on teaching assignments, and maintain course records.
- Participate in student advising/registration and utilizes technology to facilitate learning and access data, maintain records, and generate reports.

- Keep professional assignments in accordance with the System's calendar and contractual obligations and comply with Districts Board policy, state, and federal policy, and student code of conduct.
- Plan division objectives and budget requests; attend college committees, meetings, and activities; and participate in campus commencement exercises.

**Cityscape Schools**, East Grand Preparatory Charter School  
Principal

Aug 2017-Dec 2017

- Led the educational program in the Elementary and Middle Schools (PK3-8th grades) and monitored curriculum development, instructional practices, human resources, school culture, effective communication, financial planning, and facilities management.
- Created smooth and flawless processes in the educational system, led professional learning and team building, and expanded the school enrollment.
- Ensured optimal commitment to campus curriculum framework and performed regular observations and instructional coaching based on personalized professional development goals.
- Ensured equity in instructional delivery and led the Positive Behavioral Intervention Committee, Campus Instructional Leadership Committee, and Student Success Initiative Committee.
- Collaborated with Student Services Team in implementing a restorative justice discipline policy, established a positive learning environment, and ensured development aligns with school goals.
- Worked with the Academic Leadership Team to create a yearlong schedule for Weekly Data Meetings.
- Provided all staff members with opportunities for outside professional development.
- Ensured proper training for all teachers including training to deal with students with special needs, English Language Learners, and at-risk students.
- Performed HR duties including hiring and training staff and maintained professional ethics.
- Nurtured partnerships with community organizations.
- Observed students' academic growth and assisted teachers in using learning targets as an effective assessment for learning strategy.
- Ensured teachers provide up to date assessment information and data to parents and conducted student-led conferences twice a year.
- Coordinated standardized testing for the school, attended district training, informed parents and teachers of testing, created schedules, oversaw test administration, and ensured test security.

**Dallas Independent School District**, Skyline High School  
Dean of Instruction for Evening Academy

May 2012-Aug 2014

- Co-Led the Evening Academy credit recovery program and monitored curriculum development, instructional practices, school culture, effective communication, and facilities management.
- Created smooth and flawless processes in the educational system, led professional learning and team building, and expanded the school enrollment.
- Ensured compliance with state requirements for graduation credit.

### **PRIOR WORK HISTORY**

*Bilingual Teacher*, **DISD**, Anson Jones Elementary School

Aug 2006-July 2009

*Early Childhood Specialist*, **DISD**, Early Childhood Department

Aug 2005-July 2006

*Bilingual Teacher*, **DISD**, *Stevens Park and Anson Jones Elementary School*

Aug 1999-July 2005

*Library Clerk/ ESL Teacher Assistant*, **DISD**, Raul Quintanilla Middle School

July 1997-Aug 1999

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## **EDUCATION AND CERTIFICATION**

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*M.Ed. in Bilingual Education*, **SMU University**, Dallas, TX2004

Principal (EC-12)

T-TESS Certified

Master Reading Teacher (EC-12)

Elementary Bilingual/ESL-Spanish (1-8)

Elementary Self-Contained (1-8)

Early Childhood Education (PK-G)