

Dr. Cynthia Trinidad-Sheahan

Education Leader

•**Address:**311 County Rd. 45 Hudson Colorado 80642 •**phone:** 303-304-4155
•**email:** cyntrinshea@gmail.com

Objective

To lead as an innovative educational leader supporting equitable practices with high levels of expectations for curriculum and instruction. My expertise lies in leadership development and cohesion, systems and policies of diversity, equity and inclusive practices, and strategic planning. My philosophy is that all individuals can and will learn under the right learning conditions and opportunities with outcomes of achievement and growth that will provide for strong, knowledgeable and resilient individuals that not just understand equitable practices, but practice them in everyday life.

Education

2016-2019 University of Colorado, Denver, CO
Ed.D. Equity and Educational Leadership

2012-2013 University of Northern Colorado, CO
Educational Specialist, Administrative Leadership, Type D Endorsement

2005 University of Colorado, Boulder, CO
M.A., Education – Multicultural Education, Equity and Diversity, and Linguistics

2001 University of Northern Colorado, CO
B.A., Bilingual Education, Spanish-Elementary Education

Leadership Attributes

Curriculum Development
Literacy Specialist
Secondary Education Specialist
Equity and Diversity Specialist
Linguistic Development Specialist
Policy Advocate
Bilingual/Bicultural Education
Leadership development
Intervention specialist
Parent and Community Engagement Specialist

EXPERIENCE

Executive Director/Colorado Association for Bilingual Education: July 1 2021 to present

- Leading 501c3 organization
- Creating and leading strategic planning of the organization
- Collaborating with school districts and organizations across the state of Colorado in creating, implementing and monitoring diversity, equity and inclusive practices.

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- Serving bilingual students, families and educators in Colorado in parent organizing ,advocacy and professional learning
- Planning and implementing structures and programming for linguistically diverse communities
- Communicating with the Colorado Department of Education on legislation and policies for bilingual and BIPOC student populations
- Balancing of budgets for various programs statewide and within the organization
- Oversight of marketing and technology for CO-CABE
- Fundraising and grant writing to support various programming
- Legislation and policy advocacy for linguistic programming and state mandated policies
- Planning and executing state wide events that are educational, diverse and equitable

Principal, High School New America Schools: July 2018-June 30th 2021

- Alternative non-profit high school 501 c3
- Serving immigrants, refugees and underserved students of diverse cultural and linguistic backgrounds.
- Planning and implanting successful systems that created engaging instructional practice to increase Academic Language within all contents.
- Provided targeted feedback through individual conferences for best instructional practice with every building educator.
- Supported novice teachers through co-planning, modeling, professional development and added resources for successful beginnings.
- Implemented the Seal of Biliteracy certification for linguistic/literacy proficiency in both English and another language.
- Planning and monitoring budgets of federal grants and general funding. Building partnerships with the community to create a family/community center.
- Increase in graduation rate from 50% to 85%. Creating an attendance plan to increase attendance from 50% to 75%.

Director of Secondary Education and Educator Effectiveness: October 2016- June 2018 **Adams 14 School District**

- Performed frequent accurate and calibrated evaluations of secondary building principals
- Coach/advise building principals in developing, implementing and monitoring of individual school strategic plans focused on individual building success
- Partnered and collaborated with Chief Academic Officer in leading district

instructional practices and vertical articulation K-12

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- Created systems and structures for teacher/principal induction state approved program
- Created and implemented district mentor/mentee program for both teachers and building principals
- Created and shepherd the implementation of district professional development programming K-12th grades

Director of Language Development June 2014-October 2016

Boulder Valley School District

- Observed and evaluated district ELD program (56 Schools) to comply with the Office of Civil Rights and Colorado Department of Education
- Created and implemented district protocol for identifying language learners who may also have a learning disability to prevent over identification of ELL/Special Education placement
- Supervised Title III grant and ELPA Fund allocations
- Supervised district ELD Budget and FTE allocations to individual schools
- Collaborated with Early Childhood Learning and Literacy on district plans for student achievement directly connected to District UIP and Strategic Plan
- Created and aligned teacher and principal professional development of Sheltered Instructional Strategies

Assistant Principal Aurora Central High School (July 2013-2015) **grades 9-12**

Aurora Public Schools

- Supervised and coordinated communication, budget, and progress for Tiered Intervention Grant (TIG) with district grants office and the Colorado Department of Education
- Professional Development in conjunction with Dr. Robert Marzano
- Supervised and coordinated all efforts with Colorado Initiative-Legacy Grant
- Developed a “Pipeline Partnership” with Metro State University for student teacher placement
- Implemented a *Newcomer* process for all Linguistically Diverse Students
- Turned around an underperforming English Language Development Department where there was a 70% increase in the number of students who were re-designated.
- Implemented changes in the ELL Department that led to the increase of academic growth by 7.1 % and reducing academic growth gaps by 13.7% through best practices for ELL students

Administrative TOSA/Assistant Principal Fulton Academy of Excellence (July 2012-2013)

Aurora Public Schools

- Assisted supervision with Tiered Intervention Grant (TIG) for School Turnaround
- Supported the implementation of a Pilot School Status
- Insured school goals were strategic and focused for optimal increases in student achievement
- Monitored and executed strategies to increase student attendance
- Implemented and instructed professional development for classified/Para staff
- Coordinated State Assessment schedule and process for State Assessments

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Data-Grant TOSA/Fulton Academy of Excellence

Aurora Public Schools (November 2011-2012)

- Assisted with supervision and monitoring of Tiered Intervention Grant (TIG) for Turnaround Process
- Reporting data to the Colorado Department of Education to support the work of federal grants
- Implemented and monitored parental involvement programs K-5th grade
- Facilitated meetings with Colorado Department of Education on progress of Fulton Academy of Excellence in Turnaround
- Prepared documents and materials for the U.S. Department of Education review of the TIG grant for the Federal Audit

Middle School Teacher Leader/Department Chair ESL, and Literacy Intervention

Brighton 27J School District

Stuart Middle School (2008-2011)

- Established discipline and attendance expectations
- Implemented data learning communities for ELL students
- Facilitated professional development on best practices for Language Acquisition
- Provided professional development on instruction for ELL and Literacy Intervention students

Middle School Teacher/Department Chair of Social Studies, ESL and Literacy Intervention-Brighton 27J School District, Brighton CO

Overland Trail Middle School (2002-2008)

- Instructed U.S. History 8th grade with district 2002-2007
- Facilitated professional learning communities/ curriculum search as Teacher Leader 2006-2008
- 8th grade literacy to ELL students of diverse linguistic and cultural backgrounds

Professional Organizations

COCABE: Colorado Association of Bilingual Educators

COALAS: Colorado Association of Latino Administrators and Superintendents

Awards & Recognition

Federico Pena Community Service Award 2020

September "Estrella": CO-ALAS 2019

Keynote Speaker CU-Bueno HEP GED graduation 2018

Co-Chair of CO-ALAS (Colorado Administrators and Superintendents of Colorado) 2015-2016

Presenter: CABE(Colorado Association of Bilingual Educators) Conference 2014

Presenter La Raza Youth Leadership Conference 2012

Keynote Speaker CU-Bueno HEP GED graduation 2011

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Recognized by Prairie View High School Inaugural class for Most Influential teacher 2009

Recognized by 9NEWS for Black History instruction 2005

Teacher of the Month Brighton City of commerce 2005

Hispanic Advisory for embracing diversity 2002-2003

Publications

Heritage Language Learners: On the Brink of Language and Cultural Loss (2019)

Education Leaders of Color Leaving the Field of Education: An Examination of Bias in Leadership (2019)

Professional References

Dr. Angelina Duran, Psychology, and Special Education Consultant

Dr. Mark Roberts, Principal Arkansas, Educational Consultant Marzano Research

Dr. Eleanor Burns, Director of Data and Assessment Mapleton School District, Colorado