

**Cynthia G. Walls**  
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### **Education/Certification**

Ed.D.	Learning and Organizational Change, Baylor University, Waco, Texas, 2021
M.Ed.	Administration, Lamar University, Beaumont, Texas, 2011
BA	History, University of Texas Pan American, 1996
Principal Certificate	Texas  T-TESS Certified
Teacher Certificate	8 <sup>th</sup> -12 <sup>th</sup> Speech, Texas  1 <sup>st</sup> - 8 <sup>th</sup> Elementary History, Texas  1 <sup>st</sup> - 8 <sup>th</sup> Elementary Self-Contained, Texas

### **Administrative and Leadership Experience**

#### **Director**

#### **P-16 Outreach and Testing Services University of Texas**

#### **Rio Grande Valley**

#### **Edinburg, Tx., June 2019-present**

- Responsible for maintaining the NCTA Certified Testing Center designation at the Edinburg Campus
- Responsible for developing and implementing a multitude of diverse education and outreach initiatives to support institutional priorities with a focus on testing services, enrollment, and K-12 partnerships to support students and educators.
- Direct the activities of P-16 Outreach and Testing Services for UTRGV.
- Develop short and long-range plans, conceptual designs, budget requirements, personnel management, and documentation for assigned area.
- Responsible for department planning, budgeting, account management, internal and process control procedures oversight/management.
- Collaborate with various university stakeholders, including strategic enrollment, advisement, and colleges to support post-secondary transition.
- Collaborate with local school districts to identify and provide services for students and educators to facilitate enrollment in post-secondary education.

- Responsible for the overall quality of the department services and refines processes as needed based on student, staff, and faculty needs.
- Increase department revenue from all available sources, including contracts, grants, and forging partnerships.
- Execute annual contracts with testing companies, school districts, and other educational partners.
- Responsible for maintaining security and integrity of all testing material.
- Develop and refining departmental goal and objectives aligned with unit and university priorities.
- Coordinate all aspects of institutional testing services.
- Implement policies and procedures governing each test offered at the center and stay up to date with testing company, state, and national updates and protocol changes.
- Coordinate educator services such as the College Board Advanced Placement Institutes, Substitute Certification Course, and other workshops developed to serve school district partner needs.
- Develop, implement, and monitor P-16 outreach programming for students such as the Mother Daughter Program, the Abriendo Caminos Migrant Program, Academic Summer Camps and Year-Round Conferences, Collegiate G-Force Program, and other related programming.
- Coordinate with various university stakeholders to ensure the safety of minors on campus.
- Actively seek out partnerships to enhance and create new educational opportunities for K-12 students and educators.
- Develop effective processes for marketing, recruitment, and registration for all programs.
- Serve on internal/external local, regional, and state committees to support department and institutional priorities.
- Compile and submit reports as required by management, state, local, and federal regulatory agencies.
- Hire, supervise, train, and evaluate full-time and part-time staff. · Performs other duties as assigned.

**Data and Research Manager,  
UTRGV GEAR UP  
University of Texas Rio Grande Valley,  
Edinburg, TX., 2018-June 2019**

- Implement and monitor an evaluation plan addressing strategic evaluation metrics, data collection methods, analysis and reporting related to the specific needs of a large-scale project.
- Develop plans for program by using data to improve programs and respond to community needs
- Coordinate needs assessment development, distribution, and analysis to provide services to meet the needs to program participants.
- Develop and design surveys to enable student, faculty and community feedback and make recommendations based on results.
- Compile data to help inform institutional or division planning and program

implementation processes.

- Assist in planning and implementing services that are aligned to project objectives and outcomes
- Develop data collection practices and monitor uniform data collection compliance across divisions and programs
- Lead the effort in writing, editing and publishing institutional impact reports, grants or other applicable documents.
- Design methodology to logistically implement the collection of valuable data for program evaluation for the Division's signature events/programs
- Serve as a liaison between the project and external evaluators and data management personnel
- Collaborate with stakeholders to refine program service/activities based on evaluation results.
- Design research protocol and conduct educational research including the coordination of data collection, data analysis, and the dissemination of results.
- Collaborate with project staff to monitor and analyze student, parent, and teacher service data and input into data management system.
- Coordinate research, planning and evaluation of projects with department staff, educational partners, and school district staff to further advance the programs mission
- Contribute to and prepare monthly, quarterly, and annual performance reports.
- Provide staff development workshops on evaluation methods to various audiences
- Provide feedback on service costs and impact on project participants.
- Prepare grant applications to obtain funding to support project goals and objectives
- Develop and administer survey instruments to program participants in various formats such as online, focus groups, interviews, etc.
- Conduct site visits to provide analytical support to program staff at remote locations
- Create presentations for various stakeholders to share evaluation results and provide recommendations based on data trends

**Testing Coordinator/Interventionist/RTI Coordinator/AVID Coordinator, Brown Middle School,**

**McAllen Independent School District, McAllen, TX., 2016-2018**

- Create data tables for administrators and faculty to guide data driven instruction
- Use DMAC software to create ColorBands to track teacher and student performance
- Meet with teachers to create data driven interventions
- Interpret data using the A-F accountability system
- Create and deliver data presentations to faculty and district personnel
- Assist with interpreting assessment data

- Create and maintain historical STAAR, PSAT, CBA, and DBA data to guide campus leaders in data driven decision making for campus success
- Organize and supervise all campus testing CBA, DBA, STAAR, PSAT 8/9 and Credit by Exam to ensure student success
- Schedule and conduct training sessions for all campus test administrators assuring proper administration, security and confidentiality of exams
- Encourage planning for improvement in student test results to help raise student achievement
- Organize and conduct staff development to implement the district and state mandated testing program, policies and procedures
- Assist with interpreting assessment data
- Collect, organize, and provide data to all campus staff
- Trained staff in instructional best practices, AVID, RTI, LEAD4WARD etc.
- Create Campus Based Assessments for all core content area departments
- Assist campus departments in the development of interventions for At-Risk, RTI, Special Education, 504, ELL students
- Train teachers in policies and procedure for Response to Intervention (RTI)
- Tracked RTI students and ensured teachers progress monitored Tier 2 and Tier 3 RTI students.
- Ensured that RTI students were given appropriate interventions and designated supports
- Assisted and trained campus AVID Elective Teachers
- Collected and reported AVID data to District, State and National AVID offices to ensure AVID system fidelity and compliance
- LPAC committee member assisted with decisions for ELL students

**Texas Literacy Initiative Coach/AVID Coordinator, Brown Middle School,  
McAllen Independent School District,  
McAllen, TX., 2015-2016**

- Organized and supervised campus TLI grant to ensure compliance
- Scheduled and conducted Literacy and AVID best practices training sessions for all campus staff
- Assisted teachers with curriculum and interventions for student success
- Modeled lessons for teachers using the TLI Literacy modules
- Organized Special Populations program for intensive interventions
- Assisted Testing Coordinator with logistics for state assessments
- Collected and reported AVID student data for local, state and national AVID offices
- Assisted Principal in creation of data reports and shared with staff

**Testing Facilitator, Economedes High School, Edinburg  
Consolidated Independent School District, Edinburg,  
TX., 2009-2016**

- Create data tables for administrators and faculty to guide data driven instruction
- Use DMAC, Edusoft, Skyward software to track teacher and student progress
- Run language, M1, M2, recent immigrant reports to verify information for accountability purposes
- Meet with teachers to create interventions using data
- Create and deliver data presentations to faculty and district personnel
- Assist with interpreting assessment data
- Organize and supervise all campus testing CBA, DBA, Credit by Exam, STAAR, PSAT, AP, and THEA to ensure student success
- Schedule and conduct training sessions for all campus test administrators assuring proper administration of exams, security and confidentiality
- Encourage planning for improvement in student test results to help raise student achievement
- Organize and conduct staff development to implement the district and state mandated testing program, policies and procedures
- Assist with interpreting assessment data
- Collect, organize, and provide data to all campus staff
- Assisted in the creation of the JEHS JAG Express Concurrent Enrollment Program
- AVID Coordinator that prepared faculty, staff and administration for the AVID National Demonstration Validation visit
- Campus received AVID National Demonstration School designation then revalidated a second time
- Hired and oversaw AVID Tutors
- Oversaw AVID budget
- Assisted in organizing College Board Inspiration Award visits and presentations
- LPAC committee member assisted with decisions for ELL students

**GEAR UP Academic Advisor, University  
of Texas Pan American, Edinburg, TX.,  
2007-2009**

- Provide guidance for four GEAR UP campuses
- Planned and presented various presentations on GEAR UP
- Assisted in collecting data
- Evaluated and audited GEAR UP Coordinator's records yearly
- Advised and designed action plans for campuses to meet all grant requirements
- Organized events
- Oversaw academic component for project to ensure student cohort success
- Met with variety of businesses and educational partners to find best programs for cohort student's academic success
- Planned and implemented training for 51 AVID campuses
- Evaluated and certified AVID campuses
- Organized weekend camps for AVID students for college and leadership exposure

- Assisted with student events
- Assisted with parent conferences and events

**GEAR UP AVID Specialist, University of Texas Pan American, Edinburg, TX., 2006-2007**

- Supervised 51 AVID campuses programs
- Assisted regional AVID District Directors in creating their AVID programs
- Designed and implemented in-services for AVID teachers to ensure student academic success
- Presented AVID program awareness to administrators to achieve support and campus-wide change
- Set up training for all content area teachers using AVID methodologies to ensure campus-wide growth and implementation
- Set up training courses such as Covey's The 7 Habits of Highly Effective Teens for AVID Teachers.
- Trained AVID and GEAR UP tutors to ensure grant objectives and certification requirements are met
- Collaborated with AVID Center and Texas AVID State Office to set up training and Regional AVID District Director Meetings
- Planned and presented monthly meetings for AVID teachers ensuring comprehension of curriculum and events
- Gathered data and created reports for foundation to ensure continued funding of program
- Evaluated data and presented findings to state and national AVID offices
- Evaluated and Certified AVID campuses to ensure program integrity
- Assisted Regional AVID Director with narratives for MSDF grant reports

**AVID Coordinator/Teacher, Memorial Middle School, Edinburg Consolidated Independent School District, Edinburg, TX., 2000-2006**

- Implemented campus AVID program which opened student access to rigorous courses
- Designed and implemented in-services for teachers to ensure student academic success
- Presented AVID program awareness to campus faculty and staff to achieve support and campus-wide change
- Oversaw AVID Site Team which became catalyst for school-wide integration and implementation
- Hired, trained, and supervised AVID tutors to ensure grant objectives and certification requirements were met
- Oversaw state grant and federal accounts assigned for AVID implementation

- Planned and presented for new National and State District Directors on how to create a successful AVID program
- Gathered Data and created reports for foundation to ensure continued funding of program
- Campus received National Demonstration School designation
- Planned events that showcased AVID campus program to visitors
- Planned Parent events for AVID parents on assisting their students in preparing for college
- Created Memorial Middle School yearbook as Yearbook Sponsor
- Evaluated data and presented findings to state and national AVID offices
- Oversaw National Jr. Honor Society
- Oversaw Memorial Middle School Cheerleading Program

**Site Base Decision Making Committee Chairperson, Memorial Middle School, Edinburg Consolidated Independent School District, Edinburg, TX., 2005-2006**

- Designed and implemented a teacher incentive program to boost morale
- Designed and implemented a school-wide binder system to help students achieve academic success

**1<sup>st</sup> Grade Department Chair, Buckner Elementary School, Pharr, San Juan, Alamo Independent School District, Pharr, TX., 1997-1999**

- Implemented and promoted collaboration within department to create thematic lessons for successful student learning
- Gathered Data and created reports for department use on students for proper placement
- Planned and improved department in-services to improve classroom management and instruction

**Technology Representative, Buckner Elementary School, Pharr, San Juan, Alamo Independent School District, Pharr, TX., 1996-1999**

- Implemented and promoted training for faculty and staff on campus acceptable use policy
- Trained faculty and staff on technology-based programs for effective classroom usage
- Created and maintained school website

**Gifted and Talented Testing Representative, Buckner Elementary School, Pharr, San Juan, Alamo Independent School District, Pharr, TX., 1997-1999**

- Planned and organized gifted and talented testing for campus
- Created data forms for district submission
- Administered SOI gifted and talented exam to prospective GT students

**Teaching Experience**

**AVID Coordinator/Teacher, Memorial Middle School Edinburg Consolidated Independent School District, Edinburg, TX., 2000-2006**

- Maintained positive relationships with students and parents while holding students accountable for high academic achievement
- Evaluated and tracked student progress by teacher observation, student work samples and assessments
- Integrated teaching strategies and motivational strategies to generate student interest and success.

**8<sup>th</sup> Grade History Teacher, Memorial Middle School Edinburg Consolidated Independent School District, Edinburg, TX., 1999-2000**

- Integrated teaching strategies to motivate students to achieve academic success
- Maintained high academic expectations for student success and college readiness
- Evaluated students by teacher observation, student work and assessments
- Created positive relationships with students and parents to attain academic confidence and success

**1<sup>st</sup> Grade Teacher, Buckner Elementary School, Pharr, San Juan, Alamo Independent School District, Pharr, TX., 1996-1999**

- Integrated teaching strategies and classroom management skills to ensure student academic achievement
- Evaluated students by teacher observation, student work and assessments
- Created positive relationships with students and parents to attain academic confidence and success

## **Committees and Boards**

**RGV Lead, Executive Board Member, McAllen, TX., 2026-present**

**NCTA Certification Team Member, 2025-present**

**RGV Lead Board Member, McAllen, TX., 2024-2026**

## **Additional Training/Professional Development**

“2019 NCCEP/GEAR UP Capacity-Building Workshop”, NCCEP, San Antonio, Texas, February 2019.

“2018 Texas GEAR UP State Conference”, Texas GEAR UP, Austin, Texas, November 2018.

“NCCEP/GEAR UP Evaluators Conference,” NCCEP, Washington D. C., July 2018.

“NCCEP/GEAR UP Annual Conference,” NCCEP, Washington D.C., July 2018.

“TestHound Training,” McAllen ISD, November 10, 2017.

“DMAC-RTI Update,” Regional One Educational Service Center, November 2, 2017.

“Texas Teacher Evaluation and Support System,” Region One Educational Service Center, September 25, 2017- September 27, 2017.

“Explicit Direct Instruction Lesson Design,” Region One Educational Service Center, September 18, 2017- September 19, 2017.

“Test Security Supplement and TAC,” McAllen ISD, September 5, 2017.

“DMAC-RTI,” Region One Educational Service Center, August 14, 2017.

“May STAAR Middle School Campus Test Coordinator Training,” April 19, 2017.

“DMAC-RTI,” Region One Educational Service Center, April 13, 2017.

“TELPAS Reading Online Training: Texas Assessment Management System,” February 15, 2017.

“STAAR Alternate Training for Campus Test Coordinators,” McAllen ISD, February 13, 2017.

“TELPAS Training for Campus Test Coordinators,” McAllen ISD, January 27, 2017.

“DMAC-RTI Training,” Region One Educational Service Center, January 25, 2017

“RTI Coordinator Meeting/Training,” Region One Educational Service Center, January 31, 2017.

“Accommodations Training,” McAllen ISD Testing, November 16, 2016 “Accommodations

Update,” McAllen ISD, October 4, 2016.

“Explicit Direct Instruction,” Region One Educational Service Center, September 23, 2016- September 29, 2016.

“TEKScore Training for Unexperienced Staff,” McAllen ISD, September 19, 2016

“Texas Middle School Fluency Assessment,” Region One Educational Service Center, September 13, 2016.

“Secondary RTI Training,” McAllen ISD, September 8, 2016.

“RTI Overview and Support for Older Struggling Readers,” Region One Educational Service Center, August 23, 2016.

“RTI Training,” McAllen ISD, August 3, 2016.

“AVID Summer Institute- Administrator Strand,” AVID Center, July 29, 2016. “2016 Texas Literacy Initiative Institute,” Texas TLI, June 20, 2016- June 22, 2016. 2016 DMAC Academy, Region I Educational Service Center, June 14, 2016- June 16, 2016.

“Student Focused Coaching Session and Literacy Line Support, McAllen ISD, March 4, 2016.

“Student Focused Coaching Session and Support,” McAllen ISD, January 8, 2016.

“Dyslexia Module I for Secondary,” McAllen ISD, December 10, 2015.

“Connect, Collaborate, Differentiate,” McAllen ISD, December 5, 2015.

“John Wink’s ‘It’s All About the Coaching,’” McAllen ISD, December 4, 2015.

“Making Inferences and Predictions,” November 13, 2015, McAllen ISD, November 13, 2015.

“Making Inferences,” McAllen ISD, October 23, 2015.

“Middle School Grade Level Content Support,” McAllen ISD, October 14, 2015.

“Making it Stick: Planning for Retention with Anita Archer,” McAllen ISD, October 9, 2015.

“Teaching Writing in the Classroom, 6<sup>th</sup>-12<sup>th</sup>,” October 2, 2015, McAllen ISD, October 2, 2015.

“TLI New Coaches’ Overview and Cognitive Strategy Routines,” McAllen ISD, August 27, 2015.

“Integration of Technology and Digital Resources,” McAllen ISD, August 10, 2015.

“Professional Development Appraisal System,” McAllen ISD, August 4, 2015

“Classroom Management,” McAllen ISD, August 4, 2015.

“Vision Building and Student-Centered Inquiry-Based Instruction” McAllen ISD, August 3, 2015.

“STAAR Training,” ECISD Testing and Evaluation, 2012, 2013, 2014, 2015

“TAKS Training,” ECISD Testing and Evaluation, 2010, 2011, 2012, 2013, 2014, 2015

“TELPAS Training,” ECISD Bilingual Department and ECISD Testing and Evaluation, 2010, 2011, 2012, 2013, 2014, 2015

“LPAC Overview,” ECISD Bilingual Department, 2010, 2011, 2012, 2013, 2015

“SAT/ACT Overview,” UTPA GEAR UP, Edinburg, Texas, April 2009.

“AVID Staff Developers Training: Brain Research and the Adult Learner,” AVID Center, San Diego, California, April 2009.

“NCCEP GEAR UP Capacity Building,” NCCEP, New Orleans, February 2009.

“Counselor’s Update,” UTPA High School to University Department, Edinburg, Texas, January 2009.

“Princeton Review Counselor’s Training,” Princeton Review, Edinburg, Texas, October 2008.

“NCCEP National Conference,” NCCEP, Washington DC, July 2008.

“AVID Staff Developers Training: Adult Learning Styles,” San Diego, California, April 2008.

“NCCEP Capacity Building,” NCCEP, Las Vegas, NV, February 2008.

“Independent Investigation.” Region One Education Service Center, Edinburg, Texas. January 20, 1999.

“Texas Association for the Gifted and Talented Conference,” TAGT, Houston, Texas, December 1-3, 1999.

“Art: A Tool for Teaching and Creating.” Region One Education Service Center, Edinburg, Texas, November 18, 1998.

“Enhancing the Social Studies Curriculum Through Technology in the Classroom.”  
Region One Education Service Center, November 5, 1998.

“GT Curriculum Training,” PSJA Gifted and Talented Department, Pharr, Texas, October 28, 1998.

“The Structure of Intellect Theory,” PSJA Gifted and Talented Department, Alamo, Texas, February 23, 1998.

“The Structure of Intellect Theory,” PSJA Gifted and Talented Department, Alamo, Texas, February 7, 1998.

“Needs and Characteristics,” Region One Service Center, Edinburg, Texas, August 29, 1997.

“Educational Strategies for Gifted Students,” PSJA Gifted and Talented, Pharr, Texas, July 19, 1996.

“Educational Strategies for Gifted Students,” PSJA Gifted and Talented, Pharr, Texas, July 18, 1996.

“Creativity and the Gifted,” PSJA Gifted and Talented, Pharr, Texas, July 17, 1996.

“Counseling the Gifted,” PSJA Gifted and Talented, Pharr, Texas, July 16, 1996.

“Identification & Characteristics of Gifted,” PSJA Gifted and Talented, Pharr, Texas, July 15, 1996.

### **Regional, State and National Presentations**

Walls, Cynthia (2009, April) “*Harlingen HS AVID Awareness.*” Presentation at Harlingen High School, Harlingen, Tx.

Walls, Cynthia and Patrick Briggs, (2009, February). “*McAllen Administrator’s AVID Awareness.*” Presentation at McAllen ISD, McAllen, Tx.

Walls, Cynthia. and Patti McKeever (2008, June). “*Refining AVID in the ML elective class.*” Presentation at National AVID Summer Institute, Dallas, Tx.

Walls, Cynthia and Ana Dougherty. (2008, July). “*HESTEC.*” NCCEP National Conference, Washington DC.

Walls, Cynthia, (2008, January). “*AVID Awareness,*” Counselor’s Workshop, South Padre Island.

Walls, Cynthia. (2008, May). "*Testing.*" Texas GEAR UP State Conference, McAllen, Texas.

Walls, Cynthia and Barbra Coutier (2007, June). "*Refining AVID in the ML elective class.*" Presentation at National AVID Summer Institute, Dallas, Tx.

Walls, Cynthia and Carmen Stewart (2006, June). "*Implementing AVID in the ML elective class.*" Presentation at National AVID Summer Institute, Austin, Tx.

Walls, Cynthia and Nina Wilson (2005, June). "*Implementing AVID in the ML elective class.*" Presentation at National AVID Summer Institute, Austin, Tx.

Walls, Cynthia and Nina Wilson (2004, June). "*Implementing AVID in the ML elective class.*" Presentation at National AVID Summer Institute, Austin, Tx.

Walls, Cynthia and Nina Wilson (2003, June). "*Implementing AVID in the ML elective class.*" Presentation at National AVID Summer Institute, Austin, Tx.

## References

Gloria Rivera, Rivera Educational Consulting Executive Consultant/Leadership Coach, [gloria.c.rivera@gmail.com](mailto:gloria.c.rivera@gmail.com), 956-289-9921

Juan Saavedra, JEHS Assistant Principal, [j.saavedra@ecisd.us](mailto:j.saavedra@ecisd.us), 956-451-1085

Dr. Martha Cantu, Executive Director for College and Career Readiness, Texas Valley Communities Foundation, [mcantu@tvcof.org](mailto:mcantu@tvcof.org), 956-648-5335