

CURRICULUM VITAE

María del Carmen Gabriela Flores Talavera, Ph.D.

Education Specialist – Consultant

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Dr. Gabriela Flores is an education practitioner and researcher, with specific expertise in teacher training and education systems strengthening. Holding over 33 years' experience in the education sector including 22 years as a teaching practitioner and rector at tertiary and post graduate level, Dr. Flores holds a deep interest in improving the quality of basic education for children and young people. Dr. Flores' experience has informed her strong research portfolio focused on exploring pedagogy and teacher training at primary and secondary level. Having held various positions at the level of rector and administrative level within the public education system in Mexico, Dr. Flores possesses a detailed understanding of the many challenges and obstacles to the delivery of high quality public education and the strengthening of education systems in a developing context. She has experience as a technical pedagogical advisor on educational policies, education financing, and monitoring and evaluation. A list of professional references is available upon request.

SUBJECT EXPERTISE

- ✓ Teacher training programs and teacher adviser training programs.
- ✓ Specialized didactics and alternative teaching methods.
- ✓ Educational policies development
- ✓ Holistic education, including education for peace, sustainable education and alternative education.
- ✓ Education – early childhood, elementary and secondary, alternative & non-formal, gifted students.

TECHNICAL EXPERTISE

- ✓ Quantitative and qualitative research and evaluation, including baseline/end assessments
- ✓ Training, monitoring, & coordination of teachers, educational workers, community educators, researchers, and additional stakeholders.
- ✓ Strategic analysis and planning, including proposals and development institutional projects.
- ✓ Design, organization and operation of curricular plans and educational programs.
- ✓ Personnel management at schools and universities. Management of human, material and financial resources and budget administration. Private and public partnerships and grant management for a variety of student, community, and development-related projects.
- ✓ Languages: Spanish: 100% native language; English: 80%; level B2, French: 20%
- ✓ SPSS/PASW, ATLAS.ti, Microsoft Suite (Word, Access, Excel, Publisher, PPT), Google Apps, Prezi and others.

SELECTED PROFESSIONAL EXPERIENCE

Investigation/ Research

- **Professor – Researcher.** Public Education Ministry, Jalisco. 1996-2018

Achievements

I have undertaken 20+ research studies in the field of education, with a particular focus on teacher training, teaching practice and holistic education.

As a researcher I have received national awards of distinction from my peers since 2007.

I have disseminated my work and findings in publications in Scientific Journals of Education, I have presented publications and research findings at national and international congresses and dozens of academic conferences on education.

- **Research Team Leader,** FORPRO Research Group, Public Education Ministry in México. 2007 – current

Achievements:

I founded and lead the research group FORPRO (Vocational Training) in 2007 and its subsequent consolidation in through collaborative work.

Realization of educational research projects in teacher competency assessment at the state level.

Registration of the researcher group as Academic Body in 2015 number CA-01- BYCENJ, SEP-PRODEP.

- **Research Trainer,** Mexican Academy of Science. 2010 - 2016

Achievements:

I have trained over 35 young researchers in the “Scientific Research Summer Program” for 5 years: 2010, 2012, 2013, 2015, 2016; organized by Mexican Academy of Science.

Management/Leadership

- **President of Benmeritorious and Centenarian Normal School of Jalisco (BYCENJ) 2013-2017**

Despite working within a developing (and at times reform resistant) higher education system, I implemented strategies as growth policies toward creating improved transparency accountability and fiscal management, also I successfully negotiated this space at the same time to have the following

Achievements:

Provided the institution with a greater pool of resources and more streamlined transparent processes which demonstrated an improved quality of teaching and learning outcomes over my 4 (four) year tenure. Specific outcomes include: increased attendance, retention and graduation rates by over 90 and 96 percent respectively; full accreditation of the institution.

Managed to position the Normal School of Jalisco as the first institution accredited by its national quality services. It's the first and, until now, the unique Normal School in whole country that achievement this position.

Excellent outcome: 99% of our graduates were assessed as eligible by the lead employer. Positioning itself as the best institution in its kind in the country.

I designed and promoted the Master's Degree in Curriculum and Learning by expanding the educational programs on offer at the Normal School of Jalisco.

I am the co-founder of a 'Foundation of Graduates of the BYCENJ' civil association - which awards merit and hardship based scholarships to students of the Normal School of Jalisco.

Policy implementation in regard to transparency and accountability, particularly in regard to resource allocation and institution management.

I presented and promoted educational research through the Organization of National and International Congresses on teacher training and education.

The academic mobility of students and teachers was created and consolidated under my leadership at national and international level.

Several projects have had been taken such a: Creation of The scientific journal "*Kosmos Educativo*", a student-led radio program was dually created under my leadership; introduction of various optional subjects such as: the study of the Didactics of Robotics for primary school children had been promoted; training of bilingual teachers, modernization of infrastructure and equipment, updating of library, reengineering of management and administrations processes, updating of institutional regulations, among others.

- Principal, "Lázaro Cárdenas del Río School. 2007-2013
- Academic Director, Transdisciplinary Institute of Consciousness Studies. 2004-2013
- Academic Coordinator, Master's program in Education. University UNIVA. 2003-2006
- Principal Early Childhood, Instituto Gabriela de Nava. 1992-1994

Teaching of Human resources

Thesis directing

- More than 95 bachelor, masters and doctorate thesis directed in different institutions of high education: BYCENJ, ITEC, ISIDM, UNIVA.

Teaching/faculty

- Current: Professor - Researcher in Transdisciplinary Institute of Consciousness Studies 2004- 2018
- More than 100 subjects given at the levels of bachelor, masters, and doctorate in different institutions of high education: BYCENJ, ISIDM, UNIVA, ULSAM, IMEP, UCC. 1996-2017

Achievements:

In my professorial role as a practitioner I have trained hundreds of teachers in undergraduate and postgraduate programs including master's and PhD degree level.

As a Development of Professors (PRODEP) profile member I have been formally recognized as a quality higher education teacher.

Teaching practice – Early Learning

- Preschool teacher for 2 years; 1992-1994
- Elementary school teacher for 10 years, 1990-2000
- Junior high teacher for 5 years, 1985-1990
- Teacher Practice in Adults education 1984-1988

Achievements

I taught hundreds of children at primary and secondary level with the recognition of parents and colleagues for the performance of my work. I have had the satisfaction of having contributed to the education of my state and my country.

Additional Academic Activities

- **Independent Research Evaluator**, 2007-2017. Academic activities of peer collaboration like evaluation of research projects for the National Council of Science and Technology (CONACYT) in Mexico.
- **Independent research peer-reviewer**, 2007-current. Peer review of various national and international. Scientific journals:
 SINÉCTICA of the ITESO,
 Perfiles Educativos of the IISUE,
 REDIE of the UABC,
 Acoyauh from Chihuahua
- Additional academic evaluation activities at different universities judging research reports such as:
 University of Aguascalientes, in México
 University of Hidalgo, in Mexico
 Catholic University of Córdoba (UCC) in Argentina.
- **Curriculum Design and evaluation Consultant**. Range of clients (Government, NGO's)
 Achievements:
 I have successfully led the design and implementation of various education programs and curriculums that have been delivered across numerous institutes of higher education, some of them are:

2016. **Team leader** for Accreditation Assessment, Council for the Accreditation of Higher Education (COPAES) Led a team of 250 educationists in the Assessment of the Degree Program in Primary Education of the Benmeritorious and Centenarian Normal School of Jalisco for purposes of accreditation.

2016. **Curriculum Development Team Leader**, Benmeritorious and Centenarian Normal School of Jalisco. Led a team of 8 educationist in the review and design of a Master's program in Curriculum and Learning sponsored by UNESCO.

2010. **Technical Specialist**, Higher Institute of Research and Teaching for the Teaching (ISIDM). Provided technical expertise for the update of the Master Program in Education Sciences. Redesign of various and diverse subjects. Authorized by the Secretary of Education Jalisco and implemented by ISIDM.

2007. **Team Leader** for the design of the Doctorate Program in Education for professional training implemented by ITEC Postgraduate School.

2005. **Technical Specialist**, National Pedagogical University. Contributed technical expertise in the design of the Doctorate's Program in Education for the National Pedagogical University.

2004. **Transdisciplinary Team Leader** for the design of diverse and varied Teacher-Training Programs authorized by the SEJ and implemented by the ITEC Postgraduate School.

ACADEMIC BACKGROUND

- 2017. **International Certification in Educational Leadership** by the Cambridge University, UK
- 2016. **Certificación – Teacher Training System**. Scholarship from Mexican Government. Mexican Delegation to study The Teacher Training System in France. In ESÉNESR, Poitiers, France.

- 2012. **Post Doctorate Studies in Communication, Education and Culture.** University of Saint Thom. Bogotá, Colombia. Research Report published in Journal: Evaluation of the disciplinary and curricular knowledge of elementary school teachers in Mexico.
- 2003. **PhD. in Education.** Interinstitutional Program. University La Salle. Guadalajara, Jalisco. 1999-2001. Thesis. "Training of holistic educators, the development of their teaching skills and their processes of knowledge transfer". Registry number: 4115586
- 1998. **Master's Degree in education sciences.** Pedagogy. Higher Institute of Research and Teaching for the Magisterium (ISIDM) 1994-1996. Thesis: "A study of potentially gifted teenagers in secondary level in the Metropolitan Area of Guadalajara. Registry Number: 2944557
- 1994. **Bachelor's Degree in Basic Education.** National Pedagogical University. Unit 141. Essay. "The school civic ceremonies" Registry number: 2321496
- 1994. **Bachelor's Degree in Psychology.** University of Guadalajara. 1985-1990 Degree obtained by Theoretical and practical Global Examination. Registry Number: 3191575
- 1984. **Certification in Teaching Elementary School.** Normal School of Jalisco. 1980-1984. Thesis: Workbook of Natural Sciences for Normal Education Level. Registry Number: 1957361

Additional Training and Certifications:

2017. International Diploma for Transformative Educational Leaders. Monterrey Institute of technology and Higher Education (ITESM) Mexico.

2016. Certification in Evidence portfolios for normal schools. General Directorate of Higher Education for Educational Professionals (DGESPE). México

2015. Certification in Diagnosis and development of directives competences. Center for Management Training and Improvement (ICAMI) México

PUBLICATIONS

My current book in working draft is titled: 'Pedagogical Models'.

Academic Peer-Reviewed

I have published several peer-reviewed books in the Spanish language on education in the area of teacher training including:

- 2017. If ... training and research are woven? Educational researches, basting of teacher educators. Lumen Argentina.
- 2017. Professional Profile of the Pedagogical Technical Advisor Before and After the Educational Reform in Mexico. Lumen Argentina. 2a. Ed. Increased.
- 2017. The educational model of Mexican Mandatory Education: Its implications in the Teacher Training Programs. Journal of Public Governance and Policy Latin American Review. http://iippg.cucea.udg.mx/sites/default/files/Journal_N%C3%BAmero%2005_con%20portada.pdf
- 2017. Professional Development Teacher in Technical School Council as a teacher-training strategy located. Lumen-Argentina.
- 2015. Evaluation of the professional knowledge of the Mexican teacher. Kosmos Educativo Journal No. 1, Guadalajara, México. https://documen.site/download/evaluacion-del-conocimiento-profesional_pdf

- 2014. Educere: Extract the potential of each human being. In: The education of young people in the future. Projection 2030: Challenges and possibilities. Ferreyra y Labate Coords. Comunicarte – UCC, Córdoba, Argentina
<http://pa.bibdigital.uccor.edu.ar/87/1/educacion%20para%20jovenes%20en%20futuro.pdf>
- 2013. Professional Profile of the Pedagogic Technical Advisor. Plaza y Valdez, Mexico.
- 2010. Training of holistic educators, the development of their teaching skills and their processes of knowledge transfer. SEJ, Guadalajara.
http://edu.jalisco.gob.mx/ciie/sites/edu.jalisco.gob.mx/ciie/files/formacion_de_educadores_holistas_gft_portada.pdf
- 2010. The conspiracy of politicians in education. Published paper by ITESO.
<http://quijote.biblio.iteso.mx/catia/EDUDOCDC/cat.aspx?cmn=browse&id=435>
- 2010. Research activities as a strategy for training and development of professional competences. Peru.
- 2010. Train the trainer of trainers. The challenge of the bicentennial. Goals 2021 Argentina.
<http://www.adeepa.org.ar/congresos/Congreso%20IBEROAMERICANO/DOCENTES/RLE2285Flores.pdf>
- 2010. New looks for old actors. The technical pedagogical advisor in Mexico. AMCE.
- 2009. Typology of teacher transfers in the training of science teachers. Revista TEA, Colombia.
<http://revistas.pedagogica.edu.co/index.php/TED/article/view/251/242>
- 2008. Processes of teaching training. An institutional experience. ISIDM-CIPS-ULSAG-UPN, Guadalajara.
- 2008. Competencies and skills for teacher training within framework of the Secondary Education Reform. Journal "Educar" Num. 44 Guadalajara, Jalisco Mexico.
- 2007. Transfers of teaching knowledge to professional teaching practice. SEJ. Mexico.
- 2007. Between Classes. Plaza y Valdez Editores. México.
- 2004. From training to teaching practice. A study of teacher knowledge transfer processes. Latin American Journal of Educational Studies. Educational Studies Center. Vo. XXXIV
<http://www.redalyc.org/pdf/270/27034303.pdf>
- 2004. Teacher knowledge transfers as a desirable consequence of a teacher training process. Published by SEP in: www.formaciondocente.sep.gob.mx
- 2004. The unification of Thought. Approaches towards a theoretical comparison between the paradigm of complexity and the history of science. Caleidoscopio Journal. Year 8 Num. 16. Aguascalientes, Mexico. <http://revistas.psico-ags.net/index.php/caleidoscopio/article/view/397>
- 1995. Teacher and his multiple responsibilities. Journal "La Tarea". Num. 6 Guadalajara, Jalisco Mexico.
- 1995. Teaching as a participatory research. Journal: La Tarea No. 7 Guadalajara, Jalisco, Mexico

Conference Presentations and others

In addition to having publications in the Scientific Journal of Education, I have presented publications and research findings at national and international congresses and academic conferences

- I've been participated in more than 60 academic events, such as lectures, papers, workshops, symposiums, summit, and others.
- 2012. Violence or harmony in school. Proposal to abate bullying through the Harmony-meter. Community campaign adopted by Lázaro Cardenas del Rio Primary School, ITEC Postgraduate School, and Benemeritorious and Centernarian Normal School of Jalisco.
- Contributing author to online research Blog: <http://formandoinvestigadores-gft.blogspot.mx> and for teaching training Blog: <http://formandomestros-gft.blogspot.mx>

Research Reports

- 2016. Mentoring for teachers of Basic Education. Linking between initial teacher education (pre-service training) and in-service training looking for lifelong learning.
- 2015. Pedagogical Models. Basic and theoretical Research for ITEC.
- 2014. Education of adolescents and young people: a look from the processes of design and management of public policies in education. Participation as a member of the collective for the UCC.
- 2013. Functioning of the School Technical Council in Jalisco and its impact on the improvement of learning from the actors. Professional development of the primary teacher through the School Technical Council.
- 2011. The knowledge of Mexican teachers. A look at the knowledge of Spanish and mathematics and curricula with the model based on competences of teachers of basic education in Mexico. Evaluation of the competences of the Region. Project prepared for PREAL, 2011.
- 2009. ¿Who are the trainers of basic education teachers in Jalisco?
- 2007 Training of basic education teachers in Jalisco: Diagnosis, models and perspectives of demand and academic offer. Project presented in Funds Sector of CONACYT.
- 2005. Transferences of theoretical knowledge in master's students in ISIDM
- 2003. Understanding of the nature of normal education teaching work. Skills and competences to advise a future teacher.
- 2001. Collegued work in Academies of 7° and 8° semesters in the BYCENJ
- 1999. Teacher Training Programs How the teachers learn?
- 1998. Intergenerational Program of school practices to improve education quality of normal education level.
- 1997. School Educative Project
- 1995. Development of cognitive abilities in gifted teenagers in secondary school.
- 1994. Civic ceremonies in elementary schools: proposal for transversal work between disciplines.
- 1993. Educational backwardness. PAREIB Program.

HONORS AND AWARDS

2016. Medal "Manuel López Cotilla" for years of service to education. Public Education Ministry in Jalisco.
- 2016 Scholarship from Mexican Government. Mexican Delegation to study The Teacher Training System in France. In ESÉNESR, Poitiers, France.
2015. Recognized by Secretary of Public Education. Desirable Profile in PRODEP Program
2014. Founding President of the Foundation of graduates of the BYCENJ, A.C.
2013. Distinction Level 1 granted by National System of Researchers (SNI) of National System of researchers of the National Council of Science and Technology (CONACyT)
2012. Honorary Professor granted by National University "Daniel Alcides Carrion" in Cerro de Pasco, PERU
2010. Member of Mexican Council of Educational Research (COMIE)
2009. Woman of the year. Municipal. City Hall of Guadalajara
2008. First place as the best Doctorate Research of the "Recognition to Research 2007". Ministry of Public Education in Jalisco. Published Thesis.
2004. "Dr. Salvador Rodríguez Award" for obtaining Honorable Mention in the University Thesis contest granted by The National Chamber of Commerce of Guadalajara.

COMMUNITY AND VOLUNTEER ACTIVITIES

2014. Team Leader for the foundation of the Civil Association "Foundation of Graduates of the BYCENJ", that grants scholarships to young future teachers of low resources enrolled in the BYCENJ with the aim to decrease school dropout at tertiary level.

2011. Creation of the "**Live Harmonometer**" campaign to reduce bullying and violence in schools and in the community. An instrument for measuring harmony was built, drawings were designed by artists to illustrate the levels of harmony implemented by several schools in Guadalajara.

2007. Co-Founder of Consciousness Development Center an institution of high education specialized in alternative and holistic training programs for teachers to improve the quality and equity basic education.

1992. Foundation of a school for early childhood education.

1984. Adult literacy teacher in the National Institute for Adult Education (INEA)

Guadalajara, Jalisco Mexico, May, 2018

María del Carmen Gabriela Flores Talavera, Ph. D.