

# **Kennia Delafe**, M.S. IDD&E, *Ph.D. HED Student*

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*Dedicated to fostering student success; Specialize in developing equitable and inclusive student-centered learning experiences that engage and empower learners. Adept trainer of trainers; Commitment to advancing data-driven educational program growth and outcomes. Leader, project manager, researcher, educator, a team member.*

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## **Education**

<b>2021 – Present</b>	<b>PhD – Higher Education, Student</b> Syracuse University, Syracuse, NY
<b>2017 – 2019</b>	<b>MS – Instructional Design, Development, and Evaluation</b> Syracuse University, Syracuse, NY
<b>2011 – 2016</b>	<b>BA – Psychology and Education</b> Le Moyne College, Syracuse, NY
<b>1999 – 2001</b>	<b>BS – Industrial Engineering</b> (completed 2 years) Politechnic Institute José Antonio Echeverría, CUJAE, La Habana, Cuba

## **Experience**

### **2019 – Present - Assistant Director, Syracuse University Project Advance**

- Overseeing adjunct instructors teaching multiple sections of SU Spanish, Italian, French, Latin, Earth Systems Science, and College Learning Strategies concurrent/dual enrolment courses in High Schools;
- Providing services and communicating with school partners and stakeholders, including school administrators, school counselors, teachers, students, and parents;
- Assisting SU adjuncts in dual enrolment course development, implementation, and evaluation, students' recruitment, and registration;
- Managing the use of SU department curriculum, syllabus, and materials implemented in dual enrolment programs;
- Support SU faculty liaisons in curriculum development and program innovations for the concurrent/dual enrollment course offerings;
- Designing, developing, facilitating, and evaluating SU adjunct instructors and SU faculty liaisons' on-going professional development and administrative workshops during new SU adjunct instructors Summer Institute;
- Recruiting new partner schools, instructors, and add SU courses to currently participating and new high schools;
- Recruiting, hiring, and training SU faculty for course liaison and visitor positions;
- Collaborating with SU faculty on designing, developing, and evaluating yearly professional development for HS teachers;
- Leading initiatives to support SUPA administration and stakeholders, such as the development of the Onboarding LMS and translation of SUPA materials; and
- Support program improvements as a co-researcher.

### **2022 – Present - Adjunct Instructor, School of Education, Syracuse University IDE 621 (In Person) and IDE 761 (Asynchronous)**

- Preparing and delivering weekly in-person and virtual seminars;
- Managing course content and students' progress in Blackboard; and
- Providing weekly office hours and holding group project meetings.

### **2019 – 2023 - Adjunct Instructor Department of Languages, Literatures, and Linguistics Spanish for Business (SPA 433)**

- Creating and implementing a new SPA433 course curriculum and syllabus;

- Designing, developing, and employing the Blackboard Learning Management System for the course;
- Producing and facilitating course content aligned with learning objectives; and
- Collecting data from formative and summative evaluations to enhance course and teaching strategies.

**2018 – 2019 - Academic Learning Specialist, CLASS, Syracuse University**

- Recruit, interviewed, hired, and trained tutors for tutoring sessions;
- Manage tutors' schedules, assignments, attendance, and approved paychecks;
- Helped tutors with logistics and materials during large tutoring sessions;
- Assisted in the design, development, and implementation of the Academic Integrity Workshop Series for the First-Year Experience and SummerStart programs;
- Helped in the development of the SUCCEED Blackboard organization and materials to assist First-year professors in leading academic integrity sessions;
- Collaborated in the design and development of the academic coaching pilot program with the FALK and Mechanical Engineering schools: created coach training materials, built the Academic Coaching Blackboard organization, and organized, coordinated, and delivered coach training sessions;
- Updated CLASS and MyT tutoring/coaching scheduling system websites and maintained daily communications with professors, staff, parents, and students;
- Used the Academic Integrity database to run reports and updates; and
- Assessed and improved the Academic Integrity LMS functioning and reports

**2017 – 2018 - Research and Evaluation Graduate Assistant, SUPA, Syracuse University**

During my role as a Research and Evaluation Graduate Assistant at SUPA, I contributed to course evaluation, data collection, and analysis. My key responsibilities included:

- Assisted SUPA's Research Associate Director in course evaluation;
- Developed and edited SUPA courses for in-person and virtual modalities; and
- Created the SUPA course evaluation job guide for graduate assistants.

**2002 – 2018 - Teacher for ENL and Vocational Adult Students, Syracuse City School District (SCSD), West Side Learning Center (WSLC)**

In this long-term position, I made significant contributions to Syracuse City School District adult education. Key achievements include:

- Taught different levels of ENL courses and all the Vocational training;
- Evaluated current adult vocational courses and used data to develop new vocational courses (Office Technology and Teaching Assistant) curriculum, syllabus, materials, and internships in support of students needs and district goals;
- Developed LMSs for ENL and vocational adult students to support and enrich students' language and technology skills acquisition while away from the classroom;
- Facilitated the expansion of technology use in the SCSD adult education programs by training other teachers and staff members and conducting user evaluations for training improvements;
- Developed and implemented employability and continuing education plans for vocational courses to attain students' employment and continued education goals;
- Built, oversaw, and troubleshoot school technology and network systems, webpage development and updates, and software, hardware, and peripherals updates;
- Built and maintained WSLC students registration, testing, and outcomes database;
- Collected employment and continuing education data for Syracuse City School District reporting and to promote program improvements;
- Directed a group of 15 teachers and supporting staff and over 200 adult learners in two consecutive summer programs;
- Designed and conducted technology professional development for teachers in the adult education division;

- Presented in the 67th Annual NYACCE Conference: Google Tools for Teaching and Learning in the Adult ESL Classroom Education Classroom; and
- Nominated as the Adult and Continuing Education Teacher of The Year 2014 in the Adult Education Division of the NY State Education Department.

### **Relevant Skills**

- committed to student academic success and fostering equity, inclusion, diversity, accessibility, and belonging in learning and working environments;
- experience with concurrent (dual) enrollment program models;
- skills working with large volumes of data, such as the National Student Clearinghouse, National Center for Education Statistics (NCES), and the National Assessment of Adult Literacy (NAAL), to provide leadership with reliable data to make decisions;
- knowledge and abilities in instructional design and development, including front-end analysis for program assessment, evaluation, strategic planning, and reporting;
- skills working with statistical, data-oriented software tools and web survey administration software, such as Tableau-Data Insights, Qualtrics, ACCESS, R, and Deedose (for qualitative data analysis);
- knowledge and skills in quantitative and qualitative research design;
- excellent analytical and written communication;
- CITI certified;
- strong project management skills: efficient, oriented to detail, deadlines, maximizing results, and effective at multitasking and time management;
- proficient with MS Office (Teams, Word, Excel, etc.) and PeopleSoft.
- experienced in supervising and leading staff and practicum students;
- ability to maintain confidentiality and handle sensitive and personal information with sound judgment and discretion;
- excellent interpersonal, creative, flexible, self-directed, dependable, reliable, and can work independently and collaboratively across teams;
- Spanish/English bilingual with basic skills in ASL.

### **Research Projects & Presentations**

2024 - Study in progress: "*Exploring SU Faculty Perceptions of the Role of Professional Development for Project Advance Instructors.*"

2024 - Study in progress: "*How Can Educational Inequities Caused by Racial Wealth Gap Be Reduced? A Critical Quantitative Analysis of Individual, Home, and School Factors*"

2024 - Study in progress: "*Qualified Students Have Access to Concurrent Enrollment Programs. What Do 'Qualified Students' Really Mean? Dismantling Barriers Hindering English-Learners Immigrants' Access to College Preparation Programs.*"

2023 - Co-presenter, DEIA Symposium, Syracuse University, NY  
 "*Student Success Standpoints: Infusing Women of Color's Perspectives in Higher Education.*"

2023 - Co-presenter. NASPA Conference on Students Success in HED, Boston, MA.  
 "*Standpoints on Student Success in Higher Education: Infusing Women of Color's Perspectives into Student Affairs Research and Practice.*"

2022 - Co-presenter. NASPA Conference on Students Success in HED, Baltimore, MD.  
 "*Using Anti-Deficit Perspectives in Graduate preparation Programs to Dismantle Systemic Barriers to Students' Success.*"

2020 – "*SUPA Class Visitation Evaluation*". Project in collaboration with MS students in the IDE 641 and Professor Moon-Heum Cho. MA students presented findings as final project.

2018: Research Project: “*Technology for ESL Adult Instructional Setting*”, Kennia Delafe and Abulkakr Abdelrasoul

2018: Research Project: “*SWOT analysis of Vocational Programs for English as a Second Language (ESL) Adult Students to Improve Employment and Retention Outcomes*”, Kennia Delafe

2018: Book Chapter: “*Restoring the Cuban Education System; Evolution of the Information Communication Technology in Education: Challenges, Growth, and Future*”, Kennia Delafe

2014 - Presenter. 67th Annual NYACCE Conference "*Google Tools for Teaching and Learning in the Diverse Adult English Learners Classroom.*"

## **Professional References**

Available upon request.