

EXECUTIVE PROFILE

Visionary educational executive with more than 25 years of experience leading districtwide instructional transformation, organizational improvement, and leadership development across K–12 education. Proven success designing and implementing strategic systems that strengthen educator effectiveness, improve student outcomes, and build organizational capacity at scale. Recognized for translating vision into sustainable action through collaborative leadership, evidence-based decision making, and continuous improvement. Trusted partner to executive leaders, principals, and educators in driving innovation, strengthening instructional excellence, and creating equitable, high-performing learning organizations.

EXECUTIVE IMPACT & EXPERTISE

- Strategic Leadership & Organizational Transformation – Led districtwide instructional transformation across 24 schools, strengthening teaching and learning systems that support more than 1,100 multilingual learners while building educator capacity and organizational coherence.
- Instructional Leadership & Educational Excellence – Designed and implemented an integrated co-teaching model that expanded equitable access to rigorous, grade-level instruction through evidence-based instructional practices.
- Leadership Development & Professional Learning – Built comprehensive professional learning, coaching, and leadership development systems that enhanced instructional practice and strengthened collaborative leadership across schools.
- Continuous Improvement & Performance Management – Established data-informed monitoring systems integrating instructional observations, student achievement, language proficiency, and progress monitoring to drive strategic decision-making and organizational improvement.
- Strategic Planning & Program Leadership – Directed the planning, implementation, evaluation, and compliance of federally funded Title III programs while ensuring fiscal stewardship and alignment with district priorities.
- Organizational Effectiveness & Systems Design – Developed scalable instructional frameworks, implementation protocols, and leadership resources that increased consistency, accountability, and implementation fidelity across the district.
- Cross-Functional Collaboration & Stakeholder Engagement – Partnered with executive leadership, principals, instructional coaches, and educators to align district initiatives, strengthen instructional systems, and advance school improvement goals.
- Change Management & Innovation – Recognized for translating strategic vision into sustainable systems that improve educator effectiveness, organizational performance, and student success.

EXECUTIVE LEADERSHIP EXPERIENCE

Director of Multilingual Learner Programs

School District of Pickens County, South Carolina

2024–Present

Strategic Leadership & Organizational Transformation

- Spearheaded the districtwide redesign of multilingual learner services by implementing an integrated co-teaching model that expanded equitable access to rigorous, grade-level instruction and strengthened instructional coherence across schools.
- Partner with district and school leaders to align instructional priorities, strategic initiatives, and organizational goals that improve teaching and learning outcomes.

Instructional Leadership & Leadership Development

- Designed and implemented comprehensive professional learning, instructional coaching, and leadership development systems that increased educator capacity and supported high-quality instructional practices.
- Developed districtwide instructional frameworks and implementation resources aligned to curriculum standards, language development, and inclusive instructional practices.

Continuous Improvement & Performance Management

- Established districtwide monitoring and evaluation systems integrating instructional observations, student achievement, language proficiency, and progress-monitoring data to guide strategic decision-making and continuous improvement.
- Led program evaluation and implementation reviews to strengthen accountability, consistency, and instructional effectiveness across schools.

Federal Program Leadership & Resource Stewardship

- Direct the strategic planning, implementation, compliance, and evaluation of federally funded Title III programs, ensuring fiscal stewardship, regulatory compliance, and alignment with district priorities.
- Developed sustainable systems that strengthened audit readiness, program accountability, and long-term organizational effectiveness.

Collaboration & Systems Design

- Built cross-functional partnerships with executive leadership, principals, instructional coaches, and educators to advance district initiatives and improve student outcomes.
- Created scalable protocols, implementation tools, and leadership resources that increased consistency, implementation fidelity, and organizational capacity across the district.

Lenette Hernandez, M.Ed.

Catalyzing Potential, Transforming Learning

Instructional Coach & School Improvement Coordinator

Pickens High School

2022–2023

- Led schoolwide instructional improvement initiatives focused on literacy, educator effectiveness, and student achievement.
- Designed differentiated coaching systems supporting teachers across multiple content areas.
- Facilitated professional learning communities using instructional data to improve teaching practices and student outcomes.
- Partnered with school leadership to align instructional priorities with continuous improvement goals.

Assistant Principal

GREEN Charter Upper School

2018–2022

- Provided executive oversight of instructional leadership, school operations, personnel supervision, and organizational systems.
- Evaluated and coached instructional staff to improve teaching effectiveness and student performance.
- Directed implementation of district initiatives, staffing, scheduling, compliance, and operational planning.
- Served as Local Education Agency (LEA) representative overseeing special education compliance and program implementation.
- Collaborated with leadership teams to develop school improvement strategies grounded in student performance data.

English Language Arts Teacher

South Carolina & Florida

2000–2019

Built a strong instructional foundation by designing rigorous, student-centered learning environments emphasizing literacy, critical thinking, differentiated instruction, and academic excellence across diverse student populations.

EDUCATION & CERTIFICATIONS

Master of Education - Educational Administration & Supervision, Columbia College

Bachelor of Arts - Sociology & Anthropology / Psychology; Minor in English, Florida International University

Associate of Science - Early Childhood Literacy & Education, Miami Dade College

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| • South Carolina Principal Certification | • Read to Succeed Endorsement | • AP Literature Certification |
| • South Carolina Professional Teaching Certificate (SC & FL) | • Gifted & Talented Endorsement | • South Carolina Evaluator Certification |
| | • ESOL Endorsement | |

Lenette Hernandez, M.Ed.

Catalyzing Potential, Transforming Learning

NOTABLE SKILLS

General Technology Platforms: *Google Workspace, Microsoft 365*

Educational Platforms: *PowerSchool, ClassLink, Ellevation*

AI Platforms: *ChatGPT Plus, Gemini, Magic School, Canva*

Biliterate in Spanish