
Summary

Learner-focused instructional designer with 13 years of experience delivering outcome-based learning solutions supported by instructional design principles and learning theory. Ability to design and develop learning experiences in multiple formats including instructor-led training (ILT), digital, and blended learning. Additional expertise includes: collaborating with SMEs and learning system administration.

Professional Experience

Chesapeake Public Schools: Chesapeake, VA; August 2014 – Present

High School Special Education Teacher

- Designed, developed, and implemented facilitator guides and course instructional materials to achieve at least a 93% learner passing rate per year
- Conduct in-depth needs analysis for over 100 learners, across multiple levels
- Collaborated with Subject Matter Experts in multiple disciplines to create and adapt course materials to achieve increased learner success rates
- Analyzed historical learner data to identify Student Learning Outcomes and evaluated learning with formative and summative assessments to increase state standardized test scores for 100% of learners per year
- Differentiated instruction for two Response To Intervention (RTI) Tier 2 classes per year which enabled 100% of those learners to pass their Tier 1 class
- Served on the Positive Behavioral Interventions and Supports (PBIS) team to promote positive school behavior and increase academic achievement, evidenced by the reduction of tardiness and discipline referrals to less than 10% of the student body
- Served as Chairperson of the Section 504 Committee, creating learning plans to increase learner success rates to 100%

Suffolk Public Schools: Suffolk, VA; August 2013 – July 2014

High School Special Education Teacher

- Designed, developed, and implemented facilitator guides and course instructional materials to achieve at least a 93% learner passing rate per year
- Conduct in-depth needs analysis for 70 learners, across multiple levels
- Collaborated with Subject Matter Experts in multiple disciplines to create and adapt course materials to achieve increased learner success rates
- Analyzed historical learner data to identify Student Learning Outcomes and evaluated learning with formative and summative assessments to increase state standardized test scores for 100% of learners per year
- Created assessment materials for individual learner portfolios, with a 100% success rate (as reviewed by Virginia Department of Education)

Fredericksburg Public Schools: Fredericksburg, VA; August 2010 – July 2010

Upper Elementary School Special Education Teacher

- Designed, developed, and implemented facilitator guides and course instructional materials to achieve at least a 98% learner passing rate per year
- Conduct in-depth needs analysis for 40 learners, across multiple levels
- Collaborated with Subject Matter Experts in multiple disciplines to create and adapt course materials to achieve increased learner success rates
- Analyzed historical learner data to identify Student Learning Outcomes and evaluated learning with formative and summative assessments to increase state standardized test scores for 100% of learners per year
- Created assessment materials for individual learner portfolios, with a 100% success rate (as reviewed by Virginia Department of Education)

Education and Credentials

Old Dominion University – Norfolk, VA; September 1997 – May 2000

- **Master of Arts** in Sociology and Criminal Justice
- Dean's List

Meredith College – Raleigh, NC; September 1993 – May 1997

- **Bachelor of Arts** in Political Science – Pre-Law
- Dean's List

Professional Development Courses:

- IDOL Academy (June 2021 Cohort)

Additional Information

Technical Proficiencies:

- Authoring tools: Articulate 360 suite, Canva, Adobe Photoshop, Adobe Lightroom
- Project management: Microsoft Office suite, Google Workspace suite, Zoom
- K-12 LMS: Google Classroom, Schoology, Synergy

Learning and Teaching Methodologies:

- Content development: ADDIE, SAM, Kirkpatrick Model, Bloom's Taxonomy, Backward Design, Universal Design for Learning
- Instructional delivery: eLearning, blended learning, instructor-led training, collaborative/social learning, formative and summative assessments, growth mindset, effective feedback

References available upon request