Shanti Flaherty

Instructional Designer/Content Developer

Contact

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Professional Summary

Resourceful and innovative Instructional Designer and Content Developer with multiple years of experience in e-learning, as well as curriculum and assessment development. I specialize in the use of ADDIE, project-based learning, rapid prototyping, scenario-based learning, hybrid project management, and learning/program evaluation to create value-added learning experiences and materials that achieve desired business outcomes.

To see samples of my work, please visit my Digital Portfolio!

Skills

Communication & Collaboration
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Knowledge of Adult Learning Theories
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Small-Scale Project Management
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Learner and Stakeholder Analysis
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Instructional Design Models and Principles
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Instructional Technology: Articulate Storyline and Rise, Microsoft Office Suite, Camtasia, Vyond, Canva, Blackboard, WordPress, HTML)
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Work History

Instructional Designer/Content Developer

2019 - Present

Contractor/Consultant

- Analyzed stakeholder and learner needs to design, develop, and implement adult learning experiences in a variety of fields including business instruction, STEM/STEAM, higher education, and healthcare.
- Utilized Kirkpatrick's Levels of evaluation, as well as Success Case Study method to improve instruction.
- Worked closely with subject matter experts (SMEs) and other stakeholders to ensure organizational goals were met (i.e., helping organizations pivot from in-person ILT to a combination of virtual live and asynchronous online trainings).
- Used a variety of approaches to engage learners in relevant and meaningful learning experiences (i.e., branching scenarios, real-world application opportunities, audio/video and written instructional materials, job aids).

Senior Curriculum Developer

2015 - 2019

Edmentum, Remote, Colorado

- Designed and developed Advanced Placement, as well as K-12 Language Arts online learning opportunities and curriculum.

- Developed K-12 formative and summative assessment items.
- Designed, developed and facilitated VILT new-hire training sessions related to Depth of Knowledge (DoK) and measuring text complexity.
- Designed and developed project manuals and departmental style guides.

Educational Consultant

Contractor/Consultant

- Researched and developed Common Core Language Arts Curriculum for the New York State Board of Regents.
- Partnered with other educational professionals to design and provide professional development opportunities on the topics of differentiation, literacy instruction, Data-Driven Dialogue, science and technology integration in primary through intermediate grades, as well as best instructional practices for teaching language arts, K-12.
- Authored multiple professional articles for teacher reference as well as original texts for learning purposes.
- Used QuickTime/Screenshot to develop online instructional videos for the use of technology in the classroom.

Director of Gifted Education

Eagle County School District, Eagle, Colorado

- Charged with accountability for developing implementing instruction for the district's approximately 500 gifted students.
- Served as the project manager, lead designer and facilitator for the new teacher induction program.
- Designed, developed, and implemented district-wide professional development opportunities for experienced educators.
- Utilized district-developed evaluation tools to monitor instructor growth and created/facilitated coaching opportunities related to performance improvement.
- Regularly presented project milestone updates to district stakeholders.
- Conducted internal and external audits - via surveys, interviews, observations, and analyses of existing performance and other data - of the ECSD Gifted Education Program K-12 to recommended program improvements.

Education

M.S.Ed., Learning Design & Technology

Purdue University

M.A.T, Grades K-6

Colorado College

Bachelor of Arts: Communications

University of Colorado