**Beth Bryant**

Virginia Beach, VA 23456 bethbryant33@gmail.com | [LinkedIn](http://www.linkedin.com/in/beth-bryantbb11) | [Design Portfolio](https://www.bethbryantdesign.com/) (C) 757-383-4178

**INSTRUCTIONAL DESIGN EXPERT**

Outcome-focused instructional design expert with over 11 years of experience driving curriculum design and development. Crafts specialized and innovative learning solutions to fulfill learning objectives, leveraging strong leadership and management skills to train, develop, and hold teams accountable. Develops coursework that incorporates standard adult learning theories as well as principles of instructional design. Holds a Master of Arts degree in educational leadership from Troy University.

**Core Competencies**

Instructional Design • Course Creation • Project Management • Team Leadership • Curriculum Development

Adult Learning Theories • Budget Management • Schedule Management • Hiring • Training & Development

Verbal & Written Communication • Interviewing • Audio & Video Editing • Learning Management Systems

Team Collaboration • eLearning Course Development • Knowledge Assessment • Classroom-Based Learning

**EXPERIENCE**

**BETH BRYANT CONSULTING** ($80K instructional design consultant)Virginia Beach, VA

**Instructional Designer** 2019–Present

* Provides instructional design services to 3–4 remote clients each month. Applies instructional design methodology (traditional and modern) to design, develop, and deliver innovative experiences in a variety of delivery modes, including eLearning and instructor-led training and virtual environment.
* Coaches hires to ensure that job expectations are met, provides training opportunities, and teaches new skills.
* Leverages exceptional written and oral communication skills to share information, coordinate projects, and meet client expectations.
* Addressed a turnover issue in a call center by using an action-mapping approach and needs assessment to identify the source of the problem and create job aids, training manuals, and training activities.
	+ Designed new onboarding training and training manual that increased call center retention rate by 5%.
* Uses eLearning authoring software programs to create and deliver on-demand, interactive training experiences, job aids, facilitator guides, slide decks, and other learning deliverables.
* Project manages the design and development of learning solutions to meet targeted deadlines and deliverables, implementing analyze, design, develop, implement, and evaluate (ADDIE) model of instructional design.
* Edits video and audio through trimming, cutting, adding text, and overlaying audio.
* Establishes project process explicitly and deliberately to maximize effectiveness of remote teams, setting project schedule and regular check-ins. Facilitates kick-off meetings to determine team members’ preferred communication styles, project management tasks to organize, design and meet timelines and deliverables.
* Led a collaborative cross-disciplinary team to craft learning experiences for a group of engineers.
* Crafted a learning experience about conducting difficult conversations for professionals, using the transformational learning model and incorporating standard adult learning theories.
* Developed a schedule, hired talent, and managed a $50K budget for an eLearning course creation project.
	+ Conducted needs analysis with stakeholders and subject matter experts to identify training gaps and develop training opportunities to bridge them.
	+ Evaluated current course content and converted legacy content into Adobe Captivate eLearning modules with assessments.
	+ Created courses that boosted client engagement by 20%.

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**EXPERIENCE, continued**

**VIRGINIA BEACH CITY PUBLIC SCHOOLS** Virginia Beach, VA

**Assistant Principal** 2011–2019

* Managed employee professional learning program to ensure employee participation and track overall learning
* Hired, coached, trained, and developed 10–15 employees per year, assessed progress ensuring they met expectations, received training opportunities, and were paired with appropriate mentors.
* Led cross-functional teams of 5–50 to identify project timelines, deliver projects, and meet organizational goals.
* Designed and facilitated a broad scope of face-to-face, online, and blended learning initiatives.
* Provided instructional coaching to improve instructional practices and strategies and utilized a train-the-trainer development plan.
* Collaborated weekly with staff to design instruction, objectives, instructional materials, and assessments.
* Leveraged leadership and management skills to lead a staff of 150. Led collaboratively, building others’ capacity and providing guidance while empowering staff to make their own decisions and reach their goals.
* Fostered a collaborative and positive team environment focused on goal setting, achievement strategies, overcoming challenges, strengthening relationships, creating a learning culture, and professionally developing staff, exceeding annual goals.
* Applied adult learning principles to design and develop a professional learning program to meet organizational mission and learning goals.
	+ Developed a 1-day training for teachers on writing objectives and learning targets and reviewed training effectiveness. Identified reasons for lack of knowledge transfer and developed plans to address the problem through reteaching, mentoring, and coaching, tracking progress over 2 months.
	+ Created professional development for aspiring administrators to develop their skills and build capacity for future leaders using StrengthsFinder. Encouraged administrators to discover their own and others’ strengths, focusing on personal growth and commitment to self-improvement in order to reach maximum achievement.
	+ Shifted staff development into an online, on-demand Learning Management System that allowed for learner differentiation by interest, skill level, and need. This reduced trainer and presenter time commitment and allowed staff to collaborate in cross-functional teams and to repeat modules as necessary.
	+ Conducted employee observations and evaluations to ensure implementation of training content, employing methods such as learning plan review, coaching sessions, artifact submission, and criterion-based rubric use. Identified need for additional learning opportunities and action plan.
* Increased graduation rate from 88% to 91% by focusing on instructional practices that targeted student learning gaps, learning needs, and barriers to learning.

**EDUCATION**

* **Master of Arts** in educational leadership, Troy University, Troy, AL
* **Bachelor of Science** in biology, College of Charleston, Charleston, SC

**CERTIFICATION**

* Adobe Captivate Certified Professional, Adobe, 2020

**ADDITIONAL INFORMATION**

* **Professional Organizations**: Association for Talent Development
* **Technical Skills**: Adobe Captivate, Microsoft Office Suite, Google Suite, Blackboard, LearnDash
* **Volunteerism**: Board of Directors member, Norfolk City Union of the King’s Daughters, 2020–present; member, Children's Hospital Seashell Circle of the King’s Daughters, 2015–present; member, National Society Daughters of the American Revolution, Princess Anne County Chapter, 2013–present