

Shayne Roberson-Carrier

✉ robersona8@gmail.com ☎ 832-287-8948 🌐 <https://www.linkedin.com/in/shayne-roberson-carrier-m-ed-%f0%9f%92%ab-9334a416b>
🌐 <https://www.shayneid.com/>

SUMMARY

Dedicated Instructional Designer with a passion for creating innovative and effective learning solutions. Proven track record of collaborating with cross-functional teams and subject matter experts to analyze training needs and develop engaging instructional materials. Adept at applying adult learning principles and instructional design best practices to design and deliver impactful training programs. Known for transforming complex information into accessible, learner-centric content. Seeking to contribute expertise in creating dynamic and interactive learning solutions to drive organizational success.

EXPERIENCE

Instructional Designer | Freelance

November 2023 - December 2023, Texas

- Designed and developed engaging eLearning courses, translating complex concepts into interactive and user-friendly modules.
- Integrated multimedia elements such as graphics, animations, and simulations into training materials, enhancing the overall visual appeal and effectiveness of learning content.
- Collaborate closely with Subject Matter Experts (SMEs) to document requirements; create instructional design for online and instructor-led learning experiences and assessment strategies.
- Partner with team members and customers to ensure quality and accuracy of designs and content.

Office Administrator | MovemeToTX

April 2023 - December 2023, Houston, TX

- Collaborated with cross-functional teams to streamline project processes, reducing project delivery time by 20%.
- Gathered pertinent information on surrounding neighborhoods, including demographic, economic, and housing data, utilizing online database and newspaper archives.
- Oversaw the end-to-end administrative hiring process, including recruitment, selection, training, and continuous leadership development for all incoming administrative staff members.
- Streamlined communication channels to enhance efficiency in handling inquiries, resulting in improved response times to within 24 hours and a more seamless customer experience.
- Served as a vital liaison between departments, fostering clear communication, and facilitating collaboration to ensure seamless project coordination and successful cross-functional initiatives. Led and participated in cross-functional teams to increase sales and customer satisfaction by 10% as measured by Google Review postings.

School Administrator | Angleton Independent School District

August 2019 - December 2022, Angleton, TX

- Demonstrated exceptional relationship-building skills, resulting in an impressive retention rate, with over 75% of newly recruited teachers choosing to return for the following academic year.
- Achieved 100% compliance data reporting to regulatory agencies by creating and implementing a Microsoft Excel spreadsheet to monitor progress and coordinate meetings with team members, ensuring timely data submission.
- Collaborated with cross-functional teams to leverage virtual learning platforms, fostering a culture of knowledge exchange that enhanced problem-solving and innovation across the organization at 100%.
- Successfully implemented instructor lead trainings, resulting in a notable 10% improvement in campus interventions, showcasing the team's ability to provide timely and impactful support to students.
- Implemented instructional design best practices, ensuring alignment with adult learning principles and company objectives.
- Pioneered a campus-wide intervention plan with a strategic purpose to target 100% of the student body to improve student outcomes, leading to a 20% increase in staff & parent communication.

Special Education Instructor | Alvin Independent School District

August 2017 - July 2019, Manvel, TX

- Effectively collaborated with subject matter experts (SMEs) to ensure the seamless integration of instructional materials into broader training programs.
- Created learning aids and presentations for Instructor-Led Training (ILT), Virtual-Led Training (VILT) and eLearning modules for young adult learners.
- Conducted needs analysis to identify learning objectives and ensure that company programs targeted to participant needs.
- Implemented a well-structured and engaging synchronous learning experience that directly contributed to 90% of learners maintaining passing scores, despite the challenges of the new learning environment.
- Practiced data visualization techniques to monitor progress on a regular basis in order to identify progress discrepancies and fostered a 10% improvement rate.
- Collaborated with subject matter experts to analyze training needs and develop engaging instructional materials for diverse audiences; create and maintain the online and classroom instructional materials.

Girls Athletic Coordinator/Head Coach | Pasadena Independent School District

August 2015 - July 2017, Pasadena, TX

- Coached, managed, supervised 80+ athletes, planned various fundraising events, and collaborated with parents to allocate \$7,000 budget.
- Leveraged pedagogical strategies to improve performance of 90 + students in the academic planning and learning facilitation process, resulting in a 15% increase in grade point average.
- Supervised and evaluated coaches/athletes, established team standards, and communicated expectations to foster team discipline and development.
- Addressed critical management problems with a focus on proactive solutions, strategic decision-making, and effective crisis management.

General Education Instructor | Texas City ISD

August 2010 - July 2015, Texas

- Allocated time, resources, and materials to enhance students' academic/athletic performance, and developed an organizational system to maintain student athletic records.
- Created an inclusive classroom environment and designed learning experiences for 150 students per year by collaborating with lead teacher.
- Successfully increased student understanding and test scores in ELAR by 25%, reducing the number of students who failed the exam by 50%.

EDUCATION

BA English | University of Houston- Downtown

Houston, TX

MA in Education Curriculum & Instruction | Houston Baptist University

Houston, Texas, October 2009

COURSEWORK

Applied Instructional Design Academy(AIDA) | Learning Strategy & Design | Instructional Design

2023

- Rise360, Articulate Storyline, Powerpoint

SKILLS

Articulate Rise 360, Articulate Storyline, Project Management, ADDIE, Adult Learning Principles, Strategy Implementation, Team Leadership, Curriculum Development, Strong Communication and Collaboration Skills