

# TAMI SHEPARD

## Instructional Designer

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## SUMMARY

Innovative and collaborative instructional designer with a deep understanding of the significance of learner-centered training and its impact on motivation, participation, and overall learning outcomes. Creates dynamic and interactive learning environments that foster active participation and establish a profound connection between learners and the content. Conducts comprehensive needs assessments, develops customized curricula, and implements evaluations to deliver measurable and impactful results.

## SKILLS

Articulate Rise 360	Articulate Storyline 360	Learning Management Systems (LMS)
Microsoft Office/Suite/365	Microsoft Teams	ScreenCast-o-Matic
Tableau	Canva	WellSaid Labs
Kahoot	Quizizz	Zoom

## PROFESSIONAL EXPERIENCE

### Freelance Instructional Designer

05/23 - Present

#### *Instructional Innovation*

- Establish project scope and define clear learning objectives by effectively communicating and using project management processes to ensure successful outcomes.
- Conduct comprehensive needs analysis to determine the design of engaging and relevant learning experiences tailored to the target audience's level of professionalism.
- Develop a detailed design document that provides clients with a comprehensive overview of the training, serving as the foundation for a collaborate successful project.
- Design learning experiences by developing engaging and effective instructional content, job aids, and assessments that adhere to industry-accepted instructional design systems.
- Develop storyboards as visual representations of eLearning course content, flow, and interactions ensuring a cohesive and interactive learning experience for learners.
- Collaborate closely with subject matter experts (SMEs) to gather and analyze content, ensuring accuracy and relevance to align with the organization's business goals.
- Apply well-established instruction design models such as ADDIE or SAM, as well as relevant adult learning theories, to inform the design process and enhance learning effectiveness.

### Academic Dean, School of Health Sciences

01/22 – Present

#### *Ivy Tech Community College- Kokomo*

- Collaborate extensively with stakeholders to identify specific training needs and develop customized learning experiences, employing adult learning theories to ensure effective and engaging instruction.
- Achieved an outstanding program completion rate of 95%, demonstrating the ability to create learning experiences that resonate with learners and promote successful program outcomes.
- Develop diverse learning and delivery modalities, including e-Learning, flipped classroom, active learning, learn anywhere, asynchronous, and synchronous approaches, to accommodate different learner preferences and needs.

- Oversee curriculum development, program assessment, and accreditation processes to ensure the delivery of quality education that adheres to accreditation compliance standards. Recognized with the longest term of accreditation from five different accrediting bodies, maintaining a 100% compliance record.
- Collaborate closely with cross-functional teams to develop customized training programs aimed at improving learner retention and application among adult learners.
- Design educational learning opportunities and career planning initiatives that align with the strategic goals and vision of the organization, contributing to the professional growth and development of learners.
- Maintain effective communication by consistently updating internal and external team members through appropriate communication channels, ensuring everyone is well-informed and engaged in the instructional design process.
- Develop comprehensive strategies and deliverables for internal staff based on information gathered from Subject Matter Experts (SMEs), ensuring accurate and relevant content that meets organizational needs.

**Department Chair, School of Health Sciences**

01/16 – 01/22

*Ivy Tech Community College – Marion*

- Developed and managed a successful large-scale learning initiative for Next Level Jobs, achieving a 70% success rate.
- Fostered a virtual learning environment through Virtual Instructor-Led Training (VILT) development, maintaining a 100% completion rate during the pandemic.
- Conducted impactful train-the-trainer session to address challenges and improve learning outcomes using simulations and branching scenarios to create immersive and interactive learning experiences.
- Developed and executed high-quality Instructor-Led Training (ILT) programs focused on staff development and process improvement, ensuring adherence to quality assurance standards.
- Performed needs assessment to identify knowledge gaps, resulting in the development of targeted training programs and achieving a 100% success rate.

**EDUCATION**

**M.S. Radiologic Science Education**

*Midwestern State University*

**B.S. Sociology**

*Ball State University*

**A.S. Radiologic Science**

*Ball State University*

**CERTIFICATIONS**

**Registered Technologist Radiography and Computed Tomography**

*American Registry of Radiologic Technologists*

**eLearning Development**

*Applied Instructional Design Academy*

**Articulate Storyline**

*Applied Instructional Design Academy*

**Instructional Design**  
*Applied Instructional Design Academy*

**Articulate Rise**  
*Applied Instructional Design Academy*