

NICHOLAS GLADING

416 24th Street • Sacramento, CA 95816
(916) 873-2195 • ng@nicholasglading.com
Online Portfolio: www.nicholasglading.com

OBJECTIVE

An instructional designer position in an organization seeking an exceptionally creative, passionate, insightful and effective contributor with excellent leadership and communication skills.

SKILLS & QUALIFICATIONS

- Innovative instructional design professional with an expertise in K-12 online curriculum development and the successful utilization of educational technology.
- Proven leadership experience, including project management, employee supervision and training, and student government.
- Ability to quickly learn new concepts and technologies, coordinate multiple projects and deadlines, work independently and collaboratively, and communicate ideas clearly and effectively to diverse audiences.
- Highly skilled with analysis, design, development, implementation, and evaluation of a variety of instructional content while integrating “big picture” concepts and needs.
- Experience with blended learning solutions, instructional media design, performance support tools (job aids), course development, and training/workshop design, development and facilitation.
- Proficient in Adobe/Macromedia and Microsoft Office applications, Captivate, Contribute, HTML, CSS, content/learning management systems, wikis, blogs, podcasting, and video production.
- Passionate, dedicated, organized, and resourceful individual with exceptional interpersonal skills, a commitment to excellence, and a devotion to making a positive change in the world and my community.
- Curriculum development experience including: curriculum mapping, standards and curriculum alignment, content evaluation and revision.
- Skilled at educational research, technical writing, performance analysis, needs assessment, and all aspects of instructional design.

EDUCATION

San Diego State University , San Diego, CA M.A. in Education with a concentration in Instructional Design & Educational Technology	2003 – 2006
University of California – San Diego , San Diego, CA B.A. in History with a Minor in Economics	1997 – 2002

PROFESSIONAL EXPERIENCE

Instructional Designer Independent Contractor Online Portfolio: www.nicholasglading.com Provide customized instructional and multimedia solutions to meet identified needs and opportunities based on analysis. Project experience includes all aspects of the ADDIE model of instructional design (Analysis, Design, Development, Implementation, and Evaluation). Specific projects: content and learning management systems, online and classroom course design, multimedia and web design, and performance support aids development.	2005 – present
-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------

Curriculum Development Project Manager | Instructional Designer 2008 – present
KC Distance Learning | Aventa Learning at K12, Portland, OR
Remotely coordinate the simultaneous development of multiple online middle and high school level courses aligned to state content standards, with an emphasis in social studies. Collaborate with a variety of team members, including subject matter experts (SMEs), audio, art, animation, and content developers. Facilitate seamless workflow of project deliverables between all team members to deliver engaging and interactive courses on schedule and within budget. Utilize instructional design skills to analyze, review, and edit all aspects of course content, including assessments, activities, text and interactive games & tutorials. Create curriculum maps for new courses based on identified state content standards. Evaluate existing KCDL online curriculum for instructional quality and alignment. Deliver training workshop to fellow project managers on how to create more engaging and instructionally aligned tutorials for our courses. Primary contributor of innovative solutions to improve numerous course development processes as well as enhance the interactivity and instructional quality of our courses. Lead efforts in the transition of all existing courses into a new course management system. Interview, train and supervise SMEs.

Content Reviewer | Instructional Designer 2010 – 2011
GlobalScholar.com | Classof1.com
Utilized instructional design skills and social studies expertise to analyze, review, and edit course content, including assessments, study guides, and more. Contributed to the improvement of instructional content and curriculum development processes and procedures.

Instructional Design Consultant, The Learning Center 2006 – 2008
Mission Federal Credit Union, San Diego, CA
Designed and developed six interactive online financial literacy tutorials for teenagers based on national teaching standards. Assisted in the analysis, design, development, implementation and evaluation of learning management system. Created performance support job aids. Created design concept of an online financial planning program for adults. Identified needs and opportunities for streamlining systems and restructuring the human resources and training departments after establishing department benchmarks.

Instructional Design Intern, Professional Development Center 2006
San Diego Miramar Community College, San Diego, CA
Designed and launched faculty/staff technology training and support program. Developed an online survey to analyze training needs and opportunities. Designed and delivered multiple training workshops.

Library Assistant III, Center for Library & Instructional Computing Services (CLICS) 2001 – 2006
University of California – San Diego, San Diego, CA
Supervised student employees, provided computing support, developed training, created performance support aids, streamlined workflow processes, and managed day-to-day operations of the facility.

LEADERSHIP & VOLUNTEER EXPERIENCE

- eCollege CiTE Conference Participant (2008)
- Student Association for Graduates in Educational Technology (SAGE)
 - President (2005 – 2006), Community Executive (2004 – 2005)
- Net-Gen Conference Panel Member, San Diego, CA (Fall 2005)
- E-Agenda Conference Volunteer, San Diego, CA (Fall 2004)

PROFESSIONAL MEMBERSHIPS & HONOR SOCIETIES

- International Association for K-12 Online Learning (iNACOL)
- American Society for Training & Development (ASTD)
- International Society for Performance Improvement (ISPI)
- Phi Kappa Phi – Academic Honor Society
- Phi Lambda Theta – International Honor Society in Education

References available upon request.