

Cynda Fickert

Instructional Designer
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Professional Summary

Instructional designer and eLearning developer skilled in ADDIE and SAM methodologies, with a strong focus on adult learning principles. Expertise in designing engaging, learner-centered materials using tools like Articulate Storyline and dominKnow. Adept at collaborating with stakeholders to align training programs with business objectives. Background in curriculum design and technology integration to enhance learning effectiveness and engagement.

Employment History

Freelance Consultant 2020-Present

Website Designer

River Region Runners (R3)

- Enhanced current WordPress website using Elementor, a visual page builder plugin, resulting in better end-user experience and increased user engagement
- Created custom designs and layouts using Elementor's drag-and-drop interface and integrated third-party widgets and plugins to enhance website functionality, improving customer satisfaction
- Designed and developed technical videos explaining essential functions and requirements for scheduled website maintenance and updates, ensuring optimal user experience across all devices

Instructional Designer

GTI Energy

- Aligned course look and feel with new branding, ensuring consistency and engagement
- Managed contractor deadline for 1-3 courses, delivering high-quality content on time
- Edited instructor-led training courses, enhancing learner experience and retention

Instructional Designer

DesignxHumanity

- Developed customized VILT modules with dominKnow, enhancing learner engagement
- Designed and implemented text input variables, customized hot spot interactions and scenario-based applications to improve content retention
- Coordinated agile scrum meetings to align project goals with stakeholder expectations

Instructional Designer

Emerson Human Capital

- Analyzed and revised existing learning objectives and training tasks for new employees, ensuring alignment with business goals and enhancing knowledge retention
- Improved learner engagement by designing and developing interactive onboarding simulations using Articulate Storyline 360
- Evaluated learner's progress through module knowledge checks and final assessments

Learning And Development Specialist

Wiregrass Math and Science Consortium

- Designed and developed engaging, learner-centered ILT modules and instructional materials to increase engagement, participation and content knowledge retention using adult learning principles.
- Led end-to-end production and facilitation of ILT and VILT for over 50 participants

Research Assistant 2015-2019

University of Texas at Austin

- Gathered, reviewed, and summarized information for updating textbook, ensuring content accuracy and relevance
- Analyzed survey data regarding teacher perceptions of professional development effectiveness related to iPad training, enhancing training programs
- Edited mathematics lessons for content accuracy and developed supporting instructional materials, improving learner engagement and retention
- Identified and correlated Common Core Mathematics standards and Next Generation Science Standards to curriculum, ensuring compliance and consistency

College of Education Facilitator 2019-2020

University of Texas at Austin

- Designed and developed eLearning, ILT, vILT and blended courses for teacher professional development
- Recommended learning strategies, tools and best practices to teachers to meet desired classroom goals

Instructor 1996-2015

Auburn City Schools

- Conducted needs analysis and applied learning theories to design and develop course materials, resulting in improved learner engagement
- Coordinated with subject matter experts on evaluating content and material to write cross-curricular learning objectives

Education

M.Ed., Curriculum and Instruction

The University of Texas at Austin

Specialization: Learning Technologies

M.Ed., Middle Grades Education

Columbus State University

Specialization: Mathematics

B.S., Middle Grades Education

Berry College

Specialization: Mathematics

Courses

Instructional Design, 2021 - 2022 *Applied*

Instructional Design Academy

Skills

Instructional Design, eLearning Development, Articulate Storyline, Articulate Rise, Vimeo, Camtasia, Vyond, Audacity, dominKnow, Canvas, Canva, LMS, Visual Design, WordPress, Elementor, ADDIE, SAM.

Links

Website: www.cyndafickert.com, LinkedIn: <https://www.linkedin.com/in/cyndafickert/>