

## JEREMY DEARINGER

Crystal River, FL • 239-849-4707 • jeremybd@p3elearning.com • linkedin.com/in/jeremybd

### INSTRUCTIONAL DESIGN ... E-LEARNING DEVELOPMENT ... LEARNING OUTCOMES MANAGEMENT

*Offer 15 years of experience in instructional design, curriculum development, course creation, and adult learning practices*

*Focus on the human element of learning to build powerful, engaging, and highly targeted courses and development programs*

*Possess extensive instructional design experience using ADDIE, Knowles, Bloom's, Backward Design, and Universal Design for Learning*

#### SELECT STRENGTHS

Andragogy (Adult Learning) Principles  
Blended, Remote, & In-Person  
Leadership Development

Curriculum & Course Development  
Learning Theory & Design  
Project Management

Enhanced Learning Experiences  
Critical Thinking & Inquiry  
LMS Administration

#### EXPERIENCE HIGHLIGHTS

##### P3 E-LEARNING SOLUTIONS

##### **Sr. Instructional Designer / eLearning Developer, 2022-present**

Design and deliver fully remote e-learning and onsite instructor-led courses; partner with clients to assess training needs, perform a comprehensive learner analysis, and develop powerful, purposeful, and personal learning experiences. Apply expertise in curriculum authoring tools, design applications, learning management systems, and adult learning theories to deliver a wide range of customized adult training programs. Created an instructional design process including discovery, analysis, and blueprint development phases to meet the needs of small- to medium-sized businesses seeking to close knowledge gaps and develop talent.

*Create powerful learner experiences, targeted content, multimedia presentations, course narratives, and e-learning courses*

*Design courses using industry-leading software, engaging learned through graphic design principles and visual storytelling*

*Manage course blueprint development including articulating course objectives, storyboarding, and beta testing*

##### **Learner Experience Design**

→ **Develop powerful learner experiences**, breaking-down course objectives into personalized processes involving simulations, gamification, interactive video and audio, scenario- and project-based learning, peer collaboration, clickable interactives, and drag-drop text input.

##### **Project Mapping & Management**

→ **Plan and execute end-to-end project lifecycle**, mapping key milestones, monitoring project progress, mitigating risks to within-budget and on-time completion, and collaborating with subject matter experts and client-side stakeholders to ensure learning needs are met.

##### **Instructional Design Expertise**

→ **Partnered with clients across highly diverse industries** including retail, grocery, hospitality, food service, banking, real estate, mortgage, insurance, government, and manufacturing.

##### **Continuous Course Improvement**

→ **Perform post-project hindsight analysis to uncover lessons learned**, evaluate instructional and course effectiveness, and leverage data to drive future course design and development.

SCHOOL DISTRICT OF LEE COUNTY, Fort Myers & Cape Coral, FL

**Career & Technical Education Teacher, South Fort Myers High School, 2021-2022**

**Career & Technical Education Department Head, Mariner High School, 2008-2019**

Designed adult learning courses for delivery through in-person and virtual modalities, continually evaluating the instructional needs of 140+ diverse students, monitoring the achievement of learning objectives, and adjusting coursework to meet and overcome individual learning challenges. Cultivated productive partnerships with parents and stakeholders, working cooperatively to address students' needs, provide education-critical support, and accelerate student success metrics.

##### **Workforce Needs Assessment**

→ **Partnered with community-based industry stakeholders to identify gaps** in entry-level candidates, leveraging insights to inform the development of career and technical education curricula, prepare students for the workforce, and support local business needs.

##### **Student & Workforce Training**

→ **Designed a Work-Based Learning Program** connecting 75+ students to positions—enabling real-world experience—and offering business partners access to targeted training.

## JEREMY DEARINGER, 2

Crystal River, FL • 239-849-4707 • jeremybd@p3elearning.com • linkedin.com/in/jeremybd

SCHOOL DISTRICT OF LEE COUNTY, Cont.

### Course Design & Deployment

- **Developed and implemented a new Marketing Essentials course**, building a program delivered in a blended model to students of all levels and numerous geographic locations.

**Assistant Principal, Island Coast High School, 2019-2021**

Provided leadership to 2,000 students; 100 teachers; and 30+ support staff, working diligently to create a collaborative and student-centered environment with sound policies, support services, mentoring opportunities, and counseling programs. Communicated proactively across all internal and external parties involved in supporting the student experience. Initiated and cultivated partnerships with community business leaders to open opportunities for student achievement and growth.

### Train-the-Trainer Programming

- **Created and facilitated professional development programs for staff and teachers**, providing training in the areas of classroom management, technology utilization, and pedagogy.

### Enterprise-Wide Alignment

- **Performed new teacher orientation**, introducing all team members to school policies and practices, while ensuring all stakeholders' efforts were aligned with the mission and vision.

### Problem Resolution

- **Executed clear and consistent decision-making and problem-solving** to effectively and efficiently manage situations, anticipate potential problems, and uncover solutions.

### Student Success Support

- **Improved graduation rates by 7% in 12 months** through the development and implementation of new Exceptional Student Education procedures enabling authentic peer collaboration.

*Launched career In the corporate training arena with Bank One, spending almost a decade designing and delivering professional development programs to address the needs of corporate and field staff. Leveraged the ADDIE Model to build dynamic and scalable programs for sales, sales management, customer service, technology, management, and executive leadership.*

## EDUCATION

SAINT LEO UNIVERSITY, Saint Leo, FL • **Master of Education (MEd)**

UNIVERSITY OF SOUTH FLORIDA, Tampa, FL • **Master of Arts (MA), Career & Technical Education**

INDIANA WESLEYAN UNIVERSITY, Marion, IN • **Bachelor of Science (BS), Business Management**

## TECHNOLOGY

### Curriculum Authoring

Adobe Captivate, Articulate, Rise 360, Storyline 360, Camtasia

### Project Management

Adobe Workfront, Monday.com

### Collaboration

Google Meets, Google Suite, SharePoint, Zoom

### Learning Management Systems

Blackboard, Canvas, EduFlow, Google Classroom

### Multimedia

Adobe Creative Suite, Storyboard Pro 3-D Animation

### Audio

Adobe Audition, Audacity, FL Studio

## CERTIFICATIONS & LICENSES

Adobe Dreamweaver • Adobe Flash • Adobe Photoshop • Adobe Premiere Pro • Storyboard Pro 3-D Animation

— Florida Department of Education Licensure —

Educational Leadership • Professional Education • Business Education Grades 6-12

Technology Education Grades 6-12 • Physical Education Grades K-12

## PROFESSIONAL & SERVICE AFFILIATIONS

Association for Career and Technical Education (ACTE), *through 2022*

*Active Volunteer in Youth Sports, the Local Community, and FCA*