

Heather Dorrell

heather.dorrell.id@outlook.com • www.heatherdorrell.com

EDUCATION

Certificate of Instructional Design and Technology

2023-2025

University of Virginia, Charlottesville, Virginia

Relevant course work: Online and Blended Learning, Multimedia Design, Courseware Tools, Human Performance Technology

Master of Science, Special Education

2005-2007

University of Oregon, Eugene, Oregon

Relevant course work: Design of Instruction, Curriculum Design and Development, Assessment, Advanced Assessment, Law and Governance, Tiered Systems of Support, Applied Behavioral Analysis

Bachelor of Science, Forest Recreation Resources

2001-2004

Oregon State University, Corvallis, Oregon

Relevant course work: Communication, Interest Groups, Statistics, Research Methods, Theories of Conflict and Conflict Resolution, Writing, Psychology as a Social Science

PROFESSIONAL EXPERIENCE

Instructional Design Intern

2024-2025

Learning Design and Teaching Innovation, University of Virginia

Design & Development

- Created accessible, WCAG 2.1-compliant documents in Microsoft Suite, Articulate Rise, and H5P
- Produced screen-recorded video tutorials with embedded assessments in Screenpal
- Built interactive eLearning modules in Storyline aligned with course objectives
- Configured course shells in the Learning Management System (LMS), specifically Canvas, ensuring alignment with learning outcomes and accessibility standards
- Designed visual job aids and infographics in Canva for courses and job aids for faculty and students

Collaboration & Communication

- Partnered with instructional designers and faculty to support accessible, inclusive course design
- Contributed to university-wide instructional design communication through faculty newsletters
- Served as instructor for the LDTI Course Design Academy, delivering training on adult learning theory and course development best practices

Project Management & Instructional Models

- Self-managed workload in a fully remote setting, balancing multiple priorities and deadlines
- Applied ADDIE, UDL, TPACK, SAM, HPT, Backward Design, and Kemp instructional design frameworks to analyze tasks, design instruction, and evaluate outcomes
- Embedded digital accessibility and universal design principles into all aspects of instructional material development

Special Education: Curriculum & Human Performance Specialist

2006-2019

Various Districts, Oregon, Colorado, Virginia

Instructional Strategy & Accessibility

- Designed individualized instruction and accommodations to align with Americans with Disabilities Act (ADA) and Individuals with Disabilities Education Act (IDEA) requirements
- Created customized curricula and assessments to address cognitive, academic, and behavioral needs
- Administered and interpreted norm-referenced and curriculum-based assessments to inform instruction
- Identified learning gaps and implemented targeted instructional interventions to close them
- Reviewed and revised curriculum for regular education teachers based on audience characteristics

Compliance & Project Management

- Led quarterly instructional assessments using norm-referenced and curriculum-based data to modify learning objectives and improve instructional outcomes
- Communicated plan modifications and performance data to multidisciplinary teams and stakeholders to maintain alignment with compliance requirements and student needs
- Managed up to 35 individual instructional plans, each requiring documentation, quarterly reporting, annual meetings, and legal compliance
- Facilitated multi-agency stakeholder meetings of up to 15 participants to develop learning solutions
- Directed and administered federal and state testing accommodations to ensure legal compliance and learner access
- Delivered daily multi-hour presentations while under tight compliance deadlines and balancing documentation requirements

Performance Improvement & Team Leadership

- Mentored teachers and instructional assistants while supervising implementation fidelity across learning environments
- Presented professional development opportunities to school staff on accommodating and adapting instruction for diverse learning profiles
- Organized job-shadow and community-based work experiences to support real-world skill development
- Collected and entered student performance data into dashboards and progress monitoring tools
- Used data insights to drive instructional decision-making and modify learning objectives based on quarterly trends
- Monitored learner progress using data dashboards and iterative instructional strategies

Additional Experience

2000-2006

Park Ranger/Outdoor Educator

- Designed and facilitated experiential education programs for diverse audiences in a state park setting
- Led interpretive programs for park visitors and youth programs
- Managed safety and logistics during extended backcountry learning events

Public Affairs Officer/Incident Command (Internship)

- Designed educational displays and public facing communication materials
- Supported emergency public information efforts during wildfire response as part of the Incident Command System (ICS)
- Developed communication materials and briefings for media, staff, and partner agencies
- Coordinated with press and residents during wildfire events
- Supported environmental initiatives across federal agencies

PROJECTS & EXTRACURRICULAR

Portfolio: heatherdorrell.com

- eLearning Tools: Canvas, Articulate Rise, Storyline, Canva, ScreenPal, H5P
- Generative Artificial Intelligence in Higher Education
- Digital Accessibility
- Healthcare (Radiation Safety in a Hospital Setting)

Extracurriculars

- Solo Thru-Hiker & Blogger-The Trek
- Master Gardener Volunteer-Hill City Extension

CORE COMPETENCIES

Instructional Design & Development

ADDIE, SAM, Kemp, UDL, TPACK · Curriculum Development · Microlearning · Storyboarding · Adult Learning Theory

Assessment & Data Analysis

Formative & Summative Evaluation · Instructional Evaluation · Norm-Referenced & Curriculum-Based Assessments · Data Dashboards · Learning Analytics

Accessibility & Compliance

WCAG 2.2 · ADA (2026) · IDEA · UDL · Digital Accessibility Auditing · Ally Accessibility Report · SensusAccess

Tools & Technology

Microsoft 365 · Articulate Rise · Storyline · ScreenPal · Canva · H5P · Canvas · Blackboard · Google Suite · SCORM · AWS S3 · Zoom · Trello · MindMeister · VoiceThread · Padlet · Harmonize · Poll Everywhere · Qualtrics Hypothes.is · ElevenLabs

Collaboration & Communication

Faculty Support and Training · Faculty Engagement · Cross-Functional Team Leadership · Instructor-Led Training · Public Speaking · Stakeholder Facilitation

Project & Learning Management

Remote Workflows · Course Shell Configuration · Deadline Tracking · Compliance Reporting · AGILE Design · Iterative Improvement