

David Schachter

Instructional Designer | Trainer | Educator | 20+ Years Experience

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Professional Summary

Experienced instructional designer and educator with 20+ years developing curriculum, training programs, and learning experiences for diverse audiences. Expert in applying adult learning theory and instructional design models to create engaging, accessible training. Skilled in needs assessment, cross-functional collaboration, and data-driven evaluation to enhance learning outcomes. Proven track record supporting traditionally underserved learners and building high-performing teams.

Professional Experience

Manager

The William Warren Group, Kyle, TX | March 2023 — Present

- Designed structured onboarding program based on needs assessment, reducing time-to-productivity by 30% for new team members
- Developed and implemented training materials to enhance team performance and operational consistency
- Collaborated with department leaders to identify performance gaps and develop targeted solutions, resulting in 25% improved operational efficiency
- Established clear workflows and processes that improved team efficiency by 28%
- Provided coaching and mentoring to team members, applying adult learning principles to support professional development

Curriculum Design Specialist & English Instructor

San Marcos High School, TX | August 2016 — August 2022

- Pivoted to fully remote instruction during the pandemic, creating asynchronous learning modules that maintained 85% student engagement in a virtual environment
- Developed bilingual curriculum through Professional Learning Community collaboration, increasing engagement by 35% among 500+ students
- Implemented Canvas LMS course structure and content, resulting in 80% improvement in comprehension and retention among 450 students
- Established assessment strategy with formative and summative evaluations, improving program effectiveness by 40%

- Designed differentiated instructional materials and scaffolded activities for diverse learners including English Language Learners, students with disabilities, and first-generation college-bound students

English Instructor & Professional Development Lead

Santa Fe High School, NM | August 2011 — August 2016

- Designed professional development series using ADDIE model for 35 faculty members, improving teaching effectiveness by 45%
- Leveraged professional chef background as subject matter expert to develop specialized culinary curriculum for 75 students, achieving 90% program completion rate
- Created virtual learning community structures that fostered collaboration among educators
- Provided instructional coaching and mentoring to colleagues on effective teaching strategies

Adjunct Instructor, English Department

Prescott College, Prescott, AZ | 2003

- Taught undergraduate English courses to adult learners in multicultural classroom settings
- Designed course content and assessments aligned with program learning outcomes
- Facilitated discussion-based learning emphasizing critical analysis and diverse perspectives

English Instructor & Early College Co-Director

Aztlán Academy, Tucson, AZ | August 2005 — August 2007

- Co-directed early college program, conducting comprehensive needs assessment for 120+ students to determine dual credit readiness
- Designed college preparation curriculum incorporating adult learning principles, reducing student anxiety by 90% among 65 first-generation college prospects
- Provided academic counseling and tutoring, resulting in 40% increase in college application rates

Additional Teaching & Leadership Experience

- Middle and High School Teacher & Site Lead, Oregon Outreach, Inc., Portland, OR (2008-2010)
- Reading Specialist & GED Instructor, Roberts High School, Salem, OR (2010-2011)
- Mathematics & ELA Teacher, DeVargas Middle School, Santa Fe, NM (2011-2013)
- ELA Teacher, Tucson Urban League Academy, Tucson, AZ (2006-2007)
- English & US History Teacher, Alta Vista High School, Tucson, AZ (2004-2005)

Education & Certifications

Master of Science in Education (Curriculum & Instruction)

Bachelor of Arts in English Literature

University of New Hampshire | December 1996

Minors: Women's Studies, Education

Certificate in Humanities Cultural Studies

Prescott College | July 2003

Associate of Applied Science in Restaurant Management

University of New Hampshire Thompson School of Applied Science | 1993

Professional Certifications

- Instructional Design Certification — Association for Talent Development (ATD) (November 2024)
- Articulate Storyline 360 Certification — Oregon State University (September 2025)

Skills & Technologies

Instructional Design

- ADDIE & SAM methodologies
- Adult learning principles
- Needs assessment
- Curriculum development
- Assessment design
- Universal Design for Learning (UDL)

Learning Management Systems

- Canvas
- Blackboard
- Moodle

Authoring & Media Tools

- Articulate 360 (Storyline & Rise 360)
- Camtasia

Software & Platforms

- Microsoft Office Suite
- Google Workspace
- AI tools for learning design

Core Competencies

- Training facilitation
- Instructional coaching
- Cross-functional collaboration
- Data-driven evaluation
- Project management

- Remote/virtual instruction

Languages

- **English:** Native
- **Spanish:** Intermediate
- **Portuguese:** Intermediate

Professional Highlights

- 20+ years experience in education and training across K-12, higher education, and corporate settings
- Published portfolio of microlearning modules demonstrating scenario-based design and adult learning principles
- Proven ability to design curriculum and training programs that improve measurable outcomes
- Extensive work with diverse learners including multilingual students, students with disabilities, and traditionally underserved populations
- Strong background in both content development and professional development facilitation
- Skilled at translating complex concepts into accessible, engaging learning experiences