

David Schachter

Instructional Design Strategist | Curriculum Architect | Learning Technologist

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Instructional design strategist with 20+ years of experience in curriculum development, educational technology integration, and AI-driven learning solutions. Expert in applying adult learning theory and established instructional design models to create engaging, accessible training for diverse learners, including neurodivergent individuals. Skilled in needs assessment, cross-functional collaboration, and data-driven evaluation to enhance learning outcomes.

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%**

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%**

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 geographically dispersed educators, increasing knowledge sharing by **40%**

English Instructor & Early College Director

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

- Conducted comprehensive needs assessment for 120+ students, developing targeted skills development program with **85%** success rate
- Designed college preparation curriculum incorporating adult learning principles, reducing student anxiety by **90%** among 65 first-generation college prospects

Education & Certifications

Master of Science in Curriculum & Instruction — Portland State University (Jul 2011)

Bachelor of Arts in English — University of New Hampshire (Dec 1996)
(Minors: Education, French)

Instructional Design Certification — Association for Talent Development (ATD) (Nov 2024)

Articulate Storyline 360 Certification — Oregon State University (Sep 2025)

Skills & Technologies

Learning Management Systems	Software	Authoring Tools
Canvas	Microsoft Office Suite	Articulate 360
Blackboard	Google Workspace	
Web Development	Instructional Design Models	Languages
HTML, CSS, JavaScript (basic)	ADDIE	English (Native)
	SAM	Spanish (Intermediate)
	Generative AI Integration	Portuguese (Advanced Beginner)