David Schachter

Instructional Design Strategist │ Curriculum Architect │ Learning Technologist

Kyle, TX │ (210) 446-8409 │ dgschachter@gmail.com │ LinkedIn │ Portfolio

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
- Bachelor of Arts in English — University of New Hampshire (Minors: Education, French)
- ATD Instructional Design Certification (Nov 2024)
- Articulate 360 Certification (September 2025)

Skills & Technologies

Learning Management Systems
- Canvas
- Blackboard

Software
- Microsoft Office Suite
- Google Workspace

Authoring Tools
- Articulate 360

Web Development
- HTML, CSS, JavaScript (basic)

Instructional Design Models
- ADDIE
- SAM
- AI-Enhanced Learning Design

Languages
- English (Native)
- Spanish (Intermediate)
- Portuguese (Advanced Beginner)