

LaShondra A. Taylor

Houston, Texas | (346) 842-7114 | lashondrataylor1@gmail.com | [LinkedIn](#) | Portfolio: www.lashondrataylor.com

PROFESSIONAL SUMMARY

Instructional Design professional with 5+ years of progressive experience designing, developing, and leading instructor-led, web-based, and blended learning programs and performance support for employee and customer audiences. Proven track record leading learning projects from scoping and requirements gathering through design, development, implementation, evaluation, and maintenance; facilitating design meetings with SMEs and stakeholders; and translating complex content into measurable learning outcomes. Skilled in Microsoft PowerPoint and Word, Articulate Storyline 360, Rise 360, Adobe Creative Suite, PowToon, and Vyond to produce presentations, facilitator and end-user documentation, assessments, audio/video, animation, and multimedia learning assets. Master's-credentialed in Learning, Technology, and Design; currently completing an Ed.D in Applied Learning Sciences.

CORE COMPETENCIES

Instructional Design & Development (ADDIE, Agile) | Instructor-Led & Web-Based Training | Project Scoping & Requirements Gathering

Needs Analysis & Learning Objectives | Design Meetings & SME Facilitation | Assessment & Evaluation Design
SCORM/xAPI eLearning Development | Multimedia, Audio & Voiceover Production | Course Maintenance & Version Control

Facilitator & Instructor Guides | End-User Guides, Job Aids & Training Documentation | Cross-Functional Project Leadership

TECHNICAL SKILLS

Learning Design Tools: Articulate Storyline 360, Rise 360, Vyond, PowToon, Microsoft PowerPoint

Multimedia & Productivity Tools: Adobe Premiere Pro, Photoshop, Illustrator, InDesign; Microsoft Word, PowerPoint

Learning Methodologies: ADDIE, Agile, xAPI, SCORM, UX Design, Adult Learning Theory (Cognitive Psychology, Constructivism, Behaviorism)

Additional Skills: Audio & Voiceover Editing, Facilitator/Instructor Guides, End-User Guides, Job Aids, Course Maintenance, Version Control, LMS Platforms, AI-Integrated Learning Design

EDUCATION

Ed.D, Applied Learning Sciences — University of Miami, Coral Gables, FL (*Expected December 2027*)

MS, Learning, Technology, and Design — Houston Christian University, Houston, TX

BS, Biology — Philander Smith College, Little Rock, AR

PROFESSIONAL EXPERIENCE

Harris Health System

Instructional Designer II

Houston, TX

February 2026 – Present

- Redesigned a 4-hour instructor-led Aggression Management training into a 30-minute eLearning course while preserving all learning objectives and core competencies, increasing learner engagement from 53% to 96%, saving more than 9,400 staff hours, and reducing training costs by approximately \$850,000.
- Developed Harris Health's Responsible AI training program, creating the organization's first state-compliant AI education course approved to meet Texas annual Responsible AI training requirements for healthcare employees.
- Redesigned instructor-led leadership content into self-paced digital learning experiences using evidence-based instructional design principles.

LaShondra A. Taylor

Houston, Texas | (346) 842-7114 | lashondrataylor1@gmail.com | [LinkedIn](#) | Portfolio: www.lashondrataylor.com

- Introduced simulation-based, scenario-based, and gamified learning strategies to the organization's eLearning portfolio, enhancing learner engagement and application of knowledge.
- Designed and developed interactive eLearning solutions for clinical and non-clinical healthcare professionals using Articulate Storyline 360 and Rise 360.
- Created PowerPoint presentations and executive-facing training materials, along with Microsoft Word facilitator/instructor guides, end-user guides, job aids, and training documentation to support implementation and adoption.
- Produced and edited multimedia assets, including voiceover/audio, video, graphics, and animation, and developed knowledge checks, evaluation instruments, and course assessments aligned to learning objectives.
- Applied adult learning theory, scenario-based learning, and performance consulting principles to improve knowledge retention and workplace performance.
- Led multiple concurrent instructional design projects from project scoping and requirements gathering through implementation; facilitated design meetings with SMEs and stakeholders, estimated development effort, managed review cycles, and maintained production timelines.
- Established quality assurance and course-maintenance processes, including content updates and version control, to ensure accessibility, functionality, branding consistency, instructional accuracy, and ongoing effectiveness.

The Reserves Network (Contracted to Harris Health System)

Instructional Designer II

Houston, TX

December 2024 – February 2026

- Led end-to-end development of instructor-led and web-based training solutions, improving course completion rates by 30% and learner satisfaction scores by 25%.
- Developed interactive, accessible, SCORM-compliant eLearning modules using Articulate Storyline 360 and Adobe Creative Suite, increasing learner engagement by 40%.
- Developed and maintained PowerPoint/Word-based training materials, facilitator support resources, end-user guides, job aids, assessments, and course updates while managing content review and version control.
- Conducted design meetings and needs analyses with SMEs and stakeholders to gather requirements, define scope and learning objectives, estimate level of effort, and design targeted learning paths aligned with organizational objectives.

Professional Management Enterprises (Contracted to Humana Military)

Learning Technical Consultant

Remote

June 2024 – November 2024

- Designed and developed digital learning assets and multimedia resources using Articulate 360, Adobe Creative Suite, Vyond, and PowerPoint; edited audio/voiceover and video content to improve clarity, retention, and asynchronous training effectiveness.
- Collaborated with consultants and SMEs to ensure instructional accuracy, relevance, and compliance with adult learning principles and best practices.
- Translated SME input into Microsoft Word end-user guides, job aids, and training documentation; supported content updates, quality reviews, and version-controlled revisions across learning assets.

EnCompass LLC (Internship)

Digital Learning Intern

Remote

March 2024 – December 2024

- Produced engaging digital learning experiences using Rise 360, Storyline, and Vyond, increasing user interaction and accessibility.
- Applied ADDIE and Agile methodologies to global health and development projects, participating in SME design discussions, requirements gathering, storyboarding, prototyping, review cycles, and development of learner-facing training materials.

LaShondra A. Taylor

Houston, Texas | (346) 842-7114 | lashondrataylor1@gmail.com | [LinkedIn](#) | Portfolio: www.lashondrataylor.com

Harris County Public Health

Training Specialist / Instructional Designer

Houston, TX

January 2023 – June 2024

- Revamped compliance training for 1,000+ employees, improving tracking accuracy by 60% and participation by 50%; maintained training records and completion data.
- Designed blended onboarding and upskilling programs, PowerPoint presentations, facilitator/instructor guides, end-user documentation, job aids, and instructional workshops, enhancing manager readiness across diverse operational units.
- Designed knowledge assessments, exams, evaluation instruments, and learner feedback tools to measure training effectiveness, contributing to a 70% increase in employee engagement and informing performance-improvement recommendations to leadership.

Innovatively DesignEd Creations

Freelance Instructional Designer

Houston, TX

October 2022 – July 2025

- Scoped and developed tailored eLearning and performance-support solutions for healthcare, education, and nonprofit clients, gathering requirements and translating stakeholder needs into learning objectives, storyboards, presentations, guides, and job aids.
- Integrated AI tools to create personalized, interactive learning experiences, improving learner performance by an average of 20%.
- Delivered and maintained adaptable training materials for online, blended, and face-to-face contexts, incorporating client feedback, content updates, and version-controlled revisions.

Various School Districts

Curriculum Developer / Educator

Houston, TX

July 2017 – August 2022

- Developed differentiated instructional curriculum and assessment techniques for 300+ students, driving a 13% retention increase.
- Integrated EdTech tools and LMS platforms to enhance instruction, assessment, and learner engagement.
- Collaborated with educators on curriculum design and team-based, data-informed instructional strategies using formative and summative assessment.

City of Little Rock

Front Office Manager

Little Rock, AR

May 2015 – July 2017

- Directed front office operations for a high-traffic recreational facility, including staff scheduling, customer service, membership management, and compliance with city policy.
- Designed and implemented training materials, onboarding guides, and instructional job aids/SOPs to standardize front desk operations, improve service quality, and ensure policy compliance.
- Facilitated staff training workshops and developed digital learning resources (presentations, checklists, eLearning-style modules) that enhanced staff performance and engagement.