

Michelle Farrington

INSTRUCTIONAL DESIGNER



802-431-3234



michellefarrell56@gmail.com



2458 VT Route 12
Woodstock, VT 05091

PROFESSIONAL SUMMARY

Instructional Designer with a Master's in Educational Psychology and a MicroMasters Certificate in Instructional Design & Technology. Experienced in developing effective courses aligned with measurable outcomes. Skilled in collaborating with SMEs to create learner-centered content using LMS platforms and authoring tools. Dedicated to applying adult learning theory, innovative strategies, and data-driven improvements to enhance teaching and learning.

PROFESSIONAL EXPERIENCE

2023 – Present | Peer Review Coordinator, Educational Coordinator II

Vermont Agency of Education | Montpelier, VT (Hybrid)

- Coordinate Vermont's alternative route to teacher licensure, ensuring compliance with state standards and program quality requirements.
- Coach and mentor educators and district staff through licensure processes; facilitate training sessions both in-person and online.
- Collaborate with agency leadership on strategic planning, continuous improvement, and program enhancement initiatives.
- Established and monitored quality assurance processes, enabling the program to meet compliance requirements for the first time in its history.
- Edit and update program documentation to ensure clarity, accessibility, and alignment with state and institutional standards.
- Partner with subject matter experts and higher education faculty to strengthen educator preparation.
- Design, update, and facilitate training courses that significantly improved participants' understanding of licensure processes and outcomes; consistently received strong feedback on clarity and usefulness.

2022 – 2024 | Curriculum Project Manager (Volunteer)

LifeSmart Education (Remote)

- Designed online curriculum, instructional materials, and assessments for diverse adult learners, based on identified learning needs and aligned with measurable outcomes.
- Developed courses for colleagues and facilitators to teach; collaborated with them to ensure content was delivered effectively and consistently.
- Collaborated with SMEs to translate subject matter into clear, engaging, learner-centered course content; supported colleagues in improving course design and delivery.
- Applied principles of adult learning theory to create outcomes-driven instructional modules that supported skill development and knowledge retention.
- Utilized Canva and other authoring tools to build accessible, interactive learning experiences.
- Produced multimedia resources that increased learner engagement, motivation, and understanding.

2018 – 2023 | Educator

White River School, White River Junction, VT

- Designed and delivered in-person and online curriculum, integrating LMS platforms to enhance learning.
- Implemented gamification strategies and interactive activities to increase student motivation, engagement, and outcomes.
- Analyzed student data to inform instruction, improve materials, and close achievement gaps.
- Partnered with administrators and faculty teams to develop curriculum and implement technology-driven improvements, supporting inclusive, engaging, and innovative learning environments.

2009 – 2022 | Afterschool Program Developer & Assistant Site Coordinator

One Planet Program, Tunbridge, VT

- Developed creative educational experiences tailored to diverse learning needs.
- Trained and mentored staff to improve instructional quality.
- Built positive relationships with families and community stakeholders to support student growth.

2015 – 2018 | Teacher

Newbury Elementary School, Newbury, VT

- Created curriculum and assessments that resulted in up to 88% proficiency gains.
- Conducted needs assessments and used performance data to improve instructional effectiveness.
- Participated in PLCs to review and enhance instructional design and program rigor.

EDUCATION

M.S. in Educational Psychology — Purdue Global University, 2020

- Focus on learning, motivation, and assessment with application to instructional design.
- Capstone emphasized designing learner-centered experiences that foster engagement and long-term knowledge retention.

Instructional Design & Technology MicroMasters — University of Maryland, 2022

- Graduate-level program in instructional design models and technologies, educational learning theory, LMS administration, accessibility, and engagement.
- Developed online modules, assessments, and multimedia resources; see portfolio for examples: <https://michellefarrington56.wixsite.com/idportfolio>

B.A. in Elementary Education & Liberal Studies (Minor: Psychology) — Lyndon State College, 2015

- Coursework in curriculum design, pedagogy, and assessment.
- Completed extensive practicum and student teaching.

Certifications

- Google Project Management Certification
- Training with Articulate Software
- Vermont State Teaching License, Level II