Joshua Fahler

Instructional Designer

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Results-driven learning professional with 10+ years of experience designing and delivering engaging, data-informed training solutions across global and cross-functional teams. Expert in Articulate Storyline, Adobe Creative Suite, and LMS platforms, with a proven track record of improving learner outcomes by up to 30%. Adept at applying ADDIE, Bloom's Taxonomy, and Kirkpatrick's Model to develop scalable eLearning, microlearning, and blended learning programs. Passionate about leveraging analytics, automation, and AI-enhanced tools to drive performance and business impact.

WORK EXPERIENCE

Glenda Dawson High School   Pearland, TX
Social Studies Teacher   Aug 2014 - Present

- Redesigned AP curriculum using ADDIE and Kirkpatrick's Model, resulting in a 30% increase in pass rates and improved learner retention.
- Enhanced AP pass rates by 30% through strategic alignment of lessons to new exam formats, using principles of Kirkpatrick's Model.
- Developed interactive eLearning modules using Canvas and Camtasia, simulating Vyond-style animations to boost engagement by 20%.
- Created performance dashboards to track learner progress and inform instructional adjustments, improving outcomes by 20%.
- Streamlined LMS workflows and centralized content delivery, increasing accessibility and reducing administrative overhead by 25%.
- Optimized LMS configuration to centralize course content, increasing content accessibility by 25%.

Hsinchu County Public Schools   Zhubei City, Taiwan
Native English-Speaking Teacher (Grades 2–8)   May 2012 - Jun 2014

- Boosted county-wide EFL proficiency by 15% through strategic curriculum reform and co-teaching initiatives.
- Increased learner participation by 40% by embedding real-world scenarios in lesson plans.
- Elevated engagement by 35% through leadership in cross-cultural teaching strategy workshops.
- Led curriculum reform and co-teaching initiatives across 30+ schools, improving EFL proficiency by 15% and helping to write a curriculum guide.
- Facilitated smoother onboarding for foreign teachers through targeted mentoring during cultural transitions.
- Collaborated with SMEs to integrate Moodle LMS modules for staff training, including the development of best practices for co-teaching between Taiwanese and Western teachers.

United Education   Sinpu, Taiwan
Long-Term Substitute Teacher (ELA)   Jan 2012 - May 2012

- Delivered targeted college readiness sessions, improving bilingual learner outcomes by 10%.
- Enhanced college readiness through the creation of a tailored ELA curriculum for bilingual learners.
- Increased comprehension by 25% by integrating gamified content and Total Physical Response (TPR) strategies.
- Implemented SCORM-compliant microlearning modules using xAPI, boosting engagement by 20%.

Kang Nai-er Academy   Zhubei City, Taiwan
English & Social Studies Teacher (EFL)   Aug 2010 - Jan 2012

- Provided cross-curricular instruction to international and bilingual students with engaging lesson plans.
- Enhanced lesson relevance by 20% through the integration of project-based learning strategies.
- Achieved 95% satisfaction by mentoring international students during academic transitions.

Clear Springs High School   League City, TX
Social Studies & Geography Teacher   Aug 2008 - Jun 2010

- Revamped curriculum and applied instructional design principles to support multilingual learners, achieving measurable improvements.
- Raised engagement by 30% through lesson redesign with project-based and inquiry learning approaches.
- Improved exam readiness by aligning world geography content with established learning benchmarks.

EDUCATION

Sam Houston State University
M.Ed., Curriculum and Instruction

Kent State University
B.S., Integrated Social Studies Education

CERTIFICATIONS

Texas Educator Certificate – Social Studies 8–12
Texas Education Agency

Canvas LMS Training (Internal PD)
Pearland ISD

AP World History Reader Certification
The College Board

SKILLS

Instructional Design & eLearning: Articulate Storyline, Instructional Design, ADDIE, eLearning, SCORM, Bloom's Taxonomy

Technical Tools & Analytics: Adobe Creative Suite, Vyond, xAPI, LMS, Power BI, Power Automate

Curriculum & Content Development: Curriculum Development, Content Development, Microlearning, Dashboard Reporting