

Vanessa Schill

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PROFESSIONAL SUMMARY

Results-driven Instructional Designer with 10+ years of expertise in architecting high-impact curricula and eLearning strategies for remote, hybrid, and instructor-led training (VILT and ILT) environments. Proven track record leveraging advanced LMS platforms and multimedia production tools to create scalable onboarding programs and technical documentation. Skilled at translating complex information into engaging learning experiences for diverse audiences using ADDIE, SAM, Kirkpatrick, and Agile methodologies. Integrate analytics into the design cycle to measure impact and drive evidence-based enhancements.

PROFESSIONAL EXPERIENCE

Permanent Substitute Teacher Feb 2026 – Present

Cinnaminson School District – Cinnaminson Middle School | Cinnaminson, NJ

- Execute lesson plans and instructions to meet learning objectives and ensure instructional continuity for all students, including those with IEPs and 504 plans.
- Manage student behavior by setting clear expectations that create a safe, respectful learning environment aligned with school policies and foster an inclusive classroom culture by adapting to student routines and delivering personalized academic support.

Substitute Teacher Sep 2025 – Feb 2026

Palmyra, Moorestown & Cinnaminson School Districts | NJ

- Managed classroom environments and delivered flexible, learner-centered instruction across varied curricula, adapting seamlessly to shifting objectives and classroom dynamics.
- Partnered with staff and learners to maintain a safe, inclusive environment conducive to academic success.

HR Instructional Designer Nov 2024 – Mar 2025

InnovAge | Remote

- Designed instructional materials using adult learning theory to support employee development and organizational growth.
- Conducted needs assessments, identified friction points, and partnered with SMEs to create efficient, solution-focused training products.
- Developed program enhancements and evaluated learning product effectiveness using data-driven metrics.

Instructional Designer / Corporate Trainer Jul 2019 – Jan 2024

Surgical Information Systems | Remote

- Executed data-driven iterative design process, analyzing learner analytics to optimize 50+ client-facing video assets and internal manuals, improving content relevancy and user engagement.
- Designed and implemented Digital Adoption Platform (DAP) workflows using WalkMe to provide just-in-time performance support, reducing time-to-proficiency for new users and new hires.
- Spearheaded strategic development of a comprehensive enablement plan for SIS Complete, aligning with organizational KPIs and corporate objectives to drive product adoption.
- Applied Agile (SAM) and ADDIE methodologies to architect end-to-end learning solutions using Articulate Rise 360 and LMS ecosystems; evaluated outcomes via the Kirkpatrick Model.

Instructional Designer / Content Developer / Technical Writer Oct 2018 – Jul 2019

CodeMettle LLC | Atlanta, GA (Remote)

- Spearheaded the inaugural Learning & Development (L&D) department, reporting directly to the VP of Product to align training initiatives with core business objectives.
- Designed a comprehensive digital onboarding framework featuring customized learning paths and interactive LMS-based modules to accelerate employee time-to-proficiency.
- Designed and deployed 30+ learning assets, including 5 eLearning courses, 10 ILT programs, and 15 technical manuals for global clients.
- Produced scalable multimedia solutions, including 10+ storyboards, video content, and 150+ custom digital assets (GIFs/images).

Freelance Technical Writer Feb 2018 – Jul 2018

Private Client | Remote (Atlanta, GA)

- Collaborated with executive leadership to architect and author a comprehensive interactive help ecosystem for a flagship client-facing application.
- Delivered a full-scale documentation system within 6 months using Markdown and ReadMe, optimizing the onboarding experience and accelerating client time-to-value.

Part-Time Instructor of Communication May 2014 – May 2018

Kennesaw State University | Kennesaw, GA

- Engineered and delivered comprehensive online curricula for 250+ participants using digital learning technologies, meeting rigorous instructional quality standards.
- Designed and audited a scalable digital course against Quality Matters (QM) standards, achieving a 98% instructional quality rating (93/95 points).

Graduate Teaching Assistant May 2014 – May 2018

Kennesaw State University | Kennesaw, GA

- Designed and delivered blended (hybrid) interdisciplinary courses using LMS platforms for asynchronous content delivery and in-person instruction.
- Presented at the WSCA Conference on Disney and participatory culture, contributing original curriculum materials and lesson plans.

EDUCATION

Master of Arts in American Studies 2016

Kennesaw State University, Kennesaw, GA

Bachelor of Science in Communication – Media Studies 2013

Kennesaw State University, Kennesaw, GA

SKILLS & CERTIFICATIONS

Instructional Design & Training Methodologies: ADDIE, SAM (Agile), Kirkpatrick Model, Adult Learning Theory, Learning Experience Design (LXD), ILT, VILT

Authoring & Multimedia Tools: Articulate 360 (Storyline & Rise), WalkMe (DAP), Camtasia, Adobe Creative Cloud, Markdown, ReadMe

AI Tools: Articulate Rise, Canva, Claude, Microsoft Copilot, ChatGPT

LMS & Platforms: LMS Administration & Implementation, eLearning Content Delivery, Quality Matters (QM) Standards

Compliance & Accessibility: Section 508, WCAG Accessibility Standards

Project & Program Management: Needs analysis, gap analysis, SME collaboration, Agile methods and processes, technical writing, documentation, analytical tools

Certifications: Instructional Design/Training Certificate (ATD)