

# JOHN RAIBLE, Ed.D.

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## PROFESSIONAL OVERVIEW

Driven, innovative, and problem-solving instructional designer with 18+ years of experience in ADDIE, needs analysis, and organizational development. Proven track record of designing accessible, engaging instructional materials aligned to learning objectives while assessing against performance measures for performance improvement. Expert in educational technology implementation, adult learning theory application, and content design across various modalities including eLearning and multimedia. Skilled in taxonomy development to enhance learning accessibility. Demonstrated technical experience in developing training videos and graphic design elements. Expert facilitator in both face-to-face and virtual environments.

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## WORK EXPERIENCE

### **Instructional Systems Specialist** | National Park Service 08/22 - Present

- Conduct comprehensive needs analysis to engineer training and performance supports aligned with identified competencies and organizational goals for seasonal/part-time employees, detailees, full-time employees, and volunteers.
- Create engaging training videos and multimedia eLearning content to deliver training to front line National Park Service employees.
- Collaborate with WASO IEV program analyst to implement organizational development initiatives through IEV program training workplan.
- Utilize written and verbal communication with IEV directorate personnel to analyze, design, develop, implement, and evaluate training offerings.
- Established standards for assessment/evaluation of training to provide data for performance improvement of learning.
- Apply taxonomy principles in content organization to enhance learner experience and retention.
- Ensure Section 508 compliance by adhering to WCAG 2.2 accessibility standards.

### **Instructional Designer & Program Manager** | University of Central Florida 11/06 – 06/10 | 01/12 – 06/10

- Lead faculty training initiatives, instructional support services, and professional development programs for faculty, ensuring best practices in online and hybrid course design, learning technology integration, and pedagogical innovation through adult learning theory application.
- Develop and deliver faculty training workshops and instructional materials on learning management systems (Canvas, Blackboard), accessibility standards, and educational technology best practices using Camtasia, Snagit, and multimedia eLearning tools.
- Analyze faculty support metrics and perform needs analysis using Canvas and Salesforce to assess service impact, improve performance improvement strategies, and optimize resource allocation.
- Collaborate with institutional stakeholders to align organizational development and instructional support strategies with university-wide academic initiatives, taxonomy development, and compliance policies.
- Oversee faculty support communications through graphic design and content design principles, ensuring seamless updates on educational technology changes, training opportunities, and new teaching methodologies.
- Lead campus-wide instructional projects, including digital learning strategies, faculty onboarding programs through training videos, and student engagement initiatives.

### **Instructional Designer** | Valencia College 06/10 – 01/12

- Create and maintain relationships with faculty who teach online and blended courses, facilitation of professional development, and provide technical assistance for the LMS.
- Collaborate with faculty on content design and delivery of online courses in accordance with accessibility standards.
- Design, develop, and facilitate workshops based on organizational development needs.
- Function as the Blackboard GUI Administrator who troubleshoots issues, communicates with the vendor and configures settings.
- Create instructional materials including training videos and eLearning modules for faculty development.
- Ensure Section 508 compliance by adhering to WCAG accessibility standards.

### **Learning Design & Development Consultant** | Talon Educational Consulting, Inc. 2020 - 2023

- Designed and implemented faculty training workshops on course design, technology integration, and effective online instruction.

- Developed interactive digital learning materials using Articulate Storyline, Camtasia, and video-based learning strategies to enhance engagement.
  - Consulted on learning management system (LMS) best practices, ensuring streamlined faculty training experiences and efficient content delivery.
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## **EDUCATION**

<b>University of Wyoming</b> , <i>Doctor of Education: Learning, Design, and Technology</i>	2022
<b>University of Central Florida</b> , <i>Master of Arts: Instructional Design &amp; Technology</i>	2007
<b>University of Central Florida</b> , <i>Bachelor of Science: Social Science Education</i>	2005

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## **SKILLS**

Microsoft Office Suite (Word, Excel, PowerPoint, Outlook, Teams), Project Management (Agile, Waterfall), Learning Technologies (xAPI, SCORM, and LMS analytics tools), Collaboration Tools (Slack, Zoom, Teams), Google Suite, Adobe Creative Cloud (Photoshop, Illustrator, Dreamweaver), Data Analysis and Reporting (Tableau, Power BI, SmartSheets), Articulate eLearning tools, Camtasia, Learning Management Systems (Canvas, Blackboard, Brightspace, Moodle, Totara), HTML, CSS, python, JAWS, NVDA.