**Dulcie Neiman**  
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**Instructional Design, Curriculum Developer, Trainer**

Innovative instructional and curriculum professional with over 14 years of experience in instructional design, curriculum development, and training. Adept at designing engaging, results-driven learning experiences across multiple delivery formats, including instructor-led training, experiential learning, e-learning, and mobile learning. Strong project management and stakeholder collaboration skills to develop and execute effective training programs that align with organizational objectives. Hold dual Masters degrees in Educational Technology & Instructional Design and Curriculum & Instruction.

**Skills & Competencies**

* Instructional Design & Learning Experience Development
* Curriculum Strategy & Adult Learning Theory
* Project & Program Management
* Training Facilitation & Train-the-Trainer Programs
* LMS & eLearning Platforms (SCORM, Compliance)
* Authoring Tools: Articulate 360, Storyline, Rise, Adobe Creative Suite
* Learning Gap Analysis & Performance Needs Assessment
* Stakeholder Engagement & Collaboration with Microsoft, Slack, Skype, Zoom, Google Drive, Teams
* Data-Driven Learning Evaluation & Reporting
* Digital & Blended Learning Solutions

**Professional Experience**

**Neiman Instructional Design | Freelance, Remote** June 2024 – Feb. 2025

* Resolved consumer confusion on medication options and created solutions-based multimedia learning assets for compounding pharmacy resulting in customer clarity and differentiation among competition.
* Launched cause-related training connected to sales resulting in awareness and sales for seasonal food business.
* Identified and solved training needs for a crisis-focused non-profit by developing a coalition-based training plan resulting in increased resources and staff professionalism.

**Collier County Public Schools, Naples, FL | Instructor, Curriculum Developer** 2009 – 2024

* Achieved 95%+ mastery on summative assessments with diverse learners, ensuring alignment with learning objectives using accessibility practices and best-in-class engagement strategies.
* Led a team of grade-level instructors to achieve the highest performance in the state based on standardized test scores (2014-2022). Established protocols and follow-through mechanisms and ensured usage among teams.
* Developed over 300+ e-learning modules, leveraging authoring tools and LMS platforms for seamless content delivery and engagement. Raised state reading scores resulting in state recognition (2014-2016). Awarded High School Teacher of the Year (2014).
* Awarded county-wide recognition for innovative instructional strategies using AI, 2024.
* Developed and led team-building and best-practice peer training sessions.
* Conducted learning needs assessments and refined course content to improve learner engagement and performance resulting in appointment to textbook evaluation teams (2024)

**Sony Electronics, Park Ridge, NJ & San Diego, CA | Senior Manager, Public Relations & Marketing** 1995 – 2002

* Led and created award-winning public relations and product awareness programs resulting in millions of impressions for digital video and audio sales divisions.
* Supervised agencies, staff, messaging, corporate and crisis communications. Managed $1.4 million budget. Promoted to lead Sony Broadcast Division public relations. Promoted to senior marketing manager for solid-state media.

**Education**

**Masters of Education, Educational Technology & Instructional Design,** adult concentration 2024

Western Governor’s University, Salt Lake City, UT

**Masters of Education, Curriculum & Instruction**, secondary concentration 2021

Florida Gulf Coast University, Fort Myers, FL

**Certifications & Technical Proficiency**

* Florida Professional Teaching Certification, English 6-8, English 9-12, Social Studies 6-12, ESOL Certifications, and Reading & Gifted Endorsements, Florida Department of Education, 2030
* Canvas Certified Educator, Instructure, 2020
* Microsoft Office Specialist, Microsoft, 2019
* Google Analytics, Google, 2023
* HubSpot Email Marketing, HubSpot, 2023
* Learning Technologies: Articulate 360, Storyline, Rise, Vyond, Adobe Creative Suite, Microsoft 365, SharePoint, Slack, Zoom

**Key Achievements**

* Designed and executed Award-winning instructor who achieved top 95% mastery by all course takers.
* Led cross-functional initiatives to implement digital learning solutions, enhancing accessibility and effectiveness.
* Designed collaborative instructional solutions that contributed to a Federal Blue-Ribbon School recognition (2018).
* Awarded Florida High-Impact Teacher for excellence in curriculum development, instruction and achievement (2016-2018).