

ZACHARY SULLIVAN

LEARNING EXPERIENCE DESIGNER | INSTRUCTIONAL DESIGNER | DIGITAL LEARNING

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SUMMARY

Learning experience designer and educator with a decade of work developing classroom and digital learning for multilingual audiences. M.Ed. in Education Technology & Learning Experience Design, with experience in needs analysis, eLearning, assessment, learning analytics, instructor enablement, and evaluation.

CORE SKILLS

Instructional Design · Learning Experience Design · ADDIE · SAM · Bloom's Taxonomy · Kirkpatrick · Andragogy · Needs Analysis · Learning Analytics · SCORM/xAPI · Storyboarding · Assessment Design · SME/Stakeholder Collaboration · Project Management

TOOLS & PLATFORMS

Storyline 360 · Rise 360 · Adobe Captivate · Figma · LMS/LXP Platforms · Generative AI

EXPERIENCE

HaiWai Institute · Beijing, China / Remote

Aug 2017 - Present

Learning Specialist · Instructional Design · Curriculum · Facilitation

Progression: Teaching & Curriculum Development → Digital Learning & Course Development → Learning Design & Instructor Enablement

- Build digital lessons, assessments, Storyline interactions, Rise modules, facilitator resources, and SCORM/xAPI learning objects for LMS/LXP delivery.
- Design and facilitate onboarding and professional development for 50+ instructors using ADDIE/SAM, live practice, coaching, performance support, and stakeholder feedback.
- Use needs analysis, Bloom's Taxonomy, and adult-learning principles to translate complex content into scaffolded learning for multilingual audiences.
- Lead learning projects from stakeholder alignment and storyboarding through development, quality review, facilitation, evaluation, and iteration.
- Use learning analytics, assessment data, participant feedback, and Kirkpatrick-style evaluation to diagnose gaps and improve learning outcomes.
- Design and deliver classroom and online learning across six disciplines, supporting 1,500+ learners across my career.
- Apply generative AI to accelerate prototyping and content refinement while maintaining human review for accuracy, quality, and tone.

SELECTED LEARNING DESIGN PROJECTS

AP English Language Curriculum Redesign - Rebuilt AP content for multilingual Grade 12 learners, increasing post-unit assessment performance ~18% in targeted redesigned sequences.

Remote Instructor Onboarding - Designed and facilitated onboarding for 50+ instructors, reducing time to independent delivery ~25%.

Orbit AI Copilot Launch Enablement (Concept) - SaaS customer-education case study spanning needs analysis, Storyline/Rise, SCORM/xAPI, job aids, analytics, and Kirkpatrick evaluation.

EDUCATION & CREDENTIALS

M.Ed., Education Technology & Learning Experience Design · Western Governors University

B.A., Elementary Education · Western Governors University

New York State Teaching License

150-Hour TEFL Certificate · TEFL Academy