

Debbie Rinehart, M.A.

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Instructional Design Specialist

Instructional Design | Curriculum Development | Assessment Development

Career Profile

- Instructional designer and educator with 15+ years of experience developing learning solutions for academic and corporate clients
- Led curriculum and assessment projects for global organizations, including the U.S. State Department, British Council, and Fortune 500 clients
- Created and delivered 200+ hours of content, including digital courses, instructor-led training, and animated instructional videos.
- Designed performance-based learning aligned to CEFR and national standards, reaching thousands of learners across diverse contexts.
- Proficient in Articulate 360, Vyond, Google Workspace, and Canva; skilled in applying ADDIE and adult learning principles to all stages of development.

Areas of Expertise

Curriculum Design • Learning Solutions • Adult Learning Theory • Microlearning • Instructional Design
Lesson Planning • Training Evaluation • User Experience (UX) • Assessment Development • Storyboards
Scenario-based Learning • ADDIE Model • Program Design • Project Management • eLearning Development
Animated Videos • Learning Objectives • Presentation • Facilitation • Accessibility

Professional Experience

Self-Employed | Curriculum Developer & Distributor

Taipei | 2018-2025

[Teachers Pay Teachers](#) is an online marketplace for buying and selling educator resources, with 2.6M+ active users.

Created learning assets and digital content, from e-learning modules to program kits, templates, visual aids, instructor-led materials, and instructional videos. Developed prototypes and integrated feedback to improve UX.

- Sold 500+ product units, achieving a 99% customer satisfaction rating.
- Successfully scaled freelancing business from digital downloads to include multimedia assets, yielding 4,587 page views and 1500 downloads.

British Council Global Hub | Assessment Specialist

Global | 2012-2025

[The British Council](#) is a public organization that collaborates in delivering exams to more than 4 million test takers annually.

- **Conducted** standardized performance assessments of speaking and writing for adolescent and adult learners, aligned with international benchmarks
- **Applied** detailed analytic rubrics to evaluate communicative competence, grammar, vocabulary, coherence, and task achievement.
- **Maintained** examiner reliability above 95% through regular calibration, standardisation sessions, and ongoing certification.
- **Developed** a strong understanding of scoring criteria and assessment review processes, contributing to fairness and consistency.

US State Dept./Virtual Educator/Teacher Trainer

Remote | 2022-2024

Sumy State Pedagogical University

- **Designed and facilitated** over 30 Instructor-led Courses for over 500 University professors, pre-service and in-service high school English teachers, focusing on student-centered instruction, assessment strategies, and digital pedagogy.
- **Supported** teachers in developing formative and summative assessments aligned with CEFR standards.
- **Delivered** professional development in a fully remote environment, equipping educators with tools to improve teaching effectiveness and student engagement in high school classrooms.
- consistency.
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Think Cerca.(Contract)/ Assessment Development/E-learning	Remote 2023
Chicago, Illinois	

- **Developed** standards-aligned benchmark assessments to measure reading and writing skills across grades 3–12.
- **Wrote** clear, leveled formative and summative assessments in ELA, aligned with state and Common Core standards.
- **Created** over 40 animated instructional videos using Powtoon to accompany assessments and enhance student understanding.

VIS International School/ Educator/Curriculum & E-learning Developer	Taipei 2020-2023
Grades 7-12	

- **Designed and delivered** standards-based instruction in English Language Arts for over 300 junior high and high school students.
- **Created** formative and summative assessments aligned with learning objectives to measure reading, writing, and speaking skills across grades 7–12.
- **Developed** performance tasks, rubrics, and quizzes to support data-informed instruction and student growth.
- **Adapted** assessments to meet the diverse needs of multilingual learners in an international school setting.

Pearson/Mobius/Live ABCI/ Freelance Curriculum/Textbook Writer	Taipei, Taiwan
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- **Authored** ESL books for Young Learners (A1-A2)
- **Wrote** original ESL material and rewrote/revised 3 Listening Skills textbooks for the Impact Series.
- **Managed** multiple writing assignments simultaneously.
- **Met** editorial guidelines and tight publishing deadlines, contributing to high-quality learning materials.

Corporate Business English Teacher & Curriculum Developer	Taipei 2016-2020
Google, Qualcomm, Columbia Sports, PricewaterhouseCoopers, and more	

- **Designed and delivered** customized Business English training programs for professionals across industries including tech, finance, and manufacturing, improving communication performance in client-facing roles.
- **Developed** over **50 hours of learner-centered curriculum**, incorporating authentic workplace materials, simulations, and role-plays to support real-world skill transfer.
- **Conducted** needs assessments through stakeholder interviews and pre-course diagnostics to align learning objectives with organizational goals.
- **Evaluated** learner progress through performance-based assessments and adapted instruction based on formative feedback and learning analytics.
- **Collaborated** with HR and L&D teams to align training content with corporate development plans and employee upskilling initiatives.

Education

Master of Arts in Applied Linguistics/TESOL ▪ National Taiwan University of Science and Technology

Bachelor of Arts in Communications/Visual Design ▪ Grand Valley State University

Specialized Coursework

IDOL Academy's Instructional Design Badge (2025)

[Google Project Management](#) ▪ Coursera (2024)

Instructional Design Certificate ▪ [LinkedIn Learning](#)

Online Learning Certificate ▪ [Linked](#) in Learning

Technical

Microsoft Office, Teams, G-Suite (Google Slides, Docs, Sheets, Meet), Adobe Creative Suite (Photoshop, Illustrator, Premiere Pro), Camtasia, Snagit, Articulate Storyline 360, Articulate Rise, Slack, Asana, Audacity, Mindmeister, Trello, Canva, LMS Management, Vyond, Powtoon