

Timothy P. Hill

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Instructional Designer and Learning & Development professional with a background spanning corporate technical-content development, K-12 curriculum design and staff performance coaching, and independent eLearning consulting. Builds ILT, vILT, and eLearning content using Articulate Storyline 360, Rise 360, Adobe Captivate, Camtasia, Animaker, and Vyond, incorporating generative AI tools into the development workflow. Applies ADDIE, SAM, and Kirkpatrick-based design and evaluation processes, translating stakeholder and learner needs into finished, performance-based training assets.

Knowledgeable in:

ADDIE	Blended Learning Design	Performance Support Tools
SAM (Successive Approximation Model)	eLearning Content Development	SME Collaboration
Kirkpatrick Model	AI-Augmented Content Development	Stakeholder Relationships
Adult Learning Theory	Multimedia Content Development	Data-Driven Instruction
Training & Learning Needs Analysis	ILT and vILT Facilitation	Differentiated Instruction
Curriculum Development	LMS Administration	Program & Project Coordination
Instructional Strategy	Scenario-Based Learning	Staff Coaching & Performance Documentation

Authoring & eLearning: Articulate Storyline 360 (AI-assisted voiceover, image generation), Articulate Rise 360, Adobe Captivate 13, Camtasia, Animaker (AI-assisted content creation), Vyond, Nearpod

AI-Assisted Voiceover: WellSaid, Audiate, ElevenLabs

AI-Assisted Development: Claude, ChatGPT — used for organizing build guides from notes, refining scripting, and reviewing storyboards and branching scenarios

LMS Administration: Canvas LMS (Administrator)

Project & Production: Asana, Google Workspace, Microsoft 365, Canva (AI-assisted content creation), Acrobat

WORK EXPERIENCE

FOUNDER | PRINCIPAL CONSULTANT

Tim Hill Learning Design (THLD) 2026 – Present

- Launched independent instructional design and consulting practice in incubation since May 2026, establishing service offerings and a portfolio framework, including a completed two-video explainer project for a merchant services client.
- Designs instructional and training materials, including PowerPoint-based presentations and recorded e-learning modules, applying ADDIE-based analysis and iterative development cycles to translate client and stakeholder requirements into finished training assets.
- Uses Claude and ChatGPT to organize build guides from raw notes, refine scripting, and review storyboards and branching scenarios as part of the instructional design workflow.
- Built two Animaker explainer videos for a freelance merchant services client on chargeback prevention, generating AI-assisted script-to-scene builds and WellSaid voiceover, then hand-editing timing, pacing, and scene transitions for final delivery.

DIRECTOR OF INSTRUMENTAL MUSIC

Long Beach Unified School District, Avalon School 2024 – 2025

- Conducted needs analysis across a 6th–12th grade program and designed differentiated instructional content aligned to learner readiness levels, restoring program structure and closing identified curriculum gaps across 3 program tiers.
- Led a cross-disciplinary Community of Practice as part of an administrator credential capstone project, applying needs analysis to address word-problem literacy gaps for English Learner and

Long-Term English Learner students; grew average student proficiency scores by 32 percentage points from pre- to post-assessment over an eight-week cycle.

DEPARTMENT CHAIR | ACTIVITIES DIRECTOR | CO-DIRECTOR OF MUSIC

Locke High School 2021 – 2024

- Applied a Backward Design approach to develop instructional content, using ADDIE- and SAM-based iteration cycles, deploying, evaluating outcomes, and revising in real time, to refine instruction before final delivery.
- Analyzed quarterly class-level data to identify areas of instructional weakness, then redesigned and delivered reteach cycles followed by retesting to close identified gaps.
- Collaborated on the Instructional Leadership Team, using campus-wide data to identify areas of weakness and inform the design of corresponding staff training.
- Designed and deployed an asynchronous training on Nearpod for activity sponsors and coaches, paired with a revised event calendaring process, reducing scheduling conflicts across campus events by 25%.
- Participated in informal classroom walkthroughs alongside the assistant principal, debriefing observations collaboratively, and co-facilitated monthly departmental professional development sessions.
- Managed the departmental budget for the instrumental music and activities program, allocating and monitoring expenditures across instructional and operational needs.

PROJECT MANAGEMENT ANALYST

CompuCom 12/2007 – 7/2009 and 7/2010 – 7/2012

(Technisource, contracted to Citigroup, 7/2009 – 7/2010, between tenures)

- Collaborated with engineering, operations, and project management SMEs across banking, equipment rentals, telecommunications retail, and food service verticals to translate complex technical content into guides deployed to distributed field service teams.
- Built and maintained customized SharePoint dashboards providing clients real-time visibility into project progress, timelines, and deliverables, supporting concurrent management of 3-10 active client accounts.
- Developed support tools and process documentation to ensure field technicians completed work according to client standards and submitted documentation according to CompuCom standards, applying a consistent instructional framework across simultaneous client accounts (3 to 10 at a time) spanning banking, equipment rentals, telecommunications retail, and food service industries.

DEPLOYMENT COORDINATOR | PROMOTED SUBJECT MATTER EXPERT

Technisource, contracted to Citigroup 2009 – 2010

- Elevated to Subject Matter Expert to lead enterprise desktop refresh deployments across remaining smaller sites, completing 100% of assigned locations at 100% client satisfaction within 12 weeks and finishing 2 weeks ahead of the original project deadline.

STORE MANAGER

The Guitar Center Company 2012 – 2017

- Built a lessons program from the ground up at the Central Dallas location, designing learner intake, scheduling, and instructor onboarding systems that scaled enrollment from 0 to 120 learners within the first 12 months of operation.
- Supervised a team of 4 associates and leads, administering corrective action plans and conducting annual performance evaluations to maintain performance accountability across all active departments.

FOUNDER | OWNER

Lownote Music 2012 – 2019 (fractional, outside primary employment)

- Founded and operated music services practice delivering private instruction, multimedia production, and process consulting for small music lessons businesses, including collaborative process review and SOP drafting, and short promotional video projects for clients.

CO-FOUNDER | ADVISORY PARTNER (2009-2015); FRACTIONAL COO (2015-2016)

Belly and Beans Associates, LLC 2009 – 2016

- As fractional COO (2015–2016), standardized operations to support the business's move from Dallas to a second office in Los Angeles, designing onboarding systems, SOPs, and an employee handbook from the ground up while supporting a regional representative in Dallas, embedding instructional content and performance standards across a specialist workforce of up to 10 independent 1099 contractors operating across 2 locations.

BAND DIRECTOR

John Adams Middle School, Albuquerque Public Schools 2018 – 2020

- Identified a resource gap through needs analysis and secured \$2,000 in foundation funding from the APS Education Foundation to launch a specialized instrumental program, then applied lessons learned to instructional program design at a different school and district.
- Served on the school's AVID site team, integrating AVID instructional strategies into daily practice without adding to teachers' workload; facilitated the program's transition to fully virtual instruction during the onset of pandemic-related school closures.
- Partnered with the band booster club to coordinate parent volunteers, fundraising, and event logistics.

BAND DIRECTOR

Nogales High School, Rowland Unified School District 2020 – 2021

- Secured \$60,000+ in ESSER and supplemental funding to modernize program resources, delivering fully virtual instruction throughout COVID-era remote learning for a complete learner population without prior in-person contact with any student.

EDUCATION

Master of Arts, School Leadership (Charter and Autonomous School Leadership)

California State University, Dominguez Hills | 2025

Coursework included the FRISK model for documenting and coaching underperforming employees, applied through mock evaluation scenarios

Bachelor of Arts, Music Education

New Mexico State University

CERTIFICATIONS

- Certified Learning and Development Specialist (CLDS) | Institute for Continuing Professional Development | 2026
- Certificate in Instructional Design | Teacher Transition Program | 2026
- Manage Canvas LMS as an Administrator | EdTech Training | 2026