

Timothy P. Hill

Instructional Designer · Learning Experience Designer · L&D; Consultant

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EXPERIENCE

2026–Present **Instructional Designer | Learning Experience Designer | L&D; Consultant**

Tim Hill Learning Design (THLD) · Redondo Beach, California

- Independent instructional design and L&D; consultancy serving corporate, nonprofit, and education-adjacent organizations.
- Designs and develops eLearning, ILT/VILT, and training programs grounded in adult learning theory and built for measurable outcomes.
- Tool stack: Articulate Storyline 360, Rise 360, Adobe Captivate 13, Camtasia, Animaker, and Canva.

2024–2025 **Director of Instrumental Music**

Long Beach Unified School District · Avalon School, Long Beach, California

- Designed and implemented differentiated curriculum sequences and instructional supports aligned to learner readiness across grades 6–12, restoring program structure and continuity following a period of significant leadership instability.
- Facilitated a cross-disciplinary professional development initiative with grade 6–12 math teachers targeting English Learner outcomes, applying Explicit Direct Instruction and pre/post assessment design — resulting in a 30% improvement in word problem mastery over 8 weeks.
- Conducted formal performance coaching and structured feedback cycles as part of California's administrator credential program (CalAPA).

2021–2024 **Electives Department Chair, Activities Director & Director of Music**

Green Dot Public Schools · Los Angeles, California

- Led instructional coordination and informal coaching for an electives and bilingual department that grew from 6 to 12 teachers, supporting instructional consistency and teacher development.
- Designed and facilitated monthly differentiated professional development sessions based on teacher interest and assessed instructional need.
- Served on the Instructional Leadership Team, reviewing academic and equity data to identify instructional gaps and inform site-wide improvement strategies.
- Expanded a modern band program from 60 to 180 students over three years through structured program development and stakeholder collaboration.

2020–2021 **Band Director**

Rowland Unified School District · Nogales High School, La Puente, California

- Redesigned music instruction for remote and hybrid delivery under significant technology constraints, maintaining learner engagement and instructional continuity.
- Conducted a comprehensive needs assessment of program equipment and obtained \$60K+ in supplemental district and ESSER funding to ensure equitable access to learning materials.
- Collaborated with neighboring schools to design and produce a virtual ensemble performance, demonstrating coordinated group facilitation in a fully remote environment.

2018–2020 **Band Director**

Albuquerque Public Schools · John Adams Middle School, Albuquerque, New Mexico

- Conducted a program needs assessment upon entry to a high-need school, using findings to stabilize and expand music education offerings across the site.
- Wrote and secured a grant from the APS Education Foundation to design, pilot, and report outcomes on a specialized learning program for students with moderate-to-severe needs; successfully replicated the model at a second site.
- Designed and delivered a professional development presentation to staff following a cross-district site visit, translating findings into actionable recommendations for the site.

2012–2019 Founder / Owner

Lownote Music · Greater Los Angeles, California

- Conducted an operational needs analysis for a privately owned music lessons studio and developed a new SOP for the location.
- Designed and delivered individualized instruction to adult and youth learners, applying goal-setting, feedback, and skill transfer principles grounded in adult learning theory.
- Produced promotional video content for an independent service provider, expanding the practice into multimedia and instructional media production.

2012–2017 Lessons & Learning Operations Leader

Guitar Center · Dallas, Texas & Los Angeles Metro

- Advanced progressively across four locations in two markets, reaching assistant manager level within 9 months and manager level by the end of the engagement.
- Launched a new lessons program at the Central Dallas location, designing onboarding and scheduling systems and growing enrollment from 0 to 120 students within one year.
- Transferred to Store 199 in Woodland Hills — Guitar Center's flagship lessons location and enterprise pilot site — managing a team of 4–5 associates, 2 lessons leads, and approximately 20 part-time instructors.
- Provided performance coaching, structured feedback, and development support using corporate training frameworks.

2009–2016 Chief Operating Officer

Belly and Beans Associates, LLC · Dallas/Fort Worth & Los Angeles

- Transitioned from advisory co-founder to formal COO as the organization scaled from a solo practice to a two-location operation with a regional director and a network of up to 10 independent specialists.
- Designed onboarding systems, SOPs, and an employee handbook establishing operational standards and role clarity across a multi-site organization.
- Embedded instructional content within onboarding documentation to support consistent independent performance across a distributed workforce.

2007–2012 Project Management Analyst

CompuCom · Clients in Retail, Heavy Equipment & Finance, Dallas/Fort Worth

- Translated complex technical information from subject matter experts into structured documentation and process guides.
- Developed performance support tools to improve technician readiness across distributed service teams.

EDUCATION

Master of Arts in School Leadership

2024–2025

California State University, Dominguez Hills · Carson, California

Bachelor of Arts in Music Education

1984–1990

New Mexico State University · Las Cruces, New Mexico

SKILLS & COMPETENCIES

INSTRUCTIONAL DESIGN

ADDIE & SAM methodologies	Storyboarding & content architecture
Adult learning theory (andragogy)	Curriculum & content adaptation
Assessment & evaluation design	LMS / SCORM

FACILITATION & PERFORMANCE

ILT/VILT facilitation	Onboarding systems design
Performance coaching & feedback	Instructional documentation & SOPs
Process improvement	Cross-functional collaboration

TOOLS & TECHNOLOGY

Adobe Captivate 13	Articulate Storyline & Rise
Animaker	Camtasia
SharePoint	AI-assisted design tools

CERTIFICATIONS & CREDENTIALS

Instructional Design Foundations	Instructional Design: Adult Learners
ILT/VILT Facilitation	Teaching Certificate, Music Education
Level II Teaching Certificate, Performing Arts	California Administrator Credential Program (CalAPA)