

# Karina Delgado

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## PROFILE

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Corporate Instructional Designer focused professional with three years' experience as a STEM educator helping at-risk population students overcome barriers to learning by incorporating backwards design curriculum planning and project-based learning approaches. Experience in applying adult learning theories to develop diversity and inclusion, employee retention, and soft-skill training (e.g., Diversity and Inclusion in Science and Engineering Fields and Cybersecurity, and Time Management Training).

## QUALIFICATIONS

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- Bilingual - proficient in English and Spanish
- Committed to contributing to successful project management by leveraging self-motivated leadership, communication, and creative insight skills
- Equally effective working independently and in cooperation within a team environment
- Data Analysis and Evaluation

## TECHNICAL SKILLS

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- **Instructional Design Portfolio** - [The Innovative STEMINIST Latina | Research](#)
- eLearning Course Development, Gamification, storyboarding, STEM integration, Microlearning, SAM, ADDIE, Kirkpatrick's Model of Evaluation, and Microsoft PowerPoint, Excel, and Word, Podcasting, Prototyping, Blogging, Screen cast
- Currently refining eLearning course design skills with tools such as Articulate 360, Vyond video editing, Adobe Express, Canvas LMS, Canva, Google Sites, Zoom, Wix, PodBean, ScreenPal, Medium, and BioDigital to enhance organizational eLearning outcomes for the everyday working adult while using emerging technologies in instructional design

## EDUCATION

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### Master of Education in Educational Technology

05/2026

*Texas State University, San Marcos, TX*

- **GPA:** 4.0
- **Relevant Courses:** Managing Educational Technology, Advanced Instructional Design, Instructional Design Frameworks

### Bachelor of Science in Biology

05/2019

*Texas A&M International University, Laredo, TX*

## EXPERIENCE

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### Freelance Instructional Designer

05/2025 -Present

*Self-Employed Freelancer, Laredo, Texas*

- Apply ADDIE framework and principles of adult learning best practices to develop engaging instructional materials and curriculum.
- Develop assessments and learning modalities that align with organizational goals and instructional learning outcomes.
- Utilize my compelling storytelling strategy to help organizations improve their clientele's education and employee performance.
- Leverage skills in Articulate, Vyond and Adobe to design and develop interactive elements for educational content.

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## **Instructional Technology Summer Intern**

05/2025 - 08/01/2025

*Webb County Heritage Foundation, Laredo, TX*

- Generated innovative ideas to increase community membership and engagement in the nonprofit organization by 15%.
- Developed accessible, engaging instructional content to enrich the museum experience for community youth. This was accomplished in the form of a simulation done using Articulate 360.
- Delivered a series of workshops on issues of concern to 2 nonprofit organizations to improve employee performance by 20%.

## **Teacher**

*North East ISD, San Antonio, TX*

06/2023 - 05/2024

- Enhanced cross-curricular approaches, and ensured performance standards alignment through strategic collaboration, resulting in a 95% increase in student course mastery
- Applied evidence based instructional theories to foster learners' higher-order cognitive thinking in accordance with Bloom's Taxonomy through innovative discussion topics, gamification, and project management
- Implemented individualized microlearning strategies based on comprehensive learner evaluations and summative data analysis, integrating cutting-edge virtual simulations, and digital media to facilitate diverse small group instruction, ultimately resulting in a 35% elevation in knowledge retention and learner performance

## **Teacher**

12/2020 - 05/2022

*Austin ISD, Austin, TX*

- Designed and developed an engaging asynchronous and synchronous model course curriculum from scratch, which included field investigations, digital student-generated project portfolios, and interactive multimedia, maximizing student engagement by 45%
- Integrated learner-focused feedback to ensure the continuous improvement of the course, and best support learner performance, which resulted in a 25% improvement in learner knowledge application
- Achieved 85% course student passing rate

## **Inclusion Teacher Assistant**

11/2019 - 09/2020

*United ISD, Laredo, TX*

- Collaborated with subject matter experts to implement effective accessibility standards
- Maintained and wrote detailed reports of individual student performance goal achievement while upholding confidentiality

## **Student Researcher**

01/2019 - 05/2019

*Texas A&M International University, Laredo, TX*

- Synthesized peer-reviewed research and collaborated with faculty from the university's biology department to co-publish an environmental science website integrating accessibility standards and editing tools such as Adobe Photoshop

## **ACTIVITIES / INVOLVEMENT**

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**Secretary** - *Phi Epsilon Chapter of Sigma Lambda Gamma Sorority, Inc.*

**Engaged Member** - *TAMIU Student Philanthropy Council-Community Involvement*