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OBJECTIVE AND SUMMARY OF QUALIFICATIONS

Results-oriented professional with proven success in School Psychology, Instructional Design and Technology, Higher Education Student Services, Parish Ministry, Life-Long Learner with four graduate degrees / certificates, seeks employment or partnership with an exceptional company or non-profit organization, with an entrepreneur focus.

Others describe me as a problem-solver, team player, a person who loves learning (study and research), as practical, *results-focused*, and passionate about making life better for people (myself and others). I am a Christian (more liberal than conservative; an ordained pastor), grateful for God's standard of justice and grateful for Christ's forgiveness. I love life and desire to make the most of the life I have been given.

Since January 2011, employed as a School Psychologist (Nationally Certified) / Licensed Specialist in School Psychology (NCSP/LSSP, the title in Texas)

Result as a School Psychologist: As a School Psychologist/LSSP, I use, daily, the best practices of instructional design for designing educational interventions for students who have educational disabilities. I have a thorough understanding of learning theory and its application to "what to teach and how to teach."

[Clifford Thompson, Letter of Reference](#)

[Joyce Lindauer, Letter of Reference](#)

[Clyde Howell, Letter of Reference](#)

Opportunity in School Psychology:

A national shortage of School Psychologists provides an opportunity to design and implement a new model for employing and training persons to support current School Psychologists. Caseloads for School Psychologists are simply too large to manage—weekly work schedules easily reach 50 plus hours, with the quality of psychological reports reduced.

A new model for supporting School Psychologists through technology exists, one that increases the efficiency and effectiveness of current School Psychologists in their day-to-day work, such as a software program that consolidates case-loads: scheduling of student evaluations with due dates, scheduling psychological counseling with due dates, submits minutes for Medicaid billing, streamlines the task of writing evaluation reports by importing statistical data and narrative text from numerous software programs (psychological and educational assessments), implementing teletherapy for related services counseling, and video conferencing for required parent meetings.

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Previous careers include: Psycho-Social Rehabilitation Specialist, Instructional Designer, and as an Ordained United Methodist Pastor (Honorably Located, in good standing) Further information available on request.

WORK HISTORY WITH INSTRUCTIONAL DESIGN AND TRAINING

1. Work History as Consultant/sub-contractor to Research Scientists at the Idaho National Laboratory in Instructional Design and Training:

Sheri Martin Consulting, Inkom, Idaho August 2004 – December 2004
Training Consultant/sub-contractor (Training Analyst) to the Human Performance and Technical Safety Appraisal Unit at Idaho National Engineering and Environmental Laboratory

Result: Using Human Performance and Instructional Design principles, I assisted subject matter experts in nuclear power plant operations with a Sitewide Training Review and Implementation Board Plan. I analyzed the Charter for the Training Control Change Board, which is responsible for all Training between the Idaho National Laboratory and the Idaho Cleanup Project; I then edited this document.

Duane Hymer Associates, Idaho Falls, Idaho January 2005 – May 2007
Training Consultant/sub-contractor (Instructional Designer) in the Human Performance and Technical Safety Appraisal Unit at Idaho National Laboratory (Battelle Energy Alliance, BEA; Idaho Falls, Idaho). My Supervisor and Mentor was Bob Richards, Ph.D.

Result: Using Human Performance and Instructional Design principles, I worked with subject matter experts: Nuclear Engineers, Nuclear Chemists, Nuclear Power Plant Operators, Software Programmers, and Human Resource Specialists.

Most pertinent assignment: Design and developed e-learning for FAIRS: (Federal Aviation Interactive Reporting system), technical writing for end-user's instructions, and analyze software interface for usability, as well as designed and developed the e-learning material: objectives, content, skill-check, and evaluations, leading to end-users' certification.

I was invited twice to be a member of the Training Department at the Idaho National Laboratory; yet was not hired due to a hiring freeze within the federal government.

[Bob Richards, Ph.D., Retired, Letter of Reference](#)

Assignments included (see link):

<http://www.kidllc.com/wp-content/uploads/2018/10/consultinginl.pdf>

2. Work History as Instructional Designer and Trainer to Faculty and Students at the University of Idaho:

The University of Idaho, Idaho Falls Campus July 2007 – August 2008
Instructional Computer Designer

- Provide instructional design/technology assistance to faculty and affiliate faculty; support faculty and affiliate faculty with WebCT / Blackboard learning management system, and update campus website to new web standards (<http://www.uidaho.edu/idaho-falls>)

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- Provide leadership for developing Distant Learning opportunities for students (population is targeted toward graduate students in Nuclear and Engineering disciplines)
- Recommended and completed purchase and installation of software for distant learning solutions (web-based and digital multimedia)

Result: Delivered Professors' three-hour weekly class lectures as online, multimedia content: combination of streaming video, audio, and text via website, as well as produced DVDs. Professors' content was nuclear engineering, civil engineering, mechanical engineering, and project management. Faculty appreciated my ability in designing course content *with* the best practices of instructional technology. Course content was *designed*, not merely produced and delivered. I used the university's streaming sever and apache server.

The University of Idaho, Moscow Campus
 Tutor Coordinator

August 2008 – June 2009

Result: Trained 100 tutors *how to teach* tutees (students seeking tutoring), using a performance-oriented emphasis, and I endeavored to develop positive, supportive relationships with the staff within the department—the context is during the extremely stressful timeframe of the “Great Recession.” Director appreciated my positive influence.

[Meredyth Goodwin, Letter of Reference](#)

3. Self-Employment as Instructional Designer provided opportunities for developing digital multi-media skills

KID LCC, Bryan, Texas
 Manager/Owner (Texas: UMBEPM LLC)

January 2005

Result: Personal investment in own business greatly increases appreciation for vision, mission, marketing, and investments in making a business successful.

[George Grant, Letter of Reference](#)

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Opportunity for online parenting program:

I finally found a PHP Programmer to complete final steps in website, or redesign website with a simpler programming language. Efforts to find a PHP Programmer who understands the original PHP code, written from scratch has proven very difficult!

4. Work History as Ordained Pastor (Elder) in Parish Ministry: The United Methodist Church

Ordained Christian Parish Ministry

July 1990

Ordained a Deacon June 19, 1993, and I was ordained an Elder June 12, 1999.

I requested Honorable Location June 2006 so my wife could continue with and pursue graduate school at Idaho State University. I am an ordained pastor with full rights, privileges, and responsibilities as defined by the rules of The United Methodist Church. As Honorably Located, I do not itinerate; my

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"location" is at local church:
First United Methodist Church; Bryan, Texas.

Minister-at-Large, Presbytery of New Covenant September 2020
Recently requested my ordination to be recognized by the Presbyterian Church (USA); currently continue as an Ordained Minister (Teaching Elder); participate with First Presbyterian Church; Bryan, Texas.

Result: Immense respect for persons who volunteer their personal resources to a spiritual calling, simply to share this Good News of God's justice, mercy, and grace. Inviting others into an inclusive community of like-minded, transformed people, because we know God offers personal and social salvation. Evangelism begins with respect for individuals and honors each person's personal journey. Appointments/employment: I served as the executive officer (Pastor) of a county-wide parish, Assistant Pastor, Associate Pastor, Pastor of eight different congregations, having served in rural locations (towns with a population of 70, to towns, cities, and suburbs). I have served persons in many settings and with diverse backgrounds.

Internship: Student Pastor of St. Andrew Presbyterian Church; Canberra, Australia, The Presbyterian National Cathedral of Australia, while also serving two out-reach congregations (1988-1990).

Youth and Children's Pastor during Seminary: San Rafael Korean Presbyterian Church, San Rafael, California (1987-1988; invited to return after internship 1989-1990).

[Nadine DeWitt-Droke; Supervisor, Letter of Reference](#)

[Kim Fields; Colleague, Letter of Reference](#)

EDUCATION

My thirteen years of graduate education demonstrates my commitment to life-long learning and sharing what I have learned with others. The common denominator of my education is Educational Psychology. I bring my personal experience as a graduate student with online courses from four universities.

Midwestern State University; Wichita Falls, Texas

Master of Health Administration, with concentration in Public and Community Sector, Health Care Management; discontinued because the first online course was no better than a correspondence course. Presentation of this course caused doubt in the value of the graduate program. (Began this 45-hour graduate program in an online master's degree, June 2017.)

Texas Tech University; Lubbock, Texas

Ph.D. Educational Psychology, with a Concentration in School Psychology (GPA 3.0)

Began part-time January 2016-I have discontinued this program. I could not fulfill the time requirements for this online/blended-on campus degree while working over-time as a Licensed Specialist in School Psychology (LSSP) in Bryan, Texas.

Eastern Washington University; Spokane, Washington (Riverpoint Campus)

Post - Master's School Psychology Certification, December 2010 (GPA 3.7)

- Sixty (60) hours of graduate level course work, plus 1200-hour internship requirement
- This program was a joint program with Washington State University (transcripts include both Eastern Washington University and Washington State University).

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Note: I completed this program during the Great Recession, working full-time at the University of Idaho, a full-time graduate student, and working part-time as the Pastor at the Kendrick United Methodist Church in Kendrick, Idaho. I completed this program.

Idaho State University; Pocatello, Idaho

Master of Education, Human Resource Training and Development, May 2003 (GPA 3.9)

- Thesis: *A case study: The usefulness of Instructional Systems Development and Instructional Design Models*

Idaho State University; Pocatello, Idaho

[Chuck Humphrey, Ph.D., Professor Emeritus, Letter of Reference](#)

Department of Counseling, Family-Centered Practice Certificate, May 1999 (GPA 4.0)

- "Specialist in Family Interventions" through the Idaho State University Department of Counseling; this program was a joint program between Idaho Health and Welfare and the Idaho State University Department of Counseling, with its emphasis in family systems, family violence, addiction, and family assessment.

San Francisco Theological Seminary; San Anselmo, California

Master of Divinity, May 1990 (GPA 3.6)

Texas Tech University; Lubbock, Texas

Bachelor of Arts, Speech Communication, May 1986 (GPA 3.4)

PROFESSIONAL CERTIFICATES, CERTIFICATIONS, and LICENSURE

My professional certifications and licenses are in School Psychology, Psychology, and Ordained Ministry

I passed the very first American Society for Training and Development (ASTD), CERTIFIED PROFESSIONAL IN LEARNING & PERFORMANCE KNOWLEDGE Exam (CPLP), Candidate ID number: 002365609, June 2005. [Link to Current Certification for CPLP from ATD](#)

Nationally Certified School Psychologist (NCSP), since January 3, 2012- current (Number 41714)

<http://www.nasponline.org/certification/ncspcheckpage.aspx>

Texas Licensed Specialist in School Psychology (LSSP, since January 7, 2014 - current, License Number 70484) www.tsbep.state.tx.us

Certificate of Professional Studies in Adlerian Psychology, June 2, 2007

Idaho Society of Individual Psychology

Ordained Ministry

Ordained Minister, Presbytery of New Covenant (Teaching Elder), Presbyterian Church (USA), participate with First Presbyterian Church; Bryan, Texas.

Previously Honorably Located (Elder, remained as a Pastor is good standing with full rights, privileges, and responsibilities), First United Methodist Church; Bryan, Texas ("location" was at this local

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congregation); remained responsible and connected to the Oregon-Idaho Annual Conference of The United Methodist Church

REFERENCES:

LINK TO THIRTY YEAR HISTORY OF REFERENCES (within table/chart online, individual letters)

http://www.kidllc.com/?page_id=303