

JAIMEE B. PANTEL

Instructional Designer

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PROFESSIONAL SUMMARY

Instructional Designer with a clarity-first, empathy-driven approach and a strong foundation in learning science, communication, and user experience design. I specialize in simplifying complex content, developing microlearning, and creating digital and instructor-led instruction that reduces confusion, frustration, and escalation. With cross-industry experience in education, healthcare, finance, and technical support, I design learning experiences that improve performance, engagement, and real-world application.

CORE COMPETENCIES

Instructional Design • Learning Experience Design (LXD) • ADDIE • SAM • Backward Design • Bloom's Taxonomy • Universal Design for Learning (UDL) • Curriculum Development • Microlearning • Multimedia Learning • Cognitive Load Theory • Scenario Design • Adult Learning • Storyboarding • Assessment Strategy • Learning Pathways • Performance Support • User-Centered Design • Accessibility Awareness • Data-Driven Instruction • Communication Clarity • LMS Management (as a functional skill) • SCORM/xAPI Awareness

TOOLS & TECHNOLOGIES

Google Workspace • Google Classroom • Canvas (familiarity) • Sheets/Excel Dashboards • Canva • Google Slides • PowerPoint • HTML & CSS (basic) • Screencasting Tools • Articulate Rise (training exposure) • Storyline 360 (training exposure) • Camtasia (basic) • Notion • Trello • GitHub • Photoshop

STRENGTHS

Clarity-First Thinker • Empathy-Driven Designer • Learning Science Practitioner • Cognitive Load-Conscious Designer • UX-Aware Instructional Designer • Microlearning Specialist • Calm Under Pressure • Communication Simplifier • De-Escalation Expertise • Systems Thinker • Process Optimizer • Fast Learner • High Adaptability • Cross-Industry Adapter

INSTRUCTIONAL DESIGN EXPERIENCE

Instructional Designer (Integrated Role) • 2022–Present

- Designed instructional materials, multimedia lessons, microlearning modules, and scaffolded learning supports grounded in learning science and cognitive load theory.
- Built clarity-first learning tools that simplified complex content, reduced learner confusion, and improved task performance in high-stress instructional areas.
- Developed fully asynchronous learning modules during COVID, creating self-paced digital instruction that maintained clarity, engagement, and accessibility without live teaching.
- Continued producing asynchronous alternatives aligned with in-person lessons to support absent, alternately placed, or independent learners.
- Produced job aids, quick-reference guides, visual flowcharts, and digital documentation to standardize processes and improve communication across teams.
- Built TEKS mastery dashboards and data-driven tools aligning standards, assessments, and performance metrics to support planning and decision-making.

- Used HTML/CSS prototypes to structure content layouts, optimize navigation, and improve accessibility and user experience.
- Applied user-centered design principles to create blended, digital, and classroom learning experiences that reduced cognitive load and increased learner success.

TEACHING EXPERIENCE

Victoria ISD — Science Teacher (6–8) • 2017–2022; 2025

- Designed standards-aligned lessons, labs, multimedia instruction, and assessments grounded in clarity, sequencing, and cognitive load reduction.
- Built structured learning pathways, scaffolds, and supports tailored to diverse learner needs and performance levels.
- Delivered instruction using LMS platforms and digital tools to support blended and technology-enhanced learning environments.
- Designed asynchronous learning modules during COVID and continued developing self-paced digital alternatives for absent or alternately placed learners.
- Implemented structured systems that improved self-regulation, reduced behavioral escalation, and increased instructional efficiency.
- Collaborated with cross-grade teams to align pacing, communication, and instructional strategy across content areas.

Bloomington ISD — Science Teacher (6-8) & HS Biology • 2022–2025

- Designed and delivered content for Middle School Science and High School Biology, translating complex scientific concepts into clear, digestible learning experiences.
- Created scaffolded resources, multimedia lessons, and step-by-step supports aligned to diverse learner needs and cognitive load principles.
- Built and managed Google Classroom environments supporting self-paced learning, remediation pathways, and student autonomy.
- Designed asynchronous learning pathways for absent, alternately placed, and independently working students, ensuring continuity without live instruction.
- Supported colleagues by sharing clarity tools, pacing structures, and instructional design strategies that improved communication and consistency across teams.
- Applied empathy, communication clarity, and de-escalation techniques to maintain a safe, supportive learning environment.

SELECTED PROJECT HIGHLIGHTS

“Should This Be an Email?” Microlearning Module

A three-minute microlearning experience teaching communication clarity and meeting reduction through scenario-based decision-making, branching logic, and practical workplace examples.

TEKS Mastery Tracker & Curriculum Dashboard

A Google Sheets performance dashboard aligning standards, assessments, and mastery metrics; used to drive strategic planning, monitoring, and communication across teams.

EDUCATION & CERTIFICATIONS

B.S. in Education (Magna Cum Laude)

Texas A&M University–Victoria (UHV) • 2017

EC–6 • ESL • 4–8 Science Certification

A.S. in Science

Victoria College

ADDITIONAL PROFESSIONAL EXPERIENCE (1998–2012)

Writing Tutor — Victoria College, Victoria TX

- Supported students with academic writing, structure, and clarity.
- Provided individualized feedback using scaffolding and goal-oriented coaching.

Web Designer / Website Engineer — realmail4you.com (Startup), Alabama

- Designed site layouts, navigation flows, and content using clarity-first UX principles.
- Built early digital prototypes with intuitive hierarchy and user-friendly structure.

Advanced Technical Support Operator — Dish Network, Alvin TX

- Troubleshoot technical issues and communicated step-by-step solutions to end users.
- Used de-escalation strategies to support frustrated customers.

Patient Support Specialist — St. Vincent's Hospital Billing Department, Birmingham AL

- Explained complex medical billing, insurance processes, and compliance requirements.
- De-escalated distressed callers and supported problem resolution.

Vital Records Clerk — St. Vincent's Hospital, Birmingham AL

- Processed ~10–20 birth certificates per day with accuracy and compliance.
- Coordinated with medical staff and families in a high-volume maternity unit.

Bad Debt Specialist — Blake Credit Associates (Contracted to Member's Choice Credit Union), Houston TX

- Supported members with delinquent accounts using policy-based communication and de-escalation.
- Clarified financial information and documented compliance-aligned actions.