Kevin Weiss

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Work Experience

Instructional Designer / Product Manager
Paycom, Oklahoma City, OK (March 2025 – Present)
- Design and develop engaging learning content aligned with business goals, product strategy, and learner needs using tools such as Articulate Storyline, Camtasia, and Paycom's proprietary LMS.
-Utilize instructional design models (ADDIE, SAM) and agile methodologies to deliver effective and scalable learning solutions.
-Build eLearning content using defined workflows, ensuring accessibility, usability, and alignment with UX best practices.
-Serve as a strategic partner to stakeholders across departments, balancing business priorities with learner advocacy and product impact.
-Analyze performance data, user feedback, competitive intelligence, and industry trends to inform both learning content and product feature enhancements.
-Collaborate with cross-functional teams—including engineering, UX, QA, and client services—to enhance LMS functionality, learning content, and the overall client experience.
-Manage and document product requirements, timelines, and progress using project management tools such as Jira and Confluence.
-Provide actionable feedback through peer reviews to uphold quality standards in both instructional and product work.
-Deploy learning content through Paycom's LMS and recommend improvements based on learner feedback, client needs, and technical capabilities.
-Develop and maintain subject matter expertise in Paycom's LMS product, reporting tools, and client-facing features to drive learning effectiveness and product innovation.

Instructional Designer (Freelance)
(2024 – 2025)
- Design and develop engaging learning content aligned with business goals, product strategy, and learner needs using tools such as Articulate Storyline, Camtasia, and Paycom's proprietary LMS.
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Educator / Learning & Development / Instructional Designer
Ludlow Public Schools (1999 – 2024)
- Developed and delivered 100+ personalized training modules, improving learner outcomes by 20% through data-driven teaching approaches.
- Enhanced course quality by implementing re-learning strategies, individualized support, and detailed feedback, leading to a 30% improvement in learner retention and satisfaction.
- Designed and executed 50+ eLearning modules with video content, discussion boards, and self-assessment tools, ensuring uninterrupted learning for 100+ participants.
- Led cross-functional teams in curriculum reviews and assessments, driving a 20% increase in student achievement and reducing grading time by 40%Crafted 100+ tailored success plans, targeting lessons that raised test scores, comprehension, and overall learner experience.
- Designed 50+ online modules with video lectures, discussion boards, and self-assessment quizzes to ensure uninterrupted education during the pandemic.
- Formulated an intervention curriculum using 50+ stakeholder perspectives and data analysis, improving student satisfaction and learning outcomes.
- Led data-driven assessments and curriculum reviews, resulting in a 20% increase in student achievement and 40% reduction in grading time.
- Collaborated with administrators to foster a supportive environment, increasing stakeholder satisfaction by 30%
- Directed cross-functional teams to develop a 25+ course curriculum, achieving all KPIs and meeting organizational goals.
- Executed professional development sessions on educational technology, improving teaching efficacy and online strategies for 35+ educators.
- Implemented empathy-based counseling strategies, improving relationships, behavior, and learner outcomes for 250+ at-risk students.

Education

Master of Arts in Education
American International College

Bachelor of Arts in Political Science
University of Vermont

Canvas - Google Suite: Docs, Drive, Forms, Sheets - Microsoft Office: Excel, OneNote, Outlook, PowerPoint, Word, Teams- Peardeck- Adobe Captivate – Articulate Rise – Articulate Storyline – Camtasia- Vyond – Camtasia - SnagIt