MIA I. FITE

M.ED, EDUCATIONAL LEADERSHIP

Teaching Philosophy

Guided by an unrelenting passion for innovation, a profound devotion to fostering learner engagement and retention, strategic incorporation of technology, and an unwavering commitment to addressing diverse learning styles, the core of my teaching journey centers on a fundamental belief. I believe that education should not merely impart knowledge, but its true purpose lies in igniting the ability within learners to engage in critical thinking, nurture audacious creativity, and problem solvers who are equipped to lead and contribute meaningfully to a rapidly evolving world. By fostering an environment of curiosity, adaptability, and inclusivity, I aspire to empower all learners to thrive both academically and personally.

Teaching Strategy

My teaching strategy is truly distinctive. I embrace a scaffolded approach, where each course takes learners on a carefully planned journey through stages of learning, practicing, and applying. Every weekly learning experience introduces them to a continuum of adaptive learning, guiding them to build on their knowledge and skills progressively. As the course progresses, learners diligently work on a cohesive project that culminates in an artifact, serving as tangible proof that they've mastered the course objectives. This artifact is more than just an assignment; it's a powerful demonstration of their capabilities.

From my professional experience, I understand the importance of having proof of one's abilities through a portfolio. Students should not only leave a learning experience with retained knowledge but also with a visual representation of their skills—something that can captivate prospective employers and provide concrete evidence of the skills they've acquired, even before graduation.

EDUCATIONAL LEADERSHIP SKILLS

EDUCATION

M.ED., MASTERS IN EDUCATIONAL LEADERSHIP

Emphasis in Adulting Learning Theory and Curriculum Development

2017 - 2019

CERTIFICATION

QUALITY MATTERS (QM)

Effective Online Teaching

2016

INDUSTRY EXPERIENCE

My primary objective is to provide a safe and nurturing learning environment that encourages student growth and development. I aim to facilitate engaging and challenging instruction that fosters a love for learning, critical thinking, and problem-solving skills.

TOP SOFT SKILLS

Leadership & Mentoring
Inspiring and guiding the development of others

95 %

Emotional Intelligence
Fostering poitive interactions and relationships

93 %

Adaptability
Pivoting proactively when faced with changes or new information

93 %

CLICK HERE TO VIEW MY DIGITAL PORTFOLIO

EDUCATIONAL THEORY & PEDAGOGY

Skill Level

I have a strong understanding of learning theories and throughout my career I've effectively applied these theories in designing instructional strategies that cater to the unique needs and motivations of all types of learners.

My expertise allows me to create engaging and relevant learning experiences that promote self-directed learning, critical thinking, and real-world application, ensuring that my instructional designs not only meet educational objectives but also resonate with learners on a deeper level.

I have experience researching and utilizing the following learning education theories:

- Behaviorism
- Cognitivism
- Constructivism
- Social Learning Theory
- Humanism
- Multiple Intelligences
- Experiential Learning
- Transformative Learning
- Connectivism
- Problem-Centered Approach

INSTRUCTIONAL DESIGN TECHNIQUES

Skill Level

Over the course of my career as an Instructional Designer, I have adhered to several Instructional Design Methodologies to guide me in creating effective and engaging learning experiences.

By leveraging approaches such as ADDIE for systematic course development, and Bloom's Taxonomy for crafting measurable learning objectives, I have consistently delivered high-quality educational content tailored to diverse learner needs. These methodologies not only provide a structured framework but also enable me to adapt and innovate, ensuring that each learning solution is both pedagogically sound and aligned with the specific goals of the learners and the organization.

*I have experience researching and utilizing the following Instructional Design Methodologies:*

- Bloom's Taxonomy
- Backwards Design
- Kirkpatrick Model
- Universal Design for Learning (UDL
- SAM (Successive Approximation Model)
- Dick and Carey Model
- Merrill's Principles of Instruction
- Kolb's Experiential Learning Cycle
- TPACK (Technological Pedagogical Content Knowledge)

PROJECT MANAGEMENT

Project management is essential for me to organize and execute the development of educational materials efficiently. I start by defining the project scope, conducting needs assessments, and managing resources and stakeholders. I use instructional design models like ADDIE to guide the process, breaking down tasks, assigning them, and tracking progress to ensure everything stays on schedule.

Skill Level
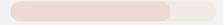
I prioritize quality assurance and continuous monitoring to make sure the project meets its learning objectives. Feedback loops and final reviews are crucial for facilitating improvements. I maintain effective documentation and reporting to keep stakeholders informed and ensure the project remains aligned with our goals.

My professional experience includes 8 years utilizing the following Project Management Tools:

- Asana
- Microsoft Project
- Jira
- Basecamp
- Slack
- Smartsheet

My professional experience includes 8 years implementing the following Instructional Designment Project Management Techniques

- ADDIE Model
- Agile Methodology
- Waterfall Model
- Change Management
- Gantt Charts
- Scope Management
- Risk Management
- Time Management
- Communication Planning
- Resource Management
- Quality Assurance

LEARNING MANAGEMENT SYSTEM (LMS) ADMINISTRATION

As an instructional designer, mastering Learning Management System (LMS) administration is essential for effectively managing and delivering educational content. My experience includes selecting and implementing the right LMS based on organizational needs, managing user accounts, creating and organizing courses, and integrating third-party tools.

Skill Level

Operating a Learning Management System (LMS) requires a comprehensive skill set to manage and deliver educational content effectively. I excel at navigating and customizing the LMS interface, organizing and creating courses, and managing diverse content types such as videos, PDFs, and SCORM files. I'm also proficient in setting up assessments and assignments that align with course objectives. My expertise extends to using LMS communication tools like announcements, discussion forums, and messaging to actively engage with students. Generating and analyzing reports on student progress and course outcomes is another key strength, allowing me to continuously monitor and enhance the learning experience. I'm well-versed in integrating third-party tools, ensuring content accessibility, and maintaining data security, all of which are critical to a seamless LMS operation. Additionally, I'm committed to continuous learning, staying updated on new LMS features, and troubleshooting technical issues—an area where my passion for technology truly shines. My obsession with resolving system issues and optimizing the LMS reflects my dedication to enhancing student learning and maximizing the platform's potential.

My experience includes 15 years of experience utilizing Learning Management Systems in various capacities (developer, administrator, instructor, & learner). Below are a list of systems I've mastered:

- Blackboard
- Moodle
- Brightspace (D2L)
- Canvas
- iSpring Learn
- Schoology
- Google Classroom
- Thinikific
- Absorb LMS
- TalentLMS
- Sakai
- SilkRoad Learning/ Rival Learn

CULTURAL COMPETENCE

In my professional career, understanding cultural competence has been essential, especially when it comes to creating inclusive and effective learning environments. This involves recognizing and respecting cultural and generational differences, continuously reflecting on personal biases, and engaging in ongoing learning about diverse cultures. In curriculum design, it's crucial to integrate diverse perspectives, avoid stereotypes, and use culturally sensitive communication.
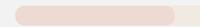
Employing pedagogical strategies like differentiated instruction and culturally relevant pedagogy helps accommodate diverse learning styles and backgrounds. Creating safe, inclusive spaces where students can express their identities and engage in open dialogue about cultural issues is vital. In my opinion, fair assessment practices and culturally sensitive feedback further support student success. Additionally, being prepared to address cultural conflicts and advocating for institutional practices that promote cultural competence are key responsibilities. Collaborating with cultural experts and the community enhances this process, ensuring that all learners feel valued and included.

I supported the development and implementation of various Employee Engagement Groups (ERGs), such as

- Diversity, Equity, and Inclusion Committee

- Workplace Culture Committee

Skill Level

COMMUNICATION SKILLS

As an instructional designer, a diverse set of communication skills is essential for success. Strong written communication abilities are critical for creating clear, concise, and engaging instructional materials that are accessible and easy to understand for learners of all levels. Additionally, effective verbal communication is crucial when collaborating with subject matter experts, stakeholders, and team members, enabling me to gather accurate information, convey ideas, and address concerns or feedback efficiently.

Active listening skills are also vital, as they help me fully understand the needs and expectations of my audience, ensuring that the learning experience is tailored to meet specific goals. Furthermore, my visual communication skills enable me to apply design principles that present information in a way that enhances comprehension and retention, making the learning experience both effective and engaging.

Skill Level

MENTORING AND SUPPORT

It's important for me to be patient and approachable, creating a safe space where colleagues, educators, or learners feel comfortable seeking advice or clarification. I'm known for offering constructive feedback that is both encouraging and informative, helping others improve without discouraging them. My ability to empathize and understand the challenges others face allows me to provide tailored support that meets their individual needs.
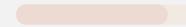
Additionally, I'm resourceful, offering practical solutions and guidance based on my experience and knowledge of best practices in the field. Being a good mentor also means leading by example, demonstrating a commitment to continuous learning and professional development, which inspires others to grow and improve in their own roles.

Skill Level

My experience includes 15 years of experience Lead an on-going imitative to provide technical support and training for over 100 faculty memebers. The focus of the training was

- Lead an on-going imitative to provide technical support and training for over 100 faculty memebers. The focus of the training was online course development, managing students in the online environment and navigating the institutions learning management system.

- Provided faculty support in reviewing their online course to ensure it aligns with the Quality Matters Rubric prior to going live.

- Developed Faculty Training Guides on how to carry out course instructions and assignments.

RESEARCH AND DEVELOPMENT

I am adept at conducting thorough research to stay updated on the latest trends, tools, and methodologies in my field of profession. I'm skilled at analyzing data and information from various sources to identify the most relevant and effective strategies for different learning contexts. My ability to critically evaluate existing content and learning materials allows me to make informed decisions about what needs to be updated or revised.

Additionally, I'm creative and innovative in my approach to developing new instructional materials, ensuring that they are engaging, effective, and aligned with the goals of the learners and the organization. My research and development skills are crucial for continuously improving the quality of learning experiences I design and ensuring they meet the evolving needs of my audience.

Skill Level

PROFESSIONAL EXPERIENCE

Instructional/ E-Learning Designer
Goalsetter, Inc.   AUG 2022 - JUN 2024

Sr. Instructional/ E-Learning Designer
Insignia Federal Group   MAY 2022 - MAY 2023

Graphic Designer
Ingoude Company   Jan 2017 - Dec 2029

Learning Experience Designer
Louisiana State University   MAY 2020 - JUN 2022

Instructional/ E-Learning Designer
John Hopkins University   AUG 2019 - JUN 2022

E-Learning Designer
Centering Healthcare Institute   MAR 2021 - JAN 2022

Instructional Designer
Chatham University   Jan 2019- NOV 2021

Instructional Designer
Goucher College   MAY 2019 - JAN 2021

Graphic Designer
University of Phoenix   JAN 2015 - JAN 2019

Teaching Assistant
Arizona State University   Jan 2011 - Dec 2013