

ALYSHIA KEYS-HARRIS

LEARNING DESIGNER

Summary

Inventive Solution Maker specializing in Human Cognition and Development. With nearly two decades of experience crafting engaging and effective multimedia-enhanced learning environments, I specialize in adult learning, instructional design, and learner-centered methodologies. My deep understanding of human behavior enables me to consistently create and deliver innovative solutions that align with organizational goals, meet tight deadlines, and stay within budget. As a collaborative leader, I engage deeply with stakeholders to help them access their full potential resulting in impactful learning experiences that drive immediate results.

Skills

- **Instructional Design:** Proven ability to design learner-centered courses across a variety of media formats.
- **Curriculum Development:** Skilled in creating standards-aligned educational materials for diverse learning environments.
- **Stakeholder Collaboration:** Experienced in working with external partners, subject matter experts, and technical teams to achieve organizational objectives.
- **Learning Technologies:** Advanced knowledge of tools like Articulate, Adobe Creative Suite, Canvas, Blackboard, Brightspace, Custom LMS, MSO, and Google Suites.
- **Project Management:** Adept at managing projects from start to finish, ensuring timely delivery and alignment with stakeholder expectations.
- **Data-Driven Decision Making:** Expertise in leveraging analytics to refine learning strategies and enhance outcomes.

Experience

Learning Experience Designer

Harvard Graduate School of Education (HGSE) | Cambridge, MA

06/2020 – Present

- Designed and developed innovative instructional solutions to improve student outcomes and streamline course consistency.
- Created engaging learning materials, including modules, assessments, and supplementary resources.
- Collaborated across teams to establish frameworks such as the **Student Experience Framework for Online Learning** and **Course Evaluation Rubric**.
- Led the design and implementation of over a dozen courses, including the continuous improvement of **How People Learn** and the redesign of EdM program experiences.
- Conducted research and utilized learner feedback to inform curriculum design and optimize learning experiences.

Co-Founder and Principal Learning Designer

Fruit Salt Light, LLC

03/2020 – Present

- Designed and implemented customized learning solutions for diverse organizations, including non-profits, higher education institutions, and corporate clients.
- Partnered with non-profit organizations to develop training programs that align with their missions and maximize community impact.

- Created scalable, learner-centered frameworks to enhance accessibility and effectiveness of digital and hybrid learning experiences.
- Conducted needs assessments and collaborated with cross-functional teams to address instructional gaps and design targeted interventions.
- Delivered professional development sessions and training materials for faculty, staff, and volunteers in various sectors.
- Managed multiple projects simultaneously, ensuring alignment with client objectives, budgets, and timelines.
- Designed interactive learning modules, assessments, and supporting materials tailored to diverse learner needs and organizational goals.

Educator and Coordinator

Ministry of Education | Abu Dhabi, UAE

08/2016 – 02/2020

- Conducted needs analysis to identify instructional gaps and implemented tailored solutions.
- Designed and managed cross-content STREAM curricula and led comprehensive program evaluations.
- Collaborated with SMEs and technical writers to develop impactful training programs for over 200 employees.
- Managed SharePoint, Canvas, and WordPress LMS platforms to deliver seamless learning experiences.
- Authored data-driven decision-making plans that improved organizational performance and outcomes.

Educator

Pinellas County Schools | St. Petersburg, FL

09/2007 – 06/2015

- Taught Biology, AP Biology, Chemistry, and Integrated Science to middle and high school students.
- Played an integral role on a Turnaround Team that raised the school's grade from an "F" to a solid "B" in one year.
- Created learning scales tailored to specific standards, helping students take ownership of their learning.
- Served as a Professional Learning Community Leader, fostering collaboration and driving instructional innovation.

Education

- Master of Science in Digital Age Learning and Educational Technology *Johns Hopkins University*
- Bachelor of Science Biology *Florida A&M University*

Recent and Upcoming Presentations

- *From Admissions to the Classroom: A Comprehensive Student Experience Framework for Online Learning (SEFOL)* Digital Learning Summit Notre Dame 2023
- *Generative AI Competency Framework for Learning Designers* Digital Learning Summit University of Michigan 2025