

PHILENA V. DEVAUGHN PH.D.



CNT COACH | TRAINING & PROGRAM MANAGEMENT | INSTRUCTIONAL DESIGNER

Results-driven training leader and experienced coach specializing in leadership development, career advancement, and personal growth. Over 20 years of experience in curriculum development, design, training, and management in the public and private sectors. Strong knowledge and skills in instructional development and evaluation, including new program development. Subject Matter Expert in using the ADDIE Model in the planning, production, and the delivery of innovative training programs

- Excellent oral and written communication skills, strong interpersonal skills.
- Demonstrated success in designing, building, and implementing online and blended learning professional development opportunities.
- Advanced Proficiency MS Office (Excel, Word, PowerPoint, Access), Adobe Connect, Blackboard, Captivate, Pearson
- Learning Studio

Areas of Expertise: Coaching, Consulting, Qualitative and Quantitative Research, Learning Management Systems (LMS), Instructional

Design, e-Learning, Business Operations, Strategic Planning, Project Management Program Management, Adult Learning Theory, Knowledge Management, Instructional Design, Data Analytics, Curriculum Design, Learning & Development

EXECUTIVE HIGHLIGHTS

Business Operations

- Management - created a high performing work culture that increased performance and productivity. Managed salaried, hourly, unionized, and non-unionized employees.
 - Budget & Program Management: Managed budgets ranging from \$300K to \$1.5M. Overseeing budget formulation, budget justifications, program requirements, staffing, and resource allocation.
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EDUCATION

Ph.D., Instructional Design and Technology
Old Dominion University, Norfolk, Virginia, 2019
Master of Arts, Education
University of Chicago, Chicago, Illinois

PROFESSIONAL EXPERIENCE

CONSULTANT/INSTRUCTIONAL DESIGNER/TRAINER

PREDESTINATED IMAGE, WALDORF, MD

09/2005 – Present

Designs and facilitates clinical and leadership training workshops in classroom and eLearning environments. Designs and develops online, instructor led, and web training curriculum. Consults on instruction redesign, and evaluation planning. Facilitated State of Maryland Implementation of the Affordable Care Act training. Coaches for life and business development skills.

Instructional Design/Training Management

- Provides consultation and recommendations to customers on innovative training solutions, as well as effective and relevant curriculum development and delivery. Creates asynchronous and synchronous instruction designed for a distributed learning environment. Creates storyboards, scripts, scenario-based instruction, and advanced learning strategies to meet learner's needs.
- Experience collecting, compiling, analyzing, and synthesizing learner/customer feedback, test data, and program evaluations to determine workforce performance needs, curriculum design/development, and learning solutions.

Project Management

- Participates in the development of project plans, operating plans, and supporting budgets: determining the scope, methods, and resource requirements and schedules for projects. Develops a framework and manages the tracking of interdependencies within or across projects.

Consulting

- Builds and manages a timeline map for each client opportunity working with internal executives and senior leaders as the subject matter expert for strategic growth.
- Guides clients through self-assessments, strategic goal setting, reflection, evaluation, and re-assessment to achieve desired outcomes.
- Leadership coach

TRAINING PROGRAM MANAGER

District of Columbia Child and Family Services Agency

04/2002 – 09/2009

Supervised team of eight and managed the Pre-Service training program for new hires. Managed the Continuing Education program for staff mandatory re-licensing courses. Led workgroups and the advisory board for implementation of the middle-management, in-service training program.

Program Management

- Assisted in the design, development, and implementation of the training plan and department strategic goals.
- Developed and conducted online needs assessments and analysis to evaluate performance improvement.
- Assisted in writing and development of training policy and procedures, created reports, and databases.
- Recruited, monitored, and evaluated vendors and negotiated contracts.
- Designed coaching program and coached newly promoted supervisors in leadership and clinical skills.

Training Management

- Led coaching and mentoring of trainers and workers, maintained 100% compliance of training requirements.
- Revised curriculum design and developed course materials.
- Facilitated competency-based, 168-hour pre-service training for newly hired and licensed clinical social workers
- Delivered continuing education unit training for social workers - Engagement, Assessment, Service Planning, Safety Decision Making, Foster Placement, Separation, Loss, and Grief.
- Collaborated with supervisors on the transfer of learning processes for new hires.

ADJUNCT/INSTRUCTOR EXPERIENCE

ADJUNCT FACULTY – Instructional Design (Online)

Capella University, Minneapolis, MN

07/2020-Present

Primary responsibilities include online teaching, mentor and committee work (graduate level only), and contributing to curriculum development.

- Provides expertise in instructional design.
- Facilitates course discussions ensuring active participation among learners.
- Mentoring: Facilitates discussions with learners to ensure ongoing progress toward successful completion of dissertation; reviews and critiques learner work, providing relevant feedback; participates in dissertation committee meetings.
- Curriculum Development: Participates in the design and development of courses and course materials including course plans, objectives, outcomes, teaching aids, activities, and evaluation tools

ADJUNCT FACULTY MEMBER

Strayer University, Herndon, VA

05/2010 - Present

Acted as the Associate Dean, overseeing faculty operations and student support services. Instructs face-to-face and online introductory psychology and graduate education courses.

- Prepares course syllabi, lesson plans, teaching aids, exams, and instructional materials.
- Facilitates courses through Learning Management Systems, Blackboard Learn, and Pearson Studios.
- Provides expertise as subject matter expert for redesign of graduate courses.

CONTRACT ASSOCIATE DIRECTOR OF PROGRAMS AND PRODUCTS AT STRAYER UNIVERSITY

Strayer University, Herndon, VA

10/2019 – 12/2020

Subject Matter Expert - Worked with program owner to ensure curriculum is aligned to the Strayer learning design standards. Assists Dean of Programs and Products – General Education to set the vision and provide prescriptive guidance on the new Reimagined General Education courses.

- Worked with program owners to create curriculum maps for each program, ensuring program structures are optimized for value, flexibility, and student success.
- Collaborated with the program owner to develop and maintain high-quality, relevant program, and product line designs.
- Outlined requirements needed to improve outcomes and student experience.
- Used data to inform decision-making and create buy-in.

ADJUNCT FACULTY

Upper Iowa University, Fayette, IA

10/2015 – 10/2019

Designs, develops, and delivers online courses via Pearson eCollege learning management system. Prepares all instructional materials, student assessments, and evaluations. Instructor online, critical thinking courses.

- Provides and plans instructional activities to include, but not limited to, lecture, class discussion, demonstration labs, and projects.
- Submits and maintains accurate records of attendance and grades promptly (records are in an electronic format).
- Facilitates online courses through Learning Management Systems, Pearson eCollege.

PUBLICATIONS

DeVaughn, P., & Stefaniak, J. (2020). An exploration of the challenges instructional designers encounter while conducting evaluations. *Performance Improvement Quarterly*. <https://doi.org/10.1002/piq.21332>

Stefaniak, J., Yang, X., & DeVaughn, P. (2021). The preparation of instructional designers: An exploration of design pedagogy and praxis. R.M. Branch, H. Lee, & S. Tseng (Eds.), *Educational Media and Technology Yearbook*, 43. Springer.

DeVaughn, P., & Stefaniak, J. (2020). An exploration of how learning design and educational technology programs prepare instructional designers to evaluate in practice. *Educational Technology Research and Development*, 68(6), 3299-3326. doi

DeVaughn, P. (2022). Integrating evaluation in instructional design practice. Stefaniak, J. E., & Reese, R. M. (Eds.). The Instructional Design Trainer's Guide: Authentic Practices and Considerations for Mentoring ID and Ed Tech Professionals, 180-188. Routledge Taylor & Francis Group.

CERTIFICATES/ASSESSMENTS

Certified Neurotransformational Coach

Be Above Leadership

Certified Professional Life Coach

Certified Life Coach Institute

Certified Scenario-Based eLearning Design

Training and Training Live+Online

Emotional and Social Competence Inventory 360

Consortium for Research on Emotional Intelligence in Organizations

Fundamental Interpersonal Relations Orientation™

Myer-Briggs Company

Human Performance Technology Certificate

Old Dominion University, Norfolk, Virginia

Myers-Briggs Type Indicator (MBTI) Step I and Step II

Otto Kroger Associates

Certificate of Completion

The Joseph Center School of Business and Entrepreneurship, Forest Park, Illinois

MEMBERSHIPS

International Coaching Federation

International Society of Performance Improvement - Potomac Chapter

E-learning Guild

Human Capital Institute

Association for Talent Development

Association for Educational Communications & Technology