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# THOMAS SONGER

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## CAREER SUMMARY

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Curriculum Developer and Senior Instructional Designer with 20+ years of experience delivering standards-aligned, learner-centered programs across higher education, healthcare, and corporate training. Expert in ADDIE and SAM models and adult learning principles to improve retention, performance, and compliance outcomes. Highly proficient in Articulate 360, H5P, Canvas LMS, Moodle, and Google Classroom, with deep experience building SCORM- and xAPI-compliant learning solutions. Strong background in curriculum governance, accreditation alignment, and regulatory compliance (DOE, GED, CTE, FERPA, HIPAA). Recognized for integrating VR/AR simulations, interactive case-based learning, and data-driven assessment strategies.

## AREAS OF EXPERTISE

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- Curriculum Design & Instructional Strategies (LXD)
  - Articulate 360 / H5P / Multimedia Simulations
  - Canvas, Moodle, Google Classroom (LMS Management)
  - ADDIE & SAM Models / Adult Learning Principles
  - Compliance (DOE, GED, CTE, FERPA, HIPAA, IBEC)
  - Faculty Development & Corporate Training
  - Human-Centered & Flipped Classroom Design
  - Stakeholder Discovery & Strategic Alignment
  - Cross-Cultural & Global Instruction
  - Learning Analytics & Data-Driven Insights
  - Curriculum Governance, Accreditation & Audit
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## EXPERIENCE

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### Cole Middleton Group – Orlando, Florida

May 2021-Present

#### Partner for Training and Curriculum Development Senior Consultant

- Designed CTE pathways in hospitality, nursing, medical assisting, phlebotomy, electrolysis, and laser hair removal, ensuring compliance with Florida DOE standards and industry relevance.
- Improved student success by reducing attrition by 20% and raising pass ratios by 15–25% through competency-based modules, LMS integration (Canvas, Moodle, SCORM), and faculty training.
- Enhanced workforce readiness with real-world simulations and active learning strategies that prepared graduates for immediate entry into Florida’s healthcare and service industries.
- Led a team of ## educators to develop and implement a comprehensive ELA curriculum, resulting in a 40% improvement in student performance over two semesters.

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### WorldTeachPathways– Orlando, FL

January 2015 – Present

#### Curriculum Development & Training Consultant

- Designed and implemented CTE curricula in education, real estate, and healthcare using Canvas, Moodle, and Articulate 360, driving 15–25% higher pass rates and aligning with Florida DOE and IBEC standards.
- Delivered onboarding and workforce training solutions that improved retention and reduced attrition by 20% across vocational programs, resulting in measurable organizational ROI.
- Led faculty development workshops that boosted adoption of active learning strategies by 20% while optimizing LMS platforms to scale learning engagement and performance.

REO Asset Portfolio Manager

- Oversaw the sale and marketing of a substantial portfolio of over 3,500 REO assets from 2007 to 2009, which resulted in a 400 percent increase in sales volume year-over-year. Collaborated with more than 50 financial institutions, corporate relocation clients, and residential developments, amassing a total volume exceeding 2 billion dollars during my tenure, representing a 200 percent growth in the portfolio's value annually.
- Proven track record in meticulous project management, meeting deadlines, and budgets while ensuring high-quality outcomes. Skilled in objective setting, resource management, and effective risk mitigation.
- Delivered 10-year consecutive performance as an REO Asset Portfolio Manager, achieving a 400% year-over-year increase in sales volume, realizing a 275% annual growth in portfolio value, and consistently ranking in the top 1% of agents worldwide, demonstrating unwavering excellence and value creation.

EDUCATION

Doctoral Candidate Education Leadership

University of Phoenix, Arizona

Master of Education in Curriculum and Instruction, (M.Ed. 3.95)

University of Phoenix, Arizona

Bachelor of Arts in English Literature, (B.A. GPA 3.85)

University of Phoenix, Arizona

Practicum 150 Hour TESOL Certification

Arizona State University, Arizona

CERTIFICATES

Fl Department of Education Licensed Educator 2029  
Certified Online Larning Facilitator (COLF)  
Moodle Certified Educator  
Google Certification  
Florida Department of Education Licensed HIPPA  
Compliance Certificate  
SCORM / xAPI (Tin Can API) Certification

Canvas LMS Infrastructure  
Certification Microsoft®  
Certification Articulate 360 /  
Storyline Proficient Canvas  
Infrastructure Certified FERPA  
Compliance Certificate  
TESOL 150-Hour Certification