

HOUMAN RASSA

INSTRUCTIONAL DESIGNER | LEARNING STRATEGIST | CURRICULUM DEVELOPER

Designing Learning That Improves Human Performance

Orlando, FL | houman.rassa@gmail.com | houmanrassa.com | [LinkedIn](https://www.linkedin.com/in/houmanrassa)

EXECUTIVE PROFILE

Instructional designer, curriculum developer, and learning strategist with 25 years of experience designing, implementing, evaluating, and continuously improving learner-centered learning experiences. Currently completing graduate study in Instructional Design & Technology (Instructional Systems) at the University of Central Florida, with advanced preparation in instructional systems design, learning experience design, performance improvement, multimedia development, assessment, educational measurement, game-based learning, and AI-enhanced learning design. **Known for translating complex learning and performance challenges into practical, evidence-based solutions that integrate learning science, human-centered design, authentic assessment, stakeholder collaboration, and responsible AI use.**

AREAS OF EXPERTISE

Learning Strategy

- Instructional Systems Design
- Performance Improvement
- Needs Assessment
- Learning Science
- Instructional Evaluation

Learning Design

- Curriculum Development
- Learning Experience Design
- Assessment Design
- Storyboarding
- Game-Based Learning

AI & Technology

- AI-Enhanced Learning Design
- Human-AI Workflows
- Canvas LMS
- HTML/CSS & Dreamweaver
- Canva, SPSS, Microsoft 365

Collaboration

- Stakeholder Collaboration
- SME Partnership
- Cross-Functional Teams
- Project Leadership
- Continuous Improvement

SELECTED INSTRUCTIONAL DESIGN PROJECTS

TidePoint AI Learning Strategy

Instructional Designer | Performance Consultant | Developed a comprehensive strategy for responsible organizational AI adoption through needs analysis, stakeholder engagement, professional learning, implementation planning, and change support.

Capabilities: Performance Consulting • Needs Analysis • Adult Learning • AI Strategy • Organizational Learning

Strategix: Smart City Energy Challenge

Learning Experience Designer | Designed and evaluated a simulation-based experience integrating systems thinking, strategic decision-making, learner motivation, feedback, and authentic assessment.

Capabilities: Game-Based Learning • Simulation Design • Storyboarding • Motivation • Assessment

Learning Experience Evaluation

Instructional Design Evaluator | Applied cognitive neuroscience and evidence-based evaluation methods to improve an existing learning experience while intentionally preserving effective instructional elements.

Capabilities: Learning Science • Instructional Evaluation • Cognitive Psychology • Iterative Design

Algebra Readiness Analysis

Assessment Designer | Learning Analyst | Synthesized multiple sources of learner evidence to evaluate readiness for advanced coursework and communicate a data-informed placement recommendation without disclosing confidential student information.

Capabilities: Assessment Design • Educational Measurement • Data Analysis • Stakeholder Communication

PROFESSIONAL EXPERIENCE

Lake Highland Preparatory School | Orlando, FL

Mathematics Teacher | Curriculum Design • Assessment Leadership • Digital Learning | 2018–Present

- Design, implement, and continuously refine standards-aligned mathematics curriculum supporting approximately 120 learners annually through learner-centered design, authentic assessment, and evidence-based instructional strategies.
- Developed hundreds of instructional resources, learning activities, assessments, and performance tasks aligned with measurable objectives and continuous improvement practices.
- Collaborate within a four-member mathematics team to create placement assessments, strengthen vertical curriculum alignment, improve assessment consistency, and support instructional innovation.
- Integrate multimedia, digital learning tools, and AI-enhanced design workflows to improve learner engagement, feedback, and instructional effectiveness.
- Analyze formative and summative evidence to refine instruction, target learner needs, and communicate recommendations to educators, administrators, students, and families.

EARLIER PROFESSIONAL EXPERIENCE

Park Maitland School | Maitland, FL

Mathematics Teacher • Mathematics Department Lead • Athletic Director/Coach | 2013–2018

- Designed and delivered mathematics curriculum across grades 5–6 and pre-algebra while coordinating department planning, instructional consistency, and learner support.
- Created and launched the school's first interscholastic athletics program, establishing four sports, operating procedures, schedules, staffing, and stakeholder communication.
- Led curriculum, assessment, family communication, and student-support processes within a collaborative school environment.

Page Private School | Orlando, FL

Mathematics Teacher • Mathematics Lead Teacher • Athletic Director/Coach | 2003–2013

- Designed and implemented mathematics curriculum from grade 5 through Algebra I Honors and supported middle-school instructional planning and improvement initiatives.
- Developed and maintained a digital/virtual course and classroom that received strong student and family feedback.
- Managed a K–8 athletics program spanning six sports, including budgets, facilities, inventories, coach training, policies, events, and annual recognition programs.

LEADERSHIP & RECOGNITION

- Teacher of the Year - three-time recipient.
- 15 years of curriculum leadership, including placement-test development, assessment design, curriculum alignment, and professional-development contributions.
- 25 years of coaching and program leadership, including creation and administration of interscholastic athletics programs.
- Outstanding graduate-project feedback, including a 198/200 evaluation for advanced work applying learning science to instructional design.

AI-ENHANCED INSTRUCTIONAL DESIGN

- Integrate generative AI across analysis, ideation, storyboarding, rapid prototyping, instructional writing, assessment development, multimedia creation, visual design, and iterative evaluation.
- Critically evaluate AI-generated outputs against learning objectives, evidence-based design principles, audience needs, accuracy, ethics, and organizational goals.
- Design transparent human-AI workflows in which AI accelerates production while human judgment remains responsible for instructional decisions and quality assurance.
- Tools include ChatGPT, Gemini, Claude, Microsoft Copilot, and NotebookLM.

EDUCATION & CREDENTIALS

University of Central Florida

M.A., Instructional Design & Technology - Instructional Systems Track | In Progress

Graduate emphasis: instructional systems, learning experience design, multimedia, performance improvement, game-based learning, research, statistics, assessment and evaluation, learning science, and AI-enhanced design.

University of Central Florida

Bachelor of Science, Psychology, emphasis in Pre-Pharmacy | 1998–2002

Troy University

Bachelor of Arts, Psychology | 2004–2006

Florida Department of Education

Florida Professional Educator Certification - Mathematics, Grades 5–9

TECHNOLOGY

Instructional Design: ADDIE, backward design, instructional systems design, performance consulting, needs analysis, storyboarding, authentic assessment, evaluation

Learning & Development: Canvas LMS, multimedia development, digital learning resources, game-based learning, facilitator resources, performance support

Technology: HTML, CSS, Adobe Dreamweaver, Canva, Microsoft 365, Google Workspace, SPSS, ChatGPT, Gemini, Claude, Microsoft Copilot, NotebookLM