

Beth Pennington, M.S. Learning Design & Technology

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Instructional designer and learning strategist with extensive experience developing leadership training for all management levels, from entry-level supervisors to C-suite executives. Known for translating complex scientific, technical, and organizational concepts into clear, actionable learning that drives adoption of new technologies and workflows. Skilled at designing programs that align with strategic objectives, improve leadership capacity, and deliver measurable business impact across government, corporate, and educational sectors.

- Complex Concept Simplification – Converted technical workflows into training that improved comprehension and supported adoption at C2.
- Leadership Development Across All Levels – Designed programs for entry-level supervisors, middle managers, and senior executives.
- Instructional Design and Curriculum Development – Built 18-week virtual courses at CreatorUp and a year-long immersion curriculum in Colorado for a private client.
- Executive Presentations and Strategic Facilitation – Produced briefings and slide decks that helped learners implement initiatives confidently.
- AI Integration and Adaptive Learning – Applied AI to personalize learning, enhancing engagement, and shortening time to mastery.
- Agile Project Management and Stakeholder Collaboration – Led projects that consistently met deadlines while satisfying multi-level stakeholder expectations.
- Competency-Based Experiential Learning – Developed project-based learning programs published on the WV DOE site, increasing innovative instructional practices.
- 508 Compliance and Accessibility Standards – Ensured content met compliance, making training accessible to all learners.
- Learning Management Systems – Streamlined course delivery for thousands of learners using Moodle, Blackboard, and Salesforce.
- Grant Writing and Program Development – Secured over \$500K through 60+ successful grants, funding STEM programs and technology initiatives.

Learning Design Contractor | CreatorUp

2025 (Contract)

Built two separate 18-week self-paced virtual course frameworks integrating leadership components and interactive content.

- Applied instructional design expertise to simplify advanced frameworks, enabling rapid learner adaptation to digital platforms.
- Developed storyboards to be used by offshore Instructional Designers to create all of the lessons in the framework. These included: all of the learning objectives, videos, interactive lessons, PowerPoint, Articulate step-throughs, assessments, check for understanding, reflections, and scenario-based activities.

- Created and managed a database that aligned national course standards to the content and objectives.
- Served on the hiring team and contributed to the hiring of SME's.

Instructional Designer | C2

2022–2024

Developed and delivered leadership training for all management levels, entry-level supervisors, mid-level leaders, and C-suite executives, across multiple industries.

- Designed and facilitated targeted programs that strengthened leadership pipelines and enabled smoother adoption of new processes during organizational change.
- Created learning solutions that simplified complex workflows, resulting in strong acceptance of new technologies and work practices.
- Produced executive-level workshops, presentations, and multimedia content that translated strategic initiatives into actionable learning for decision makers.
- Applied Agile project management to deliver projects on time while aligning outcomes with client business objectives.
- Utilized various software programs: HeyGen, Vyond, Articulate, Powerpoint, Sharepoint, Teams, Google, to meet the needs of various client development standards.

Set Teacher and Education Supervisor (Freelance)

2018–Present

Oversaw compliance and education for underage performers while supporting their academic progress during productions.

- Kept students current with their home school assignments by coordinating with schools and ensuring work was completed on schedule.
- Created supplemental lessons across all subjects when assignments were not provided, allowing students to continue learning without interruption.
- Communicated compliance requirements clearly to production teams and learners, achieving 100% adherence.

Online Science Teacher | Proximity Learning

2020–2022

Delivered live online instruction across multiple districts and created a scaled, semester-long VILT STEM course for grades 6-7-8.

- Simplified advanced science concepts through virtual tools, increasing student comprehension and confidence.
- Applied collaborative learning strategies that boosted engagement scores and retention.
- Maintained records and a database of student progress.

Instructional Designer | Language Immersion School (Colorado)

2016–2017

Developed a year-long curriculum and training materials for a language immersion program.

- Created teacher guides and assessments that simplified complex linguistic structures, improving educator effectiveness.

- Delivered leadership training to administrators, presenting program frameworks in clear, actionable steps.

Regional Science Fair Coordinator | RESA 8

2006–2012

Revitalized a nine-county Regional Science Fair, expanding reach and engagement.

- Trained over 100 educators and additional stakeholders using digital tools.
- Developed standard operating procedures utilizing stakeholder data and feedback.
- Created an online database of training materials for stakeholders.
- Increased student participation from under 50 to over 200 projects, creating a sustainable growth model.
- Secured annual funding through successful grants and sponsorships.

Teacher Leader and Professional Development Facilitator | State of West Virginia

2008–2012

Led statewide professional development on differentiated instruction, 21st Century Learning Center strategies, and project-based learning (PBL).

- Delivered training that helped educators implement differentiated instruction effectively in diverse classrooms.
- Developed and facilitated PBL (Problem or Project based learning) frameworks later adopted in multiple districts and published on the WV DOE site.
- Conducted executive briefings to county and district leaders, simplifying complex policy changes into clear, actionable implementation plans.
- Strengthened teacher leadership networks, resulting in increased adoption of innovative instructional practices.

Science Educator and Instructional Leader | Various Schools (WV, NM, VA)

1993–2006

Taught middle and high school science while leading technology integration, faculty development, and grant-funded programs.

- Integrated early educational technology, becoming one of the first educators to design and implement school websites through the Los Alamos Teachers in Technology Initiative (1996–1999).
- Secured over \$500,000 in grants, funding lab equipment, teacher training, software, outdoor classrooms, after-school, and STEM enrichment programs.
- Served as Vice President and Secretary of the Faculty Senate, coordinating professional development and representing staff interests.
- Led development teams across multiple schools, aligning instruction and coaching peers.
- Developed after-school programs and coached basketball, swimming, majorettes, flag corps, newspaper, anime club, chess, yearbook, and theater enhancing student engagement.

Education

- Master of Science, Learning Design and Technology - UMGC
- Bachelor of Science, Education (General Science 5–12) - WVSU