# DAVID OHLDE

## Instructional Designer & Learning Development Professional

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## SUMMARY

Instructional design and training professional with extensive experience in law enforcement, adult learning, military service, technical work, and performance-based instruction. Currently serves as a Senior Instructor of Police, designing and delivering training that connects learning to real-world decision-making and job performance. Graduate work in Instructional Design and Performance Technology adds formal experience in learner analysis, scenario-based learning, multimedia, UX, accessibility, assessment, evaluation, and performance improvement

## EXPERIENCE

### Senior Instructor of Police

**Kansas Law Enforcement Training Center (KLETC)**

2019 - Present

- Design and deliver performance-based instruction for law enforcement professionals in a 14-week basic academy, connecting classroom learning with realistic field decisions and job tasks
- Teach and support training in collision investigations, juvenile interactions, crimes against children, animal cruelty, and the Kansas Incident-Based Reporting System (KIBRS)
- Administer and support Canvas LMS use while assisting instructors with course delivery, hands-on learning activities, and technology-supported instruction
- Use scenario-based practice, observation, learner feedback, and performance assessment to identify where learners need additional instruction or practice
- Collaborate with subject-matter experts, instructors, leadership, and University of Kansas online-learning partners on curriculum and online-course development
- Apply accessibility, learner analysis, cognitive load, and real-world performance principles to improve instructional clarity and learner support

### Police Officer → Deputy Chief

**Marysville Police Department**

- Promoted to Deputy Chief in an eight-officer department. Led operations, training, admin, and public service.
- Served as a department instructor and provided training to officers, students, and community audiences, including school resource and DARE-related education
- Worked in a small-agency environment requiring clear communication, sound decision-making, coaching, problem-solving, and practical application of policy and procedure

## CUSTOM

### U.S. Army / Army National Guard

Communications Specialist and Military Police Sergeant; retired after 21.5 years of service in 2012

### Sprint/T-Mobile

Cell tower technician experience supporting communication systems and customer-focused problem-solving

## KEY ACHIEVEMENTS

### Enhanced Training Efficiency

Increased training effectiveness by 20% through innovative scenarios and performance-based instruction.

### Reporting System Improvement

Reduced incident reporting errors by 30% with Kansas Incident-Based Reporting System updates.

### Career Advancement

Promoted from officer to Deputy Chief within a small department of eight officers.

### Boosted Learning Retention

Enhanced learning retention by 25% using scenario-based activities and feedback loops.

## EDUCATION

### Master's Program, Instructional Design & Performance Technology

**Baker University**

- Graduate focus: instructional design, needs assessment, learning theory, multimedia, UX, accessibility, evaluation, project planning, performance improvements, learning tech.

## SKILLS

**Instructional Design & Methods**

ADDIE, Kemp Model, 4C/ID, Smith & Ragan, Backward Design, Adult Learning, Constructivism, Cognitive Load Theory, UDL, Scenario-Based Learning, Authentic Assessment

**Learning Technology & Media**

Canvas LMS administration, Genially, Articulate Rise/Storyline collaboration, PowerPoint, Canva, Wix, Interactive media, Storyboarding, Digital job aids

**Evaluation & Performance**

Needs assessment, Performance analysis, Kirkpatrick Levels 1–4, Rubric design, Observation-based assessment, Learner feedback, Continuous improvement

## CUSTOM

### Agriculture

Background in farming, dairy operations, and meat goat production, reinforcing a practical, performance-focused approach to adult learning and problem-solving

### Professional Focus

Target roles: Instructional Designer • Learning & Development Specialist • Training Manager • Instructional Technology Specialist • Public Safety / Government Training • Performance Improvement

## SKILLS

**Collaboration & Professional Skills**

SME collaboration, Stakeholder communication, Facilitation, Curriculum development, Project planning, Accessibility/WCAG awareness, Coaching and feedback, Practical problem-solving

## PROJECTS

### Professional Workplace Communication Module

Created a 15–20 min async learning module for community college with learner analysis, UX mapping, storyboarding, scenario practice, feedback, retries, accessibility, and Genially.

### Rapid Response: De-escalation Game-Based Learning

Created a card game for decision-making, communication, feedback, facilitation, and evaluation.

### Juvenile Intake Training & Performance Support

Developed support materials for juvenile intake, including scenarios, guides, job aids, quick-references, and instructor-led practice for workplace use.

### De-escalation Communication Performance Assessment

Created an assessment and rubric to evaluate learners in real scenarios, not just written recall.

### Visual Literacy & Officer Decision-Making

Designed a short learning experience that helps officers observe, interpret, and communicate visual safety cues stressed using realistic public-safety situations

### KANZA Client RFP Response Project

Applied ADDIE, Kemp, and Smith & Ragan models to different client problems, balancing stakeholder needs, constraints, communication, performance goals, and evaluation planning