

TENNEH C. FREEMAN

Instructional Designer • Structured Literacy & Curriculum

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Instructional designer and Texas-certified educator completing an **M.Ed. in Learning Design & Technology**. Ten years teaching secondary students — four of them designing structured-literacy and dyslexia intervention for readers who had already stopped trying. I design backward from what a learner must be able to do, build in short iterative cycles, and let real learner data decide what gets rebuilt. Four shipped products, linked below.

SELECTED WORK — LIVE

Decoding the Code — self-paced PD minicourse teaching the six components of structured literacy to Grades 6–12 content-area teachers. Designed with Understanding by Design; built with SAM. [View the design portfolio](#) ↗

Escape the 6 — mastery-gated escape room where teachers diagnose reading breakdown from student evidence. Instrumented with telemetry: every wrong lock reports where the instruction is thin. [Play the activity](#) ↗

Sankofa Speech Lab — K–12 speech intervention platform with progress tracking, text-to-speech feedback, and printable certificates. [Open the platform](#) ↗

Waste to Wealth — five-module community training course on plastic upcycling, with 15 scenario-based mastery checks and a safety-critical gate on hazardous materials. [Open the course](#) ↗

EXPERIENCE

Instructional Designer & Dyslexia Intervention Specialist • Alvin ISD 2022 – 2026

- Designed standards-aligned ELA and Social Studies curriculum using Understanding by Design, working backward from measurable outcomes to the evidence that proves them.
- Delivered Science of Reading and Orton-Gillingham intervention to secondary students with dyslexia, using student performance data to decide what to reteach rather than moving on by the calendar.
- Trained and co-taught with content-area teachers who had never been taught to read a struggling reader's errors — the gap that became Decoding the Code.

Long-Term Substitute Teacher • Fort Bend ISD Mar 2021 – Jun 2022

- Held instructional continuity across multiple grade levels and subjects, adapting existing curriculum on short notice.

Social Studies Teacher • Spring ISD 2012 – 2018

- Designed and taught secondary Social Studies curriculum with measurable objectives and aligned assessment; tracked progress data and adjusted instruction against it.

EDUCATION

M.Ed., Learning Design & Technology • University of Maryland Global Campus Expected May 2027

- Instructional design models, learning theory, digital media, UX for learning. Every project above was built in this program.

B.S. • Prairie View A&M University 2007

SKILLS

Instructional Design Understanding by Design (UbD) • Successive Approximation Model (SAM) • ADDIE • Dick & Carey • Rapid ID • Backward design • Scenario-based learning • UDL • Cognitive Load Theory

Literacy Structured literacy • Orton-Gillingham • Science of Reading • Dyslexia intervention • Morphology and syllable instruction • Diagnostic assessment

Build HTML / CSS / JavaScript • Interactive e-learning • Articulate Storyline 360 • LMS delivery • Google Classroom • Learner analytics and telemetry

Practice Curriculum development • Assessment design • Learner analysis and personas • Iterative prototyping • Data-driven revision • Cross-functional collaboration

CERTIFICATIONS

- Texas Educator Certification — Special Education (7–12) • Social Studies (7–12) • Generalist (4–8)
- Reading by Design, Dyslexia Intervention Specialist • Science of Reading Certified • Provider of Specially Designed Literacy Skills Instruction