

## **Kenneth James Hoerricks, PhD**

Educator & Special Education Teacher

Preferred Name: Jim

Pronouns: They / Them / Their / Dr.

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**Summary:** *Creative, collaborative, and motivated innovator; seasoned educator with 24+ years of experience in supporting a diverse learner population. Subject matter expert in differentiated content development and instructional design. Successful author, scientist, athlete, coach, and educator currently working in special education.*

### **SKILLS AND ACCOMPLISHMENTS**

**Instruction:** 25 years of experience educating, instructing, mentoring, and counseling in public, private, and commercial settings. Specialized in making the complex understandable and relatable.

**Instructional Design:** 19 years of experience across a wide variety of domains. Theory driven and standards compliant. Comfortable collaborating with SMEs to maximize learning outcomes. Fluent with the latest instructional design and facilitation technology. Utilizes a human-centered approach to design across all methodologies, especially when designing for change.

**Content Creation:** 25 years of experience across a diverse spectrum of opportunities. Created [academic](#) and [technical papers](#), [instructional manuals](#), [blogs](#), web sites, and 2 published best-selling non-fiction books; [Forensic Photoshop](#) (2008) and [Leadership in the Lodge of Perfection](#) (2010 / 2019). Designed, developed, and wrote content for asynchronous e-learning modules, and [complete on-line courses](#); including written lesson plans, and syllabi. Created the scripts and storyboards for video tutorials, webinars, and learning simulations.

**Needs Analysis:** 25 years of experience in helping things go right. Wholistic approach to needs / gap analysis (SME / stakeholders / learners / standards). Competent in research, data analysis, and the evaluation of the target audience. Able to find the “why” in situations, then design interventions that sustainably bring about the desired change.

**Evaluation and Assessment:** 19 years of experience in respectfully evaluating and assessing people and organizations. Skilled in creating and evaluating valid assessment instruments for the testing of knowledge, skills, and abilities in all stages of the learning path; then using formative and summative assessments to inform the development and improvement of the learning program. Able to align learning programs with clear and achievable objectives as well as state or national standards.

**Strengths:** Differentiation of instruction. Diagnostics and assessments. Academic writing and research. Coaching: football, basketball, track / field, and wrestling.

### **PROFESSIONAL EXPERIENCE**

**Los Angeles Unified School District**, Los Angeles, CA

*Special Education Teacher* – August 2020 – Present

- Special Education Teacher in a variety of contexts
- Head Track and Field Coach – Sotomayor Arts / Sciences Magnet
- 2020-2021 Local District Central Science Ambassador.
- Parliamentarian of School Site Council (Title I - elected officer – teacher representative).

**AmeriCorps, Los Angeles, CA**

*Corps Member* – September 2020 – Present

Serving the Los Angeles community as part of a two-year national service commitment during the COVID-19 pandemic.

**Teach for America, Los Angeles, CA**

*2020 Corps Member* – April 2020 – Present

- Selected from approximately 45,000 applicants nationwide to join national teacher corps of recent college graduates and professionals who commit two years to teach in under-resourced public schools.
- Participated in an intensive training program to develop the skills and knowledge needed to achieve significant gains in student achievement. Simultaneously teach in summer school program run by Teach For America for students in Los Angeles, CA public and charter schools under the supervision of a faculty of experienced teachers.
- Engage in professional development activities, including seminars, discussion groups, workshops, individual and group reflections, readings, and ‘learning teams’ specific to my teaching license area (special education).

**Towcester Abbey Praeceptory, Castaic, CA**

*Director of Educational Programs* - October 2015 – Present (part time, volunteer)

Responsible for publications, research, educational, and e-learning programs.

- Took on a new opportunity and faced tough challenges with a sense of urgency, high energy, and enthusiasm when I co-founded the Praeceptory at Towcester Abbey in order to improve the lives and outcomes of actually autistic people in Los Angeles county and beyond.
- Hands-on in the marketing efforts, interfacing with panicked parents / caregivers and medical professional, assuring all concerned that their special loved ones will receive the best of care.
- Utilized strong organizational and creative skills to create complete learning experiences (in-person, blended, and on-line) that are supportive of the unique needs and pace of autistic students.
- Partnered with Tynker and Lego to deliver coding and computer science education, creating a unique program that caters to the area’s non-verbal autistic population.
- In [collaboration](#) with the Grand Lodge of Free and Accepted Masons in California, designed and produced [Revitalize!](#), a daily program of mentored leadership development offered on-line as micro learning and styled as vocational rehabilitation to help ease autistic people into complex social situations. The course is comprehensive in it’s treatment of the leader-follower relationship, from pre-boarding, to on-boarding, to finding one’s place in the organization, to member engagement and beyond.

**West Valley County Water District, Neenach, CA**

President of the Board of Directors – December 2010 – November 2017, July 2020 – Present

In third term of elected office (non-partisan). Oversees the operation of this rural water utility with approximately 300 customers.

The specific responsibilities of the board are clustered into five areas:

- Setting the direction for the District;

- Establishing and supporting the policies and structure of the District;
- Overseeing the financial resources necessary to fund the District
- Guiding employee relations policy, including the hiring, and supervising of the general manager who, in turn, operates the District and hires/manages its staff;
- Serving as a community leader who communicates effectively on behalf of the District.

**Apex Partners, Ltd.,** Las Vegas, NV

*Senior Consultant (Instructional Designer / Instructor)* - July 2018 – Present (part-time, remote)

Responsible for the learning development and forensic science programs.

- Discovered a gap in the Texas Forensic Science Commission's licensing program. Designed, developed, wrote the courseware, and [validated](#) a course in [Statistics for Forensic Analysts](#) – now offered on-line as micro learning.
- With the dissolution of the partnership between Amped Software and Axon, re-created and updated the [Forensic Science courses](#) that I had previously designed and delivered in person on-line as micro-learning. Built the store front to market / sell training seats. Publicize the courses across the breadth of social media platforms.
- Utilize needs assessment / customer data as well as project management skills to assist customers in achieving their performance / standards compliance goals. Analyze user needs and use collected customer data to produce content most relevant to our target audience.

**Amped Software, Inc.,** Henderson, NV

*Director of Support and Training* - March 2016 - February 2019 (company ceased operations)

Responsible for support and training programs for the North American region. Assisted in marketing efforts.

- Gained insight into customer needs; identified opportunities that benefited the customer; built and delivered solutions that met customer expectations; established and maintained effective customer relationships.
- In partnership with Axon, formerly Taser, increased sales through the development of Axon's Forensic Suite Training Program. Utilized these training programs to increase Forensic Suite sales by 25% quarter over quarter.
- Designed, maintained, and delivered complete software training programs for the company's product line. Used training programs as an adjunct of customer support, helping things go right for the customer in the first place.
- Leveraged strong communication skills in consulting with SME to build and present in-person, blended, and virtual training sessions.
- Created marketing copy for the Axon Forensic Suite program, sales slicks, web ads, blog posts, social media campaigns, and scripts for their e-commerce site, outside / inside sales teams.
- Created marketing copy and [blog posts](#) for the company's main office in Italy to illustrate the value proposition of the company's products, converting readers to satisfied customers. Utilized A/B test strategy to maximize impact.
- Collaborate with a world-wide employee / contractor base via Google Hangouts / Slack to create and deliver products / services to customer base. Coordinate all facets of the process with sales & marketing team for targeted ad campaigns.

**City of Los Angeles (assigned to the Los Angeles Police Department), Los Angeles, CA**  
*Police Surveillance Specialist - Senior Audio-Video Forensic Analyst - July 2001 – February 2016*  
(honourably retired)

- I designed, developed, and delivered in-service, task force, conference training, e-learning and presentations in synthesis with the Department's mission, vision, and values.
- I designed, developed, and delivered training presentations for two industry trade groups, the National Technical Investigators' Assoc. (NaTIA) and the Law Enforcement & Emergency Services Video Assoc (LEVA).
- Utilized technical writing to develop a technical knowledge base across the surveillance and digital forensics domains.
- Surveillance photographer and videographer responsible for the creation of recordings of criminal activities that would be presentable in court for the prosecution of offenders.
- Audio / video forensic analyst utilizing modern production and specialized equipment for the analysis of multimedia evidence.
- Researching, creating, and maintaining of state-mandated quality standards for the unit.
- Seconded to the Combatting Terrorism Technical Support Office ([CTTSO](#)) to collaborate on the guidebook, Best Practices for the Retrieval of Video Evidence from Digital CCTV Systems.
- Seconded to the National Institutes of Justice ([NIJ](#)) to collaborate on the creation of the standard guide, Criminal Justice Interview Room Recording System Standard.
- Seconded to the Organization of Scientific Area Committees on Forensic Science ([OSAC](#)) to collaborate on the creation of consensus standards documents. Completed two terms on the OSAC, ending my service as the lead of the Video Imaging Technology and Analysis subcommittee's Video Task Group.

### **Freelance, Worldwide**

*Author, Educator, Instructional Designer, Artist, Change Agent - August 1996 – Present*

- Contract Instructor for Amped Software, Inc. (2012 – 2016)
- Contract Curriculum Designer / Instructional Designer for Amped Software, Inc. (2012 – 2016)
- Contract Instructor & Subject Matter Expert (digital multimedia forensic science) for Cellebrite, Inc. (2021-Present)
- Under contract to the government of the Republic of South Africa, created a change management program to transition a group of skilled graphic artists into forensic multimedia analysts. In addition to the complete creation of this learning event, this also included the creation of all forms, manuals, and position descriptions that conformed to their ISO accreditation standards. Supervised the translation of the produced materials from English to Afrikaans, Xhosa, and Zulu.
- Writer for [Planet Neurodivergent](#) since 2019.
- Writer and content creator for Autism360 since 2021.
- Curriculum Developer / Instructional Designer / Instructor for Courseography since 2020.
- Blogging on the Forensic Multimedia Analysis [blog](#) (2007-2020). (almost 2000 articles)
- Technical writer for [eForensics Magazine](#) (2018-2020).
- Technical reviewer for the Journal of Forensic Science since (2018-2020).
- Professional event photographer, videographer, and re-touch artist.
- Adjunct Instructor – Woodbury University (2009-2011)
- Guest Lecturer – Art Center College of Design, Pasadena (2005-2010)
- [Guest Lecturer](#) – Grand Lodge of Free & Accepted Masons, California (2001-Present)

## EDUCATION

- **M.Ed, Special Education** (2020-Present)  
Loyola Marymount University, Los Angeles, CA  
Specialization – Self-Regulation Strategy Development for the improvement of literacy in Standard English Learner populations.
- **M.Ed, Instructional Design** (2018-2019)  
Western Governors University, Salt Lake City, UT  
Specialization – [Validation](#) of [course designs](#) / utilizing micro learning for effortless knowledge transfer.
- **Ph.D., Education** - Higher Education Leadership (2010-2018)  
Trident University International, Cypress, CA  
Specialization – Root cause analysis, needs assessments, and process design to maximize [autistic college student retention](#); data entry and reporting of results to open source repository to inform further research.
- **M.A. Organizational Leadership** (2009-2010)  
Woodbury University, Burbank, CA  
Specialization – Leadership development within non-traditional populations. My Thesis was later developed into a [best-selling book](#).
- **B.A., Organizational Leadership** (2006-2009)  
Woodbury University, Burbank, CA  
Specialization – Leadership development within small non-profit organizations.

## CERTIFICATIONS

- Teaching English as a Foreign Language (TEFL) – 150 Hour certification (2020)  
University of Toronto – Ontario Institute for Studies in Education (2020)
- USATF – Level 1 Track and Field Coach (2021)
- NFHS – Accredited / Certified Track and Field Coach (2021)
- Precision Nutrition – Pn1 Certified Exercise Nutrition Coach (2020)
- Child Abuse Mandated Reporter (General & School Personnel)  
California Dept. of Social Services (2020)
- Khan Academy for Educators (2020)
- Duolingo Certified Educator (2019)
- TechSmith Camtasia and SnagIt Certified (2021)
- edX Course Creator (2018)