

Leslie Glikas, MBA, MEd

Learning & Development Specialist · Bilingual Learning Designer

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PROFESSIONAL SUMMARY

Bilingual instructional designer with 20+ years of experience designing and developing engaging, multimedia-rich learning across live, blended, and online formats. An expert in localization — bringing the science of how humans acquire language to every multilingual learning experience — because localization is not translation, it is transformation. Hands-on developer in Articulate Storyline 360 and Rise 360 with a track record of translating complex clinical and technical content into learner-centered, instructionally sound courses. Skilled at partnering with SMEs and managing multiple course development initiatives on deadline.

PROFESSIONAL EXPERIENCE

Instructional Designer — Freelance / Independent 2026 – Present

Pro Bono & Contract Projects · San Antonio, TX

- Designing and developing a diabetes-management compliance training course for school nurses in Garland ISD, collaborating with Tonia Gavins, RN, BSN, MSN (District Diabetes Educator) as SME to translate complex clinical content into a 7-minute pattern-recognition microlearning in Articulate Rise 360 + Storyline 360.
- Built a pixel-faithful interactive Skyward medication entry performance assessment using custom HTML/CSS with SCORM 1.2 packaging — deployed to Google Cloud for LMS integration.
- Designed bilingual (EN/ES) learning assets, a color-blind accessible 7-Field Reference Card job aid, and custom HTML case study pages using responsive design principles and Adobe Firefly AI imagery.
- Second healthcare education course for Garland ISD currently in development — expanding the compliance training series for school nurses.

Bilingual Professional Learning Specialist Apr 2025 – Apr 2026

Amplify · Brooklyn, NY (Remote)

- Delivered bilingual (English/Spanish) virtual instructor-led training (VILT) to educators implementing the Amplify curriculum, supporting product adoption and customer success.
- Partnered with instructional teams to translate product capabilities into measurable learning outcomes; provided coaching to improve implementation fidelity.

Teacher Jul 2024 – Present

Northside ISD · San Antonio, TX

- Facilitated professional development and instructor-led training for adult learners on instructional strategies and engagement best practices.
- Designed differentiated, learner-centered instruction for multilingual learners across varying proficiency levels.

Instructional Systems Designer (Contractor) Jul 2024 – Apr 2025

CPaT Global · Houston, TX (Remote)

- Partnered with SMEs to translate complex technical content into engaging eLearning modules for large-scale course conversion using authoring tools.
- Storyboarding across a multi-course project in an agile workflow (Jira, Confluence, SharePoint, Teams).

Bilingual Instructor — Spanish Immersion & ESL Aug 2023 – Jul 2024

Alamo Heights ISD · San Antonio, TX

- Designed and delivered differentiated Spanish-immersion and ESL instruction; collaborated with content-area colleagues to support language and academic learning outcomes.

Online Instructor / Course Developer Aug 2012 – Jul 2023

Hawaii Online Courses · Honolulu, HI (Remote)

- Designed and delivered fully online courses using VILT and eLearning strategies; built and maintained courses in Canvas and Blackboard LMS environments.

Curriculum Coordinator / Training Specialist Aug 2010 – Jun 2023

Kealakehe High School · Kona, HI

- Conducted needs analyses and designed blended learning solutions; led staff technology training with 93% success rate through transition to remote learning.

Curriculum Designer / District Trainer Aug 2004 – May 2010

Dallas ISD · Dallas, TX

- Designed district-wide curriculum and delivered AP-level instruction achieving a 98% Advanced Placement pass rate.

EDUCATION

M.Ed., Educational Leadership & Administration · Dallas Baptist University · 2008

M.B.A., Project Management · Dallas Baptist University · 2006

B.A., Spanish & Political Science · Texas Tech University · 2000

CERTIFICATIONS & LICENSURE

Applied Instructional Design Credential — Applied ID Academy

PMI-ACP / Agile (Cert Prep)

Texas Principal Certification (EC-12)

Texas ESL Certification (6-12)

Texas Spanish Certification (6-12)

Texas English Certification (6-12)

Vyond Animation Certification

Adobe Creative Cloud (in progress)

CORE SKILLS

Instructional Design: ADDIE · SAM · Adult Learning Theory · Needs Analysis · Scenario-Based Design · Microlearning · Blended Learning · ILT/VILT · SCORM 1.2/xAPI · Healthcare Education

Authoring & Multimedia: Articulate Storyline 360 · Articulate Rise 360 · Vyond · Adobe Creative Cloud · Adobe Firefly · Canva · Custom HTML/CSS · Camtasia

Platforms & Tools: Canvas · Blackboard · Google Cloud · Netlify · Jira · Confluence · SharePoint · Slack · NotebookLM · Magic School AI · Google Workspace

Language & Specialization: Expert in Localization · Language Acquisition Research · Translation Science · Bilingual Delivery (EN/ES) · ESL Instruction · Generative AI