



Carol Swaen

INSTRUCTIONAL DESIGNER | PSYCHOLOGIST

CONTACT



27/03/1981



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Sero Padua 23, Santa Cruz
Aruba

CORE PROFESSIONAL & INTERPERSONAL SKILLS

- Positive, professional outlook with strong interpersonal presence
- Active listener with high levels of empathy and emotional awareness
- Collaborative team member with a respectful and supportive working style
- Flexible, adaptable, and receptive to continuous learning
- Approachable, helpful, and solution-oriented in professional settings

ABOUT ME

Instructional Designer with over seven years of experience in Aruba's education system. Currently working at the Instituto Pedagogico Arubano (IPA) in professional development and learning systems management, including Moodle and Schoofit. Also serving part-time at the Department of Education, managing the national professional development platform Matrix and the Land Aruba Academy. Focused on high-quality, scalable digital learning for educators.

EXPERIENCE

INSTITUTO PEDAGIGICO ARUBANO

March 2019 - Present

- Designed, developed, and supported a wide range of professional development workshops for educators, including Foundations of 21st Century Teaching, Online Teaching 101, Instructional Design (DIY: ID), Digital Literacy, Blended Learning, Formative Assessment, Differentiated Instruction, Rubrics, Project-Based Learning, Digital Tools, and Stress Management, as well as large-scale initiatives such as Experience Online Learning Week.
- Served as co-facilitator for multiple professional development programs (including internal training), both in-person and online.
- Conducted applied research to inform workshop design and content development.
- Provided ongoing instructional technology support through IPA's helpdesk, assisting educators with digital tools, Google Classroom, Google Forms, PowerPoint, and learning management systems.
- Actively contributed to the design, administration, and support of multiple LMS platforms, including Moodle, Edmodo, Blackboard, Schoology, and Google Classroom; structured and managed Moodle modules, users, certifications, and instructional resources.
- Developed e-learning content and media using tools such as Audacity, Web 2.0 applications, and LMS-based authoring environments.
- Member of IPA's Moodle Team and the Centro pa Desaroyo Profesional Continuo (CDPC), contributing to institutional professional development support.
- Created and managed CDPC's digital presence, including the website (Wix), YouTube channel, and Facebook page.



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INSTRUCTIONAL DESIGN & EDUCATIONAL EXPERTISE

- Design and development of professional development programs for educators
- Online, blended, and face-to-face learning development
- Instructional design grounded in 21st-century teaching and learning principles
- Experienced in various learning management systems, such as Moodle, Blackboard, Matrix, and Google Classroom
- Experienced in course authoring tools such as Articulate Rise
- Research-informed workshop and course development

LANGUAGES

Papiamento: Native

English, Spanish, and Dutch

DEPARTMENT OF EDUCATION, ARUBA

June 2022 - Present

- Manage and oversee the national professional development learning platform Matrix, supporting continuous professional development for educators and professionals across the education sector.
- Design and develop online professional development courses that integrate psychological principles with educational practice, such as Teacher Self-Care, Brain-Based Teaching Strategies for Children and Adolescents, Positive Psychology in Education, Mental Health Leadership, Creating Trauma-Informed, Strengths-Based Classrooms, and Inclusive Special Needs Teaching
- Manage the StudyTube-led Land Aruba Academy, serving both the education sector and government employees
- Develop interdisciplinary learning programs combining psychology, education, and professional skills for large-scale, self-paced learning environments.
- Design and develop online professional development courses by Centro pa Desaroyo Profesional Continuo (CDPC), such as DIY Instructional Design: Creating Effective Learning Experiences, Maestro Multilingual, SAM 1: Un Bista Completo riba e Cambio, and Vreemdetalendidactiek (VTD).

SWAEN PASSCHIER LAW - FRONT OFFICE ASSISTANT

2013-2015

- Created appointments
- Checked the client in
- Answered phone calls
- Digitally organized and saved documents
- Courier
- Provided prospective clients with information



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INTERN - HOPE & HELP OF CENTRAL FLORIDA

2008

- Observed and supported case management processes for clients living with HIV, including office-based and home-visit contexts.
- Participated in client outreach and appointment coordination to support continuity of care.
- Assisted with confidential record organization and administrative processes within a healthcare pharmacy setting.
- Gained experience working with sensitive health information, emphasizing professionalism, discretion, and ethical practice.

VOLUNTEER - TELEFON PA HUBENTUD

2007

- Developed professional presentations on domestic violence for regional child-protection forums.
- Represented the national child helpline organization at educational and international meetings, communicating services and impact to diverse stakeholders.
- Conducted public awareness and advocacy activities focused on child protection and the prevention of abuse.
- Engaged with sixth-grade students in educational settings, observing learner responses and addressing sensitive topics such as bullying, sexuality, and adolescent well-being.
- Provided frontline helpline support, offering active listening, guidance, and appropriate referrals in response to confidential calls.



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ACADEMICS

VWO - COLEGIO ARUBANO

Graduated - 2000

ASSOCIATE OF ARTS - VALENCIA COMMUNITY COLLEGE, ORLANDO, FLORIDA

General Psychology | Graduated 2002

CERTIFICATE – UNIVERSITY OF CENTRAL FLORIDA

Basic Victim Services | 2004

BACHELOR OF ARTS – UNIVERSITY OF CENTRAL FLORIDA

General Psychology | Graduated 2005

MINOR – UNIVERSITY OF CENTRAL FLORIDA

Sociology | 2005

DIPLOMAS – STONEBRIDGE ASSOCIATED COLLEGES

Basic Counseling | 2005

Grief and Bereavement | 2006

DIPLOMAS – STONEBRIDGE ASSOCIATED COLLEGES

Basic Counseling | 2005

Grief and Bereavement | 2006

BACHELOR OF SCIENCE – UNIVERSITY OF CENTRAL FLORIDA

Social Sciences | Graduated 2012

MINORS – UNIVERSITY OF CENTRAL FLORIDA

Political Science | Cultural Anthropology | Interpersonal &
Organizational Communication | 2012

MASTER OF SCIENCE – WALDEN UNIVERSITY

General Psychology | Graduated 2014

MASTER OF SCIENCE – WALDEN UNIVERSITY

Instructional Design & Technology | Graduated 2018



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ACADEMICS

CERTIFICATE OF PARTICIPATION - SCOL SALUDABEL ARUBA

Gezond School Adviseur | 2019

CERTIFICATE OF PARTICIPATION - UNIVERSITY OF ARUBA

Blended Learning Bootcamp | 2019

CERTIFICATE OF PARTICIPATION - UNIVERSITY OF WEST INDIES OPEN CAMPUS

Online & Distance Education Teacher Training - 2020

CERTIFICATE OF ACHIEVEMENT - UNESCO - BLACKBOARD ACADEMY

Blended Learning & Online Strategies | 2020

CERTIFICATE OF COMPLETION - HRDNZ MOODLE PARTNER

Moodle Bites for Teachers | 2021

CERTIFICATE OF COMPLETION - PROWISE

Prowise Presenter | 2020

AWARD - COMPLETION OF COURSE - WALDEN UNIVERSITY

Exploring the Neuroscience of Addiction | 2023

DIPLOMA – CENTRE OF EXCELLENCE

Transpersonal Psychology | 2024



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PROFESSIONAL CLOSING STATEMENT

With extensive experience across Aruba's education sector, I bring a thoughtful, systems-oriented approach to instructional design, professional development, and digital learning. My work is grounded in collaboration, empathy, and evidence-informed practice, with a strong focus on creating sustainable learning solutions that support educators, learners, and institutions. I am committed to continuous professional growth and to contributing meaningfully to initiatives that strengthen educational quality, mental health, and workforce development.