

# Kate Duva O'Rourke

Tucson, AZ | (773) 306-3627 | [kate@prosocialpower.org](mailto:kate@prosocialpower.org) | [www.prosocialpower.org/portfolio](http://www.prosocialpower.org/portfolio)

Human-centered learning designer, strategist, facilitator, award-winning writer and public speaker with 10+ years of experience innovating and managing training and leadership development projects. Lifelong commitment to diversity, equity, inclusion, and culturally affirming practices. Proven success in program building, people leadership, authentic assessment and evaluation, establishing dynamic social learning systems, and developing accessible digital resources while fostering collaborative, welcoming environments.

## Professional Experience

### **Instructional Designer and Training Strategist | January 2022 – Present** **Self-employed | Tucson, AZ**

- Strategizing for adult learning and performance improvement support: process consulting, SME collaboration, needs assessment and analysis, consensus building, action mapping, and backward design leveraging Kirkpatrick and ROI evaluation models to maximize organizational outcomes
- Designing, developing, and facilitating blended training campaigns including writing storyboards, scripts, scenario-based learning, job aids, facilitator guides, and project management plans; building toolkits, slide decks, and eLearning courses with Articulate Storyline, Rise, and Adobe Creative Suite
- Implementing robust accessibility plans leveraging universal design for learning and WCAG principles
- Designed and facilitated interactive vLTDs and practice toolkits that resulted in 100% positive learner reactions, 91% career usefulness ratings, and 89% increase in knowledge and skills application
- Areas of specialty include social and cohort-based learning, leadership development, on-the-job performance support, and experiential, practice-based skills development

### **Community Organizer, Facilitator and Adult Educator | March 2016 – Present** **Various employers | Various locations**

- Design and facilitate restorative justice circles and digital toolkits for community building, conflict resolution, grassroots fundraising, and anti-racist and LGBTQIA+ affirming education
- Created and facilitated workshops and webinars on the global care economy at various Chicago locations, online with the Center for Partnership Systems, and at Commonbound with The New Economy Coalition in New York, fostering peer learning, advocacy skills, and strategy sessions
- Consulted with clients, designed and delivered customized workshops, managed communications, digital organizing, and data collection to advance economic education and promote fair labor practices for domestic employers with Hand in Hand (a partner of National Domestic Workers Alliance)
- Co-founded bilingual mutual aid network; facilitated Spanish/English language exchanges and conversational adult ESL classes, contributed to coalition building, raised funds and coordinated events and programming to promote legal awareness, equity, inclusion, and leadership development

### **Bilingual Special Educator, Team Manager and Developmental Therapist | January 2005 – June 2021** **Chicago Public Schools, Beth Osten Clinic, and Illinois Early Intervention | Chicago, IL**

- Designed authentic assessments and delivered dynamic, relationship-based, differentiated instruction, leveraging universal design, narrative strategies, gamification, sheltered instruction, and problem-based inquiry, empowering learners to meet or exceed over 98% of IEP goals; wrote data-driven reports and balanced multiple projects in fast-paced, high-change environments, in-person and virtual
- Conducted functional behavioral analyses; designed and implemented behavior intervention plans
- Facilitated meetings, coordinated teams, coached assistants, provided professional development on legal compliance and assistive technology, and facilitated intergenerational learning including client coaching and process consulting; managed projects utilizing principles of horizontal leadership and consensus decision-making to plan, organize, delegate, monitor progress, and resolve complex issues

**Program Founder, Manager, and Curriculum Developer | June 2013 – August 2015**  
**Albany Park Community Center and Erikson Institute | Chicago, IL**

- Founded, managed, and facilitated a multicultural, intergenerational developmental therapy and caregiver support group based on popular education principles; co-designed learner-driven, participatory adult education built upon members' goals, needs, and peer leadership skills; partnered with colleagues to design interactive adult education workshops for English language learners
- Recruited 40+ participants, designed and facilitated intake process, provided client support services, collaborated with Erikson Institute to mentor social work interns, developed qualitative and quantitative evaluation methods (surveys, interviews, focus groups), and generated research-based impact reports
- Received referrals from doctors who testified that the program accelerated patients' development and boosted parent confidence and wellbeing; 100% of participants surveyed reported that they felt ownership of group processes; 100% reported that the program improved their children's social skills and school readiness

## **Publications and Awards**

---

- [El Amor de la Comunidad](#), *Resilience*, 2017. Photo essay and bilingual interviews with Chicago (im)migrant parent educators and community organizers
- [From Self-Defense to Self Determination](#), *Transition Network*, 2017. Interview with Aleta Alston-Touré on racial justice activism and organizing the first US intentional community led by Black women
- [Domestic Workers Save Lives](#), *MomsRising*, 2017. Photo essay, interviews, and research on reproductive labor and the caring economy, commissioned by Domestic Employers Network
- Received multiple communications awards, including two Blue Mountain Center New York residencies for "transformative work that evinces social and ecological concern," Columbia College Follett Graduate Fellowship for "outstanding writing," First Prize, Chicago Newberry Soapbox Speech Award for engaging public speaking, and First Prize, Chicago Guild Complex Award for "outstanding prose"

## **Education**

---

**Restorative Justice Facilitation** | Training with CJYI Chicago, TRHT, and Amplify RJ, 2021-2022

**Master of Fine Arts (MFA) in Creative Writing (Research & Public Speaking)** | *Follett Fellowship Award*  
Columbia College, Chicago, IL, 2015

**Master of Arts (MA) in Special Education (Intergenerational Education & Assistive Technology)**  
Northeastern Illinois University, Chicago, IL, 2011

## **Technical Skills**

---

Articulate 360 Storyline and Rise, Adobe, Audacity, LMS management, Microsoft 365, Google Workspace

## **Languages**

---

English, Spanish (fluent)