

Jonathan Hughes

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Education Technology, Instructional Design & Learning Systems Leader

Education and technology leader with 19+ years of experience across classroom teaching, curriculum design, professional development, LMS administration, K-12 technology operations, data/reporting systems, and staff enablement. Current Technology Director supporting approximately 100 staff and 530 students while managing education platforms, reporting workflows, vendor relationships, device programs, and a \$150,000-\$250,000 technology budget. Known for connecting learning design, school operations, data systems, and practical automation so teachers and administrators can make better decisions and adopt tools with confidence. Also works freelance as an AI model evaluation specialist for frontier AI research labs, pairing education domain expertise with hands-on LLM evaluation experience.

Best-Fit Role Focus

Instructional Design & Training: curriculum design, teacher professional development, learning objectives, assessment design, training modules, facilitator guides, adult learning support, staff onboarding.

Learning Technology & LMS: Moodle, Schoology, Google Classroom, Infinite Campus, online learning program operations, LMS workflows, teacher support, platform adoption, learning systems documentation.

EdTech Implementation & Customer Education: stakeholder discovery, educator onboarding, implementation planning, adoption support, user training, success playbooks, school workflow translation.

Education Data Systems & Reporting: SQL/SSRS reporting, Excel analysis, Schoology data workflows, compliance reporting, early-warning reports, data exports, dashboard-style decision support.

K-12 Technology Operations: Google Workspace, Google Admin Console, Chromebook fleet management, vendor management, budgeting, asset workflows, phone system modernization, operational support.

Selected Impact

- Support technology, learning platforms, reporting systems, and staff workflows for approximately 100 staff and 530 students.
- Manage a \$150,000-\$250,000 technology budget, including vendor selection, contract negotiations, cost-savings initiatives, and technology planning.
- Built or maintained 40-50 reports, dashboards, and recurring data exports across attendance, behavior, gradebook checks, health information, proficiency tracking, compliance, early-warning/intervention, and vendor workflows.
- Founded and managed online and local education programs, including curriculum built from scratch, Moodle LMS operations, teacher supervision, and professional development.
- Built internal staff tools and reporting workflows using Laravel, Schoology and Infinite Campus data, SQL/SSRS, Python for specialized projects, and AI-assisted/agentic coding as a practical force multiplier.
- Saved approximately \$4,000 per year with custom asset management system, avoided more than \$90,000 through vendor audit procedures, reduced Chromebook replacement costs through hardware reuse, and modernized the phone system at cost neutrality.

Professional Experience

Technology Director — Twin Cities Academy

2023-Present

- Lead K-12 technology operations, instructional technology support, learning-platform workflows, and data-informed tools for approximately 100 staff and 530 students.
- Oversee a \$150,000-\$250,000 technology budget, including vendor selection, contract negotiation, cost-savings initiatives, technology planning, and operational prioritization.
- Manage Google Workspace, Google Admin Console, Schoology-connected workflows, device support, staff support processes, and a Chromebook fleet of approximately 530 in-warranty devices plus 100 repurposed devices.
- Built a custom Laravel staff application with modules for Chromebook management, missing assignments, current grades, custom groups, graduation tickets, and administrator-facing grade distribution reports.
- Integrated Schoology data through API access and scheduled exports into local reporting workflows, improving staff access to actionable information while reducing manual work.
- Led migration from an unreliable on-premise Digium phone system to a cloud Net2Phone system supporting approximately 70 seats, improving reliability while maintaining cost neutrality.
- Partner with teachers, administrators, vendors, and support staff to translate school needs into practical systems, training, documentation, and workflows.

AI Model Evaluation Specialist (Freelance) — Mercor

February 2026-Present

- Evaluate large language model (LLM) outputs against detailed quality rubrics for frontier AI research labs (clients under NDA), specializing in the education and general computer-use domains.
- Author prompt and golden-response pairs used as reinforcement learning (RLHF-style) training data for LLMs in the education domain.
- Design adversarial evaluations of education-domain model behavior, developing source documents and prompts engineered to elicit specific failure modes and documenting how and where each model failed.

Founder & Product Lead — Boreinu Education (Side Project)

2024-Present

- Designed and launched a digital learning product with a Laravel-based website, Flutter-based mobile app, structured study-content database, and TTS audio workflow.
- Used AI-assisted/agent coding tools to direct product development, content pipelines, structured data ingestion, and audio production.
- Managed the product lifecycle from concept through deployment, combining curriculum/content design, technical architecture, data workflows, and learner facing delivery.

Director — Behold! Education (Side Business, Part-Time)

2018-Present

- Founded and managed online and local education programs serving elementary through high school learners, with online enrollment reaching 25-30 students at peak and local programming serving 20-25 students.
- Directed a team of 10 teachers, including onboarding, program expectations, instructional support, and professional development.
- Built curriculum from scratch, including scope and sequence, course structure, lesson planning expectations, and instructional resources tailored to program goals.
- Implemented and managed Moodle LMS for online school programs, including course organization, teacher support, and learning-technology workflows.
- Designed and delivered professional development for teachers in course design, lesson planning, instruction, technology-supported learning, and program implementation.
- Led strategic planning, parent/community engagement, and program operations across local and national reach.

Data Coordinator — Twin Cities Academy

2019-2023

- Extracted, cleaned, analyzed, and presented student and school operations data using Excel, SSRS, and Python for specialized projects.
- Built and maintained approximately 40-50 reports, dashboards, and recurring exports spanning attendance, behavior, gradebook checks, health information, proficiency tracking, state/federal compliance, early-warning/intervention, SPED transportation, and third-party vendor workflows.
- Developed early-warning reports for targeted student interventions and created data exports/integrations for third-party vendor systems.
- Partnered with teachers, administrators, and support teams to define reporting needs, improve data workflows, and turn raw student information into usable decision support.
- Supported Minnesota Department of Education and federal program reporting through accurate, repeatable reporting processes.

Physical & Earth Science Teacher — Twin Cities Academy

2016-2023

- Delivered project-based STEM instruction designed to build research, problem-solving, communication, and scientific reasoning skills.
- Integrated technology into instruction through blended learning, Google Classroom & Schoology, data analysis, and classroom-facing digital workflows.
- Guided students in self-reflection and goal-setting to improve mastery of curriculum standards.

Earlier Teaching Experience

Paraprofessional & Long-Term Substitute Teacher, Chemistry — Twin Cities Academy | 2015-2016

- Revitalized chemistry instruction mid-year by designing and delivering differentiated lessons; supported a student with developmental disabilities in general education settings; supervised and coached teaching assistants.

5th & 6th Grade Teacher — Bernice Mathews Elementary School | 2012-2015

- Designed standards-aligned lesson plans, collaborated across the teaching team, and improved student reading test scores by an average of 4 percentile points in one semester.

Life & Physical Science Teacher — Dilworth STEM Academy | 2007-2012

- Taught science with a STEM emphasis, developed lessons for diverse learners, encouraged critical thinking and collaboration, and served on the leadership committee during the transition to STEM academy.

Core Skills

Instructional Design & Learning: Curriculum Design, Assessment Design, Learning Objectives, Standards Alignment, Differentiated Instruction, Project-Based Learning, Blended Learning, Adult Learning Support, Teacher Professional Development, Staff Training, Facilitation, Online Learning.

Learning Technology & EdTech: Moodle, Schoology, Google Classroom, Google Workspace, Infinite Campus, Clever, LMS Administration, Learning Platform Workflows, Technology Integration, User Onboarding, Adoption Support, Training Documentation.

Data & Reporting: SQL, SSRS, Excel, Python for Specialized Projects, Data Cleaning, Data Exports, Early-Warning Reports, Compliance Reporting, Dashboard-Style Reporting, Data-Informed Instruction, Stakeholder Requirements.

Technology Operations: Google Admin Console, Chromebook Fleet Management, Vendor Management, Budget Management, Asset Management, Phone System Migration, Basic Networking, Linux, Internal Tools, Process Improvement.

AI-Assisted / Agentic Workflows: Claude Code, Open Code/Codex-style CLI workflows, AI-assisted Laravel and Flutter development, LLM Output Evaluation, Quality Rubrics, RLHF Training Data (Prompt + Golden-Response Authoring), Adversarial Testing/Red-Teaming, automation workflows, data pipelines, structured content processing, TTS audio workflows.

Education & Credentials

Master of Education — Quality Schools, Graceland University, 2011

Bachelor of Science — Elementary Education, University of Nevada, Reno, 2007