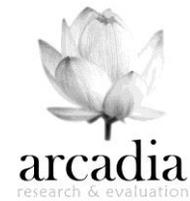


# Tehout Selameab, M.P.P.

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## OVERVIEW OF EXPERTISE

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**Mrs. Selameab** has broad experience conceptualizing, implementing and managing evaluation projects and efforts serving diverse and high-risk populations. Experienced in a broad array of evaluation competencies including research design, measurement, data management, statistics, report writing and evaluation capacity-building. She has broad experience in managing complex projects; designing and implementing real-world evaluation studies; developing training materials for evaluation capacity building; delivering customized evaluation technical assistance to clients; and brokering and strengthening relationships between stakeholder groups.

- **Project Management:** Under direction of a national office, lead a federally-funded evaluation capacity-building initiative serving ten states in the Midwest region. Recruited, trained and virtually managed a distributed team of field consultants that provide in-person and remote TA to community-based programs. Facilitated the effective delivery of TA to clients by providing TA providers with a clear process for client engagement, assessing and augmenting individual TA provider's skills with resources to support client learning, troubleshoot TA issues as they arise and participated in the delivery of TA to programs. Monitored budget to ensure TA is delivered in a cost-effective manner.
- **Research and Evaluation Planning:** Conceptualize evaluation designs for programs working in various contexts and at varying stages of readiness for implementing evaluation efforts. Designed evaluation strategies for various issues including substance abuse prevention, youth development (i.e., youth leadership, youth empowerment, youth advocacy models), strengths-based tribal youth programs, social connectedness programs, educational interventions for children and youth, wellness and healthy living programs and programs serving court-involved youth. Experienced in translating and assisting programs designing mixed method studies; conducting primary data collection with hard-to-reach populations, youth and marginalized populations; using secondary or administrative data to evaluate program outcomes; and incorporating qualitative methods to provide depth to quantitative information. Routinely receive positive feedback from program staff initially leery of program evaluators and/or evaluation expressing renewed interest in implementing various evaluation efforts.
- **Developing Training Materials:** Create print, virtual and in-person training materials focused on building participants' evaluation knowledge. Accomplished in designing content for audiences with little to no experience with evaluation. Adept at making virtual platforms interactive and engaging for audiences through the use of video, audio and activities. Experienced in managing product development teams and processes from start to finish.
- **Brokering Relationships:** Extensive experience strengthening relationships between different groups including researchers and non-researchers; evaluators and program staff; Native American grantees and Federal funders; Senior level managers and front-line staff. Adept at creating common goals to move evaluation work forward and adapting language and concepts to fit various cultural frameworks.

## EDUCATION

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University of Minnesota, Humphrey School of Public Policy, M.P.P., Policy Analysis, 2005  
University of Minnesota, B.S., Applied Economics, 2000

## PROFESSIONAL EXPERIENCE

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**Blue Cross and Blue Shield of Minnesota Foundation, *Connect for Health (CFH)* 2014 - Present**  
**Co-Lead Evaluator, arcadia research & evaluation, LLC**

CFH supports local non-profits to strengthen social connectedness in low-income and/or marginalized communities. As part of the team, provide evaluation capacity-building training and coaching to grantees; help grantees develop tools and strategies for evaluating their efforts; conduct trainings; and, provide the Foundation on-going feedback on the progress of the Initiative. More information available at: <https://www.bcbsmnfoundation.org/our-focus/social-connectedness>.

**Washington County Public Health & Environment, *Living Healthy in Washington County***  
**Lead Evaluator, arcadia research & evaluation, LLC** 2014 – Present

Living Healthy is a state-funded effort that employs various strategies on multiple levels and settings (e.g., individual, worksites, schools, housing) to support residents to make healthier choices and reduce the burden of chronic diseases such as obesity, diabetes and cancer. As lead evaluator, my role includes: developing a data collection system for tracking progress in various community projects; reporting progress to the state; providing support to community partners and staff to implement evaluation requirements; and, analyzing and using data to inform program efforts as well as track progress on the department's strategic goals. More information available at: <http://www.livinghealthywc.org/>

**Minnesota State Epidemiological Outcomes Workgroup (SEOW), *Best Practices Team***

**EpiMachine, LLC (Lead Contractor)** 2014 - Present  
**Research Consultant, arcadia research & evaluation, LLC**

The Best Practices Team, a working group of the MN SEOW, is identifying best practices related to the prevention of marijuana and high-risk and/or underage alcohol use among college-aged young adults. The Best Practices Team conducts systematic literature reviews, consults with content experts and analyzes available data to identify emerging and best practices. Findings from the Best Practices Team will be used to develop materials (e.g., webinars, written materials, trainings, etc.) to support implementation of Minnesota's Partnership for Success (PFS) grant on campuses throughout the state. More information about PFS is available here: <http://captus.samhsa.gov/grantee/capt-clients/pfs>. More information about the SEOW is available here: <http://sumn.org/>.

**Arbor Place, Inc., *Dunn County Partnership for Youth (DCPFY)*** 2014 - Present  
**Lead Evaluator, arcadia research & evaluation, LLC**

DCPFY, a substance use prevention coalition located in Menomonie, WI, is implementing a Drug Free Communities grant which aims to serve youth and young adults in the county. As lead evaluator, my role includes: building capacity for implementing SAMHSA's Strategic Prevention Framework; analyzing and synthesizing findings from various data sources; developing a needs assessment report; assisting the Coalition interpret data, identify strategic priorities and strategies to address identified issues, and conduct on-going evaluation to monitor progress on identified outcomes.

**Statistical Consultant, Office of Student Attendance**

**2009 (June – August)**

**Minneapolis School District, arcadia research & evaluation, LLC**

Contracted by the District to analyze attendance data to identify a broad set of indicators that influence student attendance outcomes. Designed analytic plan to assess the strength of associations between student characteristics (e.g., homelessness) and attendance outcomes. Through various statistical models, provided District actionable information about the degree to which specific characteristics influenced student attendance. Findings allowed the District to focus programming efforts for the early identification of students at risk for developing poor attendance outcomes.

**Research Associate II | Technical Assistance Provider**

**2012 – 2014**

**Education Development Center (EDC), Chicago, IL (telecommuting position from St. Paul, MN)**

Managed the implementation of an evaluation technical assistance initiative aimed at innovative substance abuse and mental health promotion programs in the Midwest Region. Served as liaison with State officials in the region to elicit nominations of innovative substance abuse prevention programs, and select programs for participation in the Service To Science (STS) Initiative through a rigorous and competitive application and review process. Assessed technical assistance needs of STS participants and informed the delivery of training and technical assistance services provided to participants. Helped deliver initial evaluation training and technical assistance via online mechanism (e.g., moderated online courses), face-to-face affinity group seminars, and/or intensive and individualized onsite consultations. Identified, recruited, and/or trained as well as supervised field technical assistance providers who are expert in prevention science and evaluation and who can assist in the provision of evaluation technical assistance to local programs in the region. Monitored cost (i.e., TA provider hours) and quality of TA to ensure services are delivered in the most cost-effective manner.

**Substance Abuse Supplement Project Manager, Suicide Prevention Resource Center**

**Education Development Center, Waltham, MA (telecommuting position from St. Paul, MN) 2012-2013**

Managed a one-year project commissioned by SAMHSA charged with developing resources to help suicide prevention grantees build collaborative relationships with substance abuse partners. Conducted a literature review and key informant interviews with over 20 grantees and used findings to conceptualize and design the *SPRC Substance Abuse and Suicide Prevention Collaboration Continuum*, a web-based tool with resources to help grantees work through various stages of building a collaboration.

**Ramsey County Public Health, St. Paul, MN**

**2010-2012**

**Planning & Evaluation Analyst, Family Health Section, Saint Paul, MN**

Designed and implemented evaluations of county maternal and child health programs to assist managers and staff monitor program outcomes. Developed ways to summarize and interpret client administrative data and present findings in simple and visually appealing ways. Crafted and published a series of issue briefs on program outcomes, thereby created a new vehicle for disseminating program results to staff, managers and county leadership. Worked closely with public health nurse managers on program planning tasks including the implementation of evidence-based programs (i.e., *Nurse Family Partnership and Healthy Families America*).

**Ramsey County Public Health, St. Paul, MN**

**2009 – 2010**

**Planning & Evaluation Analyst, Community Corrections, St. Paul, MN**

Worked as part of an internal team providing evaluation support to juvenile corrections managers and staff. In close partnership with staff, developed processes for collecting, analyzing and interpreting program data. Provided evaluation support to a senior level workgroup charged with responding to, and

eliminating, racial disparities in the juvenile detention center. Analyzed and interpreted detention hall admissions data through a disparity lens and provided recommendations to the Deputy Director of Juvenile Corrections. Oversaw compliance with evaluation requirements of community vendors by providing training, building positive relationships and streamlining data collection and reporting processes.

**Hennepin County, Minneapolis, MN**

**2007-2009**

**Senior Planning Analyst, Research Planning & Development Department**

Designed and conducted evaluations of county programs to assist management, County Administration, and/or the County Board better monitor program outcomes. Served as lead evaluator of an early intervention school attendance program serving high-risk families to address barriers to consistent attendance such as high family mobility and/or homelessness, poverty, child protection cases, transportation and relationships with schools. This complex evaluation used various data sources including school attendance data, data from community providers, and child protection data to monitor and understand outcomes. Provided coordination across various evaluation stakeholders which included three county departments and Minneapolis School District staff. Developed data collection tools and worked with evaluation team to analyze and interpret data.

**Minnesota Institute of Public Health, Minneapolis, Minnesota**

**2005 – 2007**

**Research Analyst**

Developed and managed several evaluation projects for various local, state, federal and national public health clients. Managed various evaluation tasks including: formulating feasible evaluation designs that meet clients' budget requirements; coordinating and implementing survey research projects in various settings including school environments; designing and conducting key informant interviews with key stakeholders; and, analyzing data and drawing actionable conclusions. Maintained strong client relationships, many of whom renewed contracts for continued work. Established a federally registered Institutional Review Board for the protection of human subjects to review the organization's evaluation projects.

## **PUBLICATIONS**

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**Selameab, T.** and Yeh, S. (2008). Evaluating Intangible Outcomes: Using Multi-attribute Utility Analysis to Compare the Benefits and Costs of Social Programs. *American Journal of Evaluation* 29(4):301-316.

**Selameab, T.** (2011). Home Visiting Program Summary (Data Brief). *Saint Paul - Ramsey County Public Health Data Brief*. Available at <http://www.co.ramsey.mn.us/ph/pc/data.htm>.

**Selameab, T.** (2011). Healthy People Interconception Goal 2020 (Data Brief). *Saint Paul - Ramsey County Public Health*. Available at <http://www.co.ramsey.mn.us/ph/pc/data.htm>.

**Selameab, T.** (2011). Interconception Goal Follow-Up Study (Data Brief). *Saint Paul - Ramsey County Public Health*. Available at <http://www.co.ramsey.mn.us/ph/pc/data.htm>.

**Selameab, T.** (2011). St. Paul-Ramsey Home Visiting Program: Preterm and Low Birthweight Births Among Clients Visited in 2009 (Data Brief). *Saint Paul - Ramsey County Public Health*. Available at <http://www.co.ramsey.mn.us/ph/pc/data.htm>.

**Selameab, T.** (2011). St. Paul – Ramsey County Child and Teen Checkups Outreach Performance Indicators 2006-2010 (Data Brief). *Saint Paul - Ramsey County Public Health*. Available at <http://www.co.ramsey.mn.us/ph/pc/data.htm>

## PRESENTATIONS

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Stout, E., Davidson, L., **Selameab, T** (November 2013). Substance Abuse IS Suicide Prevention: Building Connections Between Our Fields To Save Lives. Presented at the American Public Health Association Annual Meeting, Boston, MA.

Stout, E., Davidson, L., **Selameab, T** (April 2013). Substance Abuse IS Suicide Prevention: Building Connections Between Our Fields To Save Lives. Presented at the Annual American Association for Suicidology Meeting, Austin, TX.

**Selameab, T.**, Nesbitt, S. (August, 2006). Short-term Outcomes of the Zero Adult Provider (ZAP) Project: A Judicial Response to Underage Drinking. Presented at the Annual National Prevention Research Network Prevention Research Conference, Lexington, KY.

**Selameab, T.**, Griffin, T. (October 2005). Evaluation: The Logic Model. Presented at the Annual Minnesota Prevention Resource Center Program Sharing Conference, St. Cloud, MN.