



# Courtney Clingan, M.S.

Senior Consultant, The Improve Group

Known as the “logic model maven” of the office, Courtney is passionate about building evaluation capacity of clients. She approaches capacity building and all types of work with collaboration, creativity, and curiosity. For fun outside of work, Courtney reads, practices yoga, cooks, plays cards, and tends to her collection of houseplants.

## Expertise

### Evaluation

Courtney enjoys the collaborative nature of evaluation at The Improve Group. The analysis phase is especially exciting to her, as it is when she and the client jointly make meaning of findings and transform the data into real-world recommendations. Courtney has expertise in mixed-methods and utilization-focused evaluation and is a strong believer in leveraging iterative processes to ensure community-responsiveness.

### Consulting

Courtney approaches consulting with humility, empathy, and open-mindedness, seeing the relationship with a client as a partnership. An experienced trainer, Courtney aims to build accessible capacity building into all her work so clients are more excited about and invested in evaluation by the end of a project.

### Practice areas

*Evaluation Capacity Building and Empowerment Evaluation: Providing people and organizations the tools they need to make informed strategic decisions and deepen organizational impact.*

## Professional Experience

**The Improve Group** | St. Paul, MN | Senior Consultant | 2013-present | Plan, lead, and execute project activities to make the most of information, navigate complexity, and ensure clients’ investments of time and money lead to meaningful, sustained impact.

Supports Alcohol, Tobacco, and Other Drug Prevention grantees around Minnesota to use community-specific data to implement evaluation strategies for reducing underage alcohol consumption.

Designed and implemented a statewide survey of Minnesotans about outdoor recreation to ensure planning and programming for state parks and trails was responsive to residents.

Conducted a responsive, mixed-methods strengths and needs assessment of the Omaha area’s LGBTQIA+ communities to inform data-driven funding by a community fund.

**Twin Cities Clean Cities Coalition** | St. Paul, MN | Clean Fuels and Vehicle Technologies Intern | 2011-13 | Evaluated federal policies through the Clean Cities Coalition program with tracked alternative fuel sales data to promote the use of domestic fuels and advanced vehicle technologies in transportation.

**Humphrey School of Public Affairs** | Minneapolis, MN | Teaching Assistant | 2012-13 | Instructed graduate students in groups and on a one-on-one basis to support learning.

**Office of Senator Al Franken** | St. Paul, MN | Intern | 2011 | Supported public appearances and communicated with constituents to represent U.S. senator.

## Education

University of Minnesota | Master of Science in Science, Technology, and Environmental Policy

University of Minnesota | Bachelor of Science in Environmental Science, Policy, and Management

## Training

Technology of Participation® Facilitation Methods | Institute of Cultural Affairs in the U.S.A.

## Professional Affiliations

American Evaluation Association

Minnesota Evaluation Association