



Courtney Clingan, M.S.

Managing 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.

Evaluation training and capacity building

As a member of The Improve Group’s Training Team, Courtney loves seeing people’s excitement for evaluation grow with their capacity and witnessing the lightbulb moments when they’re really onto something. Plus, Courtney finds evaluation capacity building is a two-way street: she is always learning from organizations during her training and capacity-building projects. From working with grantees of an alcohol and drug use prevention initiative to leading an organization through a hands-on logic model workshop, Courtney excels at partnering with clients to co-create meaningful evaluation experiences.

Professional Experience

The Improve Group | St. Paul, MN | Managing Consultant | 2013-present | Lead evaluation projects and phases to make the most of information, navigate complexity, and ensure clients’ investments of time and money lead to meaningful, sustained impact. Project experience includes:

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

Leading a team conducting development and summative evaluation for the Center for IDEA Fiscal Reporting, to inform its assistance to state education agencies reporting special education fiscal data.

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

Conducting 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