



Mary Kojima, M.P.H.

Senior Consultant, The Improve Group

Mary is passionate about designing and implementing thoughtful, responsive, and useful evaluations. She has experience helping mission-driven organizations including Girl Scouts River Valleys to improve programming, demonstrate impact, and better serve their communities.

Expertise

Evaluation

Mary has led evaluation projects in the nonprofit sector focused on positive youth development, bringing to her work experience in designing high-quality tools, collecting qualitative and quantitative data, analyzing results, and creatively sharing findings to ensure they are useful to clients. She grounds her work in the ultimate benefit to communities. She is adept at finding patterns and themes in organizations' work, making meaning of them, and telling the powerful stories of mission-driven work.

Consulting

Empathetic and curious, Mary prioritizes relationship-building in her work and strives for partnership, collaboration, and shared meaning in her projects. She values the unique experience and perspectives each individual brings to a project and works to create pathways for people to share these important insights.

Professional Experience

The Improve Group | St. Paul, MN | Senior Consultant | 2024-present | Plans, leads, and implements project activities to make the most of information, navigate complexity, and ensure clients' investments of time and money lead to meaningful, sustained impact. Project experience includes:

Working with the Minnesota Valley Wildlife Refuge to understand the engagement that traditionally underrepresented groups have with the refuge.

Supporting an environmental scan to better understand Minnesota's informal family, friend, and neighbor childcare communities. Mary supported the design of the survey and a team of Community Survey Navigators who expanded the reach of our surveys of providers and families who use this form of childcare.

Supporting a community-driven needs and assets assessment for Community Action Partnership of Ramsey and Washington Counties. Mary worked with a team of culturally specific partners who did outreach for and facilitated in-depth focus groups with their communities.

The Improve Group | St. Paul, MN | Associate Consultant | 2022-2024 | Worked collaboratively with project teams to complete activities.

Girl Scouts River Valleys | St. Paul, MN

Research and Evaluation Analyst | 2019-2022 | Developed, conducted, and managed evaluations across all operations functions to demonstrate the measurable impact of programs and identify opportunities for improvement.

Funded Program Analyst | 2018-2019 | Monitored delivery, dose, and reach of all funded programs to ensure grant requirements were met.

Teen Pregnancy & Prevention Partnership | St. Louis, MO

Program Intern | 2017 | Developed, implemented, and evaluated trainings on the National Sexuality Education Standards to provide educators with age-appropriate health promotion activities.

Capstone Partner | 2017 | Conducted a literature review and key informant interviews with health providers to investigate barriers and facilitators to long-acting reversible contraception uptake among adolescents.

Education

Saint Louis University | Master of Public Health in Maternal and Child Health

University of Wisconsin-Madison | Bachelor of Science in Nutritional Sciences with a minor in Global Health

Affiliations

American Evaluation Association

Minnesota Evaluation Association

Community Involvement

Japanese American Citizens League, Twin Cities Chapter | Board Member | 2021-2023