



KATE HEMADY

katharine-hemady 



Ellicott City, MD 

CV available upon request

EDUCATION

Ph.D., M.S. in Human Development and Family Studies

Focus area: Prevention Science

The Pennsylvania State University
2010 – 2016

B.A. in Psychology; English

St. Mary's College of Maryland
2006 – 2010

SKILLS

- Building supportive and sustaining systems to align with a program's core components
- Application of implementation science and systems change frameworks
- Cross-sector visioning of innovative partnership and programming to address complex family needs
- Data interpretation, data-informed decision-making, and quality improvement
- Locating systemic barriers and constraints operating on individual actors in service of sustainable, long-term solutions

COMMUNITY ENGAGEMENT

- Coalition leadership, including:
 - Regional Partnership Grant Steering Committee
 - Philadelphia Coalition on Children and Opioids in Child Welfare
 - Health Education and Relationships through Theater Community Advisory Group
- Structured advice and feedback from community members via qualitative data collection
- Collaboration with Peer Specialists and Lived Experience Experts; shared leadership with Intersectional Professionals
- CBO partnership

RECENT PARTNERS

- Achieving Reunification Center, Philadelphia, PA - implementation support and evaluation funded by Philadelphia Department of Human Services
- Acenda Integrated Health, Child and Family Services Division, Atlantic, Cape May, and Ocean Counties, NJ - coalition support and evaluation funded by ACF's Children's Bureau

PROFESSIONAL EXPERIENCE

Principal, Implementation Support Consultant

KH Human Services Consulting | Maryland | 2025 - present

- Partnered with executive teams as a strategic thought partner, helping them clarify and define their organization's distinctive presence, deepen their theory of change, and secure improved funding opportunities.
- Ensured program alignment with community values and goals, organizational mission, and research insights for organizational resilience and impact.
- Championed the integration of cutting-edge developmental science into nonprofit practice, elevating the quality and relevance of services delivered to families.
- Strengthened organizational readiness for innovation by implementing change-management strategies that increased staff engagement and program adoption, while improving team dynamics.
- Increased organizational capacity for innovation by preparing systems and workflows and co-creating implementation and quality improvement plans.

Research Scientist

Public Health Management Corp | Philadelphia, PA | 2016 - 2025

- Collaborated with partners to respond to community need, inform program approaches, design tailored evaluation, and write grant applications.
- Developed logic models based on program theory. Inform technical assistance on inputs, and activities such as training, and determine evaluation plan including construct and quantitative measurement tool selection and assessment timing.
- Liaised with trainers, program developers, database system administrators, and cross-site evaluators to soundly develop and effectuate program implementation and evaluation plans.
- Lead teams in a matrix supervision structure to execute evaluation plans, including monitoring implementation and conducting direct data collection with participants.
- Developed qualitative data collection guides and gathered participant input and feedback.
- Reported evaluation findings; analyzed and interpreted data to inform quality improvement efforts, state effectiveness, and contribute to organization, community, and state policy decision-making.

Director

Division on Family Strengthening and Child Wellbeing

Public Health Management Corp | Philadelphia, PA | 2018 - 2020

- Founding director of the Division, building a portfolio of business in evaluating and supporting family strengthening and child well-being-focused initiatives.
- Identified potential partners including Community-based organizations (CBOs), government agencies, and academic partners.
- Fostered collaborative relationships to develop grant applications, including a multi-project relationship with Turning Points for Children, a then-Community Umbrella Agency (child welfare agency) and family and youth support agency.
- Supported CBO/agency strategic priorities; demonstrated understanding of mission and challenges.
- Supported partial salaries of up to 15 staff.
- Supervised 5 direct reports, and additional indirect reports.