

## County Council of Howard County, Maryland

2025 Legislative Session

Legislative day # 9

### RESOLUTION NO. 113-2026

Introduced by: Chairperson at the request of the County Executive

Short Title: Appointment – Katharine T. Hemady – Board of Social Services

Title: A RESOLUTION confirming the appointment of Katharine T. Hemady to the Board of Social Services.

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Introduced and read first time on July 6, 2026.

By order Michelle Harrod  
Michelle Harrod, Administrator to the County Council

Read for a second time and a public hearing held on July 20, 2026.

By order Michelle Harrod  
Michelle Harrod, Administrator to the County Council

This Resolution was read the third time and was Adopted ☒, Adopted with amendments \_\_, Failed \_\_, Withdrawn \_\_ by the County Council on sep 8, 2026.

Certified by Michelle Harrod  
Michelle Harrod, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. ~~Strike out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

July 29, 2026 ~~Tabled~~ Michelle Harrod

**WHEREAS**, Section 404 of the Howard County Charter and Section 6.300 of the Howard County Code provide for the County Executive to appoint and for the County Council to confirm nominees to Howard County Boards and Commissions created by law; and

**WHEREAS**, Section 3-501 of the Human Services Article of the Annotated Code of Maryland provides for a Board of Social Services in Howard County; and

**WHEREAS**, according to Section 3-501 of the Human Services Article of the Annotated Code of Maryland, the term of a member appointed to a local Board of Social Services is three years; and

**WHEREAS**, the County Executive has proposed the appointment of Katharine T. Hemady as a member of the Board of Social Services; and

**WHEREAS**, the County Council ratifies the County Executive's special trust and confidence in the abilities of the nominee.

**NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County, Maryland this 8 day of September, 2026 that the following person is appointed as a member of the Board of Social Services to serve from the passage of this Resolution to June 30, 2029 or until a successor is appointed and confirmed:

Katharine T. Hemady  
Ellicott City, Maryland



# 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.