Evidence-Based Associates

**DAN EDWARDS, PH.D.**  
President  
dedwards@ebanetwork.com

Edwards is president of Evidence-Based Associates, and formerly served as EBA's chief operating officer. Before joining Evidence-Based Associates, Edwards worked for MST Services, an affiliate of the Medical University of South Carolina and the Family Services Research Center. As vice president at MST Services, Edwards coordinated several large-scale implementation projects in the United States, as well as in northern Europe. Since joining EBA in 2007, he has co-authored several publications on evidence-based programs and has been instrumental in the growth and success of EBA's Redirection project.

**NICOLE JANER**  
Director of Operations  
njaner@ebanetwork.com

Janer was the lead project manager for the Florida Redirection Project and now oversees all of Evidence-Based Associates project activities, including the company’s work in Georgia and Washington, D.C.. Her role incorporates her desire to provide quality services for youth and families while shaping public policy. Janer's past experiences – as a vocational counselor, director of a parent advocacy and training organization, implementer of a federal demonstration project for system changes with youth with developmental disabilities and an administrator of a provider organization – have all proven to be beneficial in her role with Evidence-Based Associates. She shares great enthusiasm for building local teams that include the Department of Juvenile Justice, legislators, treatment model representatives and direct service providers of evidence-based treatment services in order to deliver quality and meaningful services.

**CLAY YEAGER**  
Senior Consultant  
cryeager@comcast.net

Yeager has served the interests of at-risk children for more than 40 years in the public, private and nonprofit sectors. He was the first Director of Pennsylvania’s Office of Juvenile Justice and Delinquency Prevention and served as Executive Director of the Governor’s Partnership for Safe Children during the administration of Governor Tom Ridge. He also was the first recipient of the 'Visionary of Pennsylvania Award' for his role as one of the principal architects of the Commonwealth's far-reaching and coordinated evidence-based prevention strategies, which is recognized as one of the most comprehensive in the nation. Yeager later served as President and CEO of Nurse-Family Partnership National Office in Denver. Yeager has spoken to groups and organizations across the country on the importance of using prevention programs that work on behalf of children. He is senior consultant with Evidence-Based Associates and Policy Director for the Blueprints for Healthy Youth Development.
BOB SAYLES
Director, Information Management and Technology
bsayles@ebanetwork.com

Sayles has 20 years of experience working in the data management and internet technology field and has worked in finance and audit areas within multiple corporations. He earned a Bachelor in Accountancy from the University of Notre Dame and a Master in Business Administration from Regis University. As director of information management and technology at Evidence-Based Associates, Sayles is responsible for the daily maintenance of the company databases, dashboards and computer network. Sayles is also responsible for Agency reporting and analytics.

MARGARET MCAHISTER
Human Resources Generalist
MMcAlister@ebanetwork.com

McAlister is the human resources specialist for Evidence-Based Associates. She brings more than 20 years of human resource management experience for mid-sized corporations and start-up businesses. Since joining EBA in August 2010, McAlister has worked with project managers and their subcontracted agencies in Florida, Georgia and Washington, D.C., to reduce therapist turnover by more than 50% in some areas. McAlister manages the Supervisor Training Institute with the District of Columbia Department of Behavioral Health in Washington, D.C., ensuring that the Families First Program team supervisors and Human Resources personnel receive training in best practices human resources for evidence-based practice teams. She has co-authored nine evidence-based practice therapy model-specific EBA Best Practices Hiring Manuals, in collaboration with various EBP provider teams and model consultants. She currently is working on a comprehensive Human Resources manual for evidence-based practitioners.

LESLIE-ANN BYAM
Program Director, Families First Program
lbyam@ebanetwork.com

Byam is director for Families First in Washington, DC. Families First was established by the District of Columbia Department of Behavioral Health to help expand the use of evidence-based practices throughout the district. Currently, the district offers nine evidence-based practices for district youth and families. Byam comes to Evidence-Based Associates with 20 years of professional experience devoted to program management and development on a local, state and national level, as well as for the U.S. military. Prior to joining EBA, Byam served as a prevention and education program manager for the U.S. Marine Corps. Byam received her Master in Clinical Counseling Psychology from Marymount University in Arlington, VA.
**MATTHEW STAGNER**
Senior Fellow and Director, Chicago Human Services Research  
MStagger@mathematica-mpr.com

Stagner is a nationally known expert on youth development and risk behaviors, child welfare, evaluation design and methods, and the role of research in policymaking. Stagner’s work focuses on policies and programs for vulnerable youth, such as those facing pregnancy risk, transitioning out of foster care, or struggling to connect to employment and postsecondary education.

He recently completed six years as the executive director of Chapin Hall at the University of Chicago. Prior to joining Chapin Hall, Stagner directed the Center on Labor, Human Services, and Population at the Urban Institute in Washington, D.C. He also served as director of the Division of Children and Youth Policy, Office of the Assistant Secretary for Planning and Evaluation, in the U.S. Department of Health and Human Services.

---

**CAY BRADLEY**
Senior Researcher  
cbradley@mathematica-mpr.com

Cay Bradley is an expert on designing evaluations of services for at-risk youth, including teenage pregnancy prevention programs, and in conducting process evaluations in both education and community settings. Her expertise includes designing, conducting and synthesizing site visits and providing technical assistance.

Bradley is the deputy project director of Building Capacity to Evaluate Interventions for Youth/Young Adults with Child Welfare Involvement at Risk of Homelessness, a project that provides evaluation technical assistance to grantees as they develop comprehensive and innovative programs to support at-risk youth in making a successful transition to independent adult life. She provides evaluation technical assistance to U.S Office of Adolescent Health Teen Pregnancy Prevention grantees for a teen pregnancy prevention evaluation. She has played numerous roles in the What Works Clearinghouse (WWC), an initiative of the U.S. Department of Education’s Institute of Education Sciences, including evidence coordinator, reviewer and trainer. In her current roles, she serves as director of content, intervention report task leader, and training and certification task leader for the WWC.

---

**ELIZABETH CAVADEL, PH.D.**
Senior Researcher  
ecavadel@mathematica-mpr.com

Cavadel specializes in descriptive and evaluation studies on early childhood topics. Her research interests include early childhood intervention; child assessment; cognitive development; family support; and early education policy, particularly for low-income families. She also has experience in clinical and developmental mental health, with a focus on prevention.

Cavadel studies Head Start and preschool children’s programs – focusing on children’s social, emotional, and academic outcomes, as well as school readiness and program quality. She has expertise in developing and administering evidence-based interventions and developmentally appropriate assessments. On the Quality of Caregiver Interactions for Infants and Toddlers project, she developed an observational tool to assess the quality of interactions between caregivers and children in non-parental care settings. She is the project director for the LA Advance Study, an evaluation of early childhood professional development programs. In addition, she is part of the research team for a longitudinal evaluation of the Harlem Children's Zone and the Goal Oriented Adult Learning for
Self-Sufficiency project, which examines how executive function and related cognitive skills can be applied to parenting and workforce development programs.

**University of North Carolina at Chapel Hill**

DEAN L. FIXSEN, PH.D.
Senior Scientist
dean.fixsen@unc.edu

Fixsen has spent his career developing and implementing evidence-based programs, initiating and managing change processes in provider organizations and service delivery systems, and working with others to improve the lives of children, families and adults. Dean is co-author of the highly regarded monograph, *Implementation Research: A Synthesis of the Literature*. He has served on numerous editorial boards and has advised federal, state, and local governments. Dean is a senior scientist at the Frank Porter Graham Child Development Institute; founder of the National Implementation Research Network; director of the State Implementation and Scaling-up of Evidence-based Practices (SISEP) Center; and president of the Global Implementation Initiative.

**Lena Pope Early Learning Center**

SUZANNE LUEBKE
Director
sluebke@lenapopehome.org

Luebke has worked in Tarrant County, TX social service since 1992. Luebke received her graduate degree from University of Southern California and was licensed as a clinical social worker (LCSW) in 1995. Since that time, she has worked as a child and family therapist and has had responsibility for managing many clinical and family preservation programs, including contracts with Texas Department of Family and Protective Services, Fort Worth Independent School District, and United Way of Tarrant County. Luebke has been actively involved in numerous countywide collaborative efforts involving mental health issues and evidence-based practice implementation. She has been with Lena Pope since 2007 where she has provided training, evidence-based practice implementation and management of Lena Pope’s alternative education services.

**Institute of Behavioral Science**

DELBERT ELLIOTT
Acting Director, The Program on Problem Behavior and Positive Youth Development
elliott1100@comcast.net

Elliott is the Acting Director of The Program on Problem Behavior and Positive Youth Development in the Institute of Behavioral Science at the University of Colorado. He is also a Distinguished Professor Emeritus and Research Professor in the Institute of Behavioral Science. He is the director of the National Youth Survey, the longest study of criminal behavior and drug use in a national panel of adolescents and young adults in the United States. Elliott’s books include *Delinquency and Dropout* (1974); *The Social Psychology of Runaways* (1978); *Explaining Delinquency and Drug Use* (1985); *Multiple Problem Youth: Delinquency, Drugs and Mental Health Problems* (1989); *Violence in American Schools* (1998); and *Good Kids from Bad Neighborhoods* (2006). Elliott is the founding director of the Center for the Study and Prevention of Violence within the Institute of Behavioral Science, as well as the Senior Editor of the Blueprints for Violence Prevention Initiative, which certifies effective violence prevention programs.
The Forum for Youth Investment’s Field Services Team

**MERITA IRBY**  
Chief Operating Officer  
merita@forumfyi.org  
202.207.3332

Irby is a chief architect of both the Forum for Youth Investment and its signature initiative, Ready by 21®. Having founded the Forum with Karen Pittman in 1998, she is now its leader of strategic planning and serves as a lead facilitator of Ready by 21® activities, from workshops and symposiums to ongoing learning groups. As a coach for Ready by 21®, change-makers, Irby works with key leaders from school districts, governmental departments, community collaboratives and non-governmental organizations nationwide.

In 1995, Irby joined Pittman in starting the President’s Crime Prevention Council, chaired by Vice President Al Gore. They then joined the International Youth Foundation, and were charged with creating its Learning Department to facilitate learning among the foundation’s Global Partner Network and developing a U.S. strategy – work that later gave rise to the Forum.

Irby also served on the boards and advisory committees for numerous organizations, including the American Camp Association and the Civic Mission of Schools. She earned a Master in Public Policy from the John F. Kennedy School of Government at Harvard University.

---

Northside Achievement Zone

**ANDRE DUKES**  
Family Education and Engagement Director  
adukes@the-naz.org

Dukes is the Family Education and Engagement Director at the Northside Achievement Zone (NAZ). NAZ is a Promise Neighborhood collaboration of organizations and schools that work with children and families in a geographic “Zone” of Minneapolis to build a culture of achievement so all youth graduate from high school ready for college.

Growing up in South Minneapolis, Duke’s experiences led him to devote his life to helping people. He is the Assistant Pastor at Shiloh Temple International Ministries and has worked with city officials to reduce youth violence in North Minneapolis.

Dukes’ community work began in 2000 when he became a regional facilitator for the Black Church Initiative based in Washington, D.C. The program was called “Keeping It Real” and focused on teen abstinence.

In 2004, Dukes moved to north Minneapolis and began working with men dealing with chemical dependency issues. He became a regular facilitator of groups at Turning Point and African American Family Services. From 2006-2008, Dukes became Pastor of Community Affairs at Shiloh Temple International Ministries, where he led key outreach components related to community engagement and capacity building; worked on a project with the Stairstep Foundation; and participated in a steering committee to help frame the Northside Achievement Zone. Andre became the first full-time employee of NAZ in 2009.

Andre was a keynote speaker at the University of Minnesota Summer Institute and co-facilitated a course in 2014 on “The Untapped Resource of Fathers” with Glen Palm of St. Cloud University. He has served on the board of Ready for K and is currently a member of the Mayor’s cabinet on Early Childhood.
DC Trust

E. BOMANI JOHNSON
Senior Director, Programs and Partnerships, DC Trust: Catalyst for Youth Success
bjohnson@dctrust.org

Johnson is the senior director of Programs & Partnerships for the DC Trust, an intermediary focused on ensuring that every child and youth in Washington, D.C. has access to the high-quality programs, supports and services needed for their development as well-rounded adults committed to the excellence of themselves, their families and communities, and our society as a whole. In his current role, Johnson provides the strategic direction for The Trust’s initiatives, capacity building offerings, and its grantmaking; builds new and enhances existing relationships with local and national stakeholders to support the vision, mission and goals of The Trust; and leads The Trust’s work to enhance the lives of boys and young men of color in Washington, D.C. With more than 25 years of experience in the nonprofit and philanthropic sectors, Johnson’s professional experiences range from providing direct service to low-income youth and families of color, to advocating for the civil and human rights of marginalized groups on the national and international stages.

Prior to the Trust, Johnson served as the Director, DC Office of the Community Foundation for the National Capital Region.

Johnson also has worked with the Latin American Youth Center in DC, the Illinois Center for Violence Prevention, American Friends Service Committee and the Kenwood Oakland Community Organization in Chicago. Johnson is a member of the 2015 Class of the Association of Black Foundation Executives, Connecting Leaders Fellowship Program, and supports several organizations in the D.C. area including After-School All Stars and Techbridge.

School District of Palm Beach County

JOSEPH M. LEE, ED.D,
Assistant Superintendentjoseph.lee@palmbeachschools.org

As a 16-year employee of The Palm Beach County School District, Lee has worked in numerous capacities including as a teacher, assistant principal, area coordinator, and middle and high school principal. He currently serves as an assistant superintendent in the Division of Educational Alternatives and Interventions.

Lee is responsible for the administration of the following departments:
• Adult & Community Education
• Afterschool Programming
• Charter Schools
• Choice & Career Options
• Education Alternatives
• Jump Start to High School
• Middle School After School Programs
• Parent Academy (New Initiative)
• Safe Schools

Lee earned his Doctorate of Educational Leadership from Nova Southeastern University. He also holds a Master in Educational Leadership and Bachelor of Science in Broadcast Journalism and Criminal Justice.
The mission of the Division of Educational Alternatives and Interventions is to provide a safe educational environment that enables students to develop and apply the skills, knowledge, behaviors, and values needed to realize their maximum potential.

**Oregon Research Institute**

**MICHAEL S. ROBBINS, PH.D.**
Senior Scientist  
Director of Research, Functional Family Therapy, Inc.  
[mrobbins@ori.org](mailto:mrobbins@ori.org)

Robbins is a senior scientist at the Oregon Research Institute and director of research for Functional Family Therapy, Inc. Robbins has extensive experience conducting clinical research in family therapy with drug-using, delinquent adolescents and their families. Robbins is a frequent lecturer and consultant, and is recognized as a leader in the areas of process and outcome research in adolescent drug abuse treatment. He has led numerous federally-funded research studies, including innovative process studies that involve the examination of in-session processes across three, empirically-validated family interventions as well as one of the largest multi-site family therapy trials conducted with adolescent drug users. Robbins has extensive publications in the area of family therapy for adolescents with behavior problems, including co-editing the Third Edition of the Handbook of Family Therapy (Brunner Routledge, 2003), a primary source textbook for many family therapy training programs. He has served as consulting editor for the Journal of Consulting and Clinical Psychology.

Robbins was a faculty member at the University of Miami Miller School of Medicine from 1994 to 2009, where he also served as the master trainer of Brief Strategic Family Therapy, before coming to Oregon Research Institute. In his role at Functional Family Therapy, LLC, he oversees the training of more than 2,500 therapists who work with approximately 30,000 annually at more than 330 sites worldwide.
**Palm Beach County**

**JAMES GREEN**  
Director, Outreach and Community Programming, Palm Beach County Youth Services Division  
jgreen1@pbcgov.org

Green is director of the Outreach and Community Programming Division for the Palm Beach County Youth Services Department. The mission of YSD is to administer programs and initiatives of the Board of County Commissioners to ensure the healthy growth, development, education, and transition of children and youth to young adulthood and the workforce. Green leads the Palm Beach County My Brother’s Keeper initiative, where he works closely with public and private entities to create educational and economic opportunity for boys and young men of color.

Green is the former program director for the Palm Beach County Community Action Agency (CAA), a division of the Community Services Department. He earned a certification in the Community Action Partnership’s Peer Review program, which is based on the Malcolm Baldridge model and is one of six Certified Community Action Professionals (CCAP) in the state of Florida. He is a Nationally Certified ROMA (Results Oriented Management and Accountability) trainer, which is a complete management and accountability process based on principles derived from Peter Drucker and Reginald Carter.

Green received the Florida Association for Community Action, Inc. (FACA) Agency of the Year Award on behalf of CAA for assisting the greatest number of families and individuals to achieve economic independence and self-sufficiency within their communities in 2013-1014. In 2011, Palm Beach County presented Green with the Golden Palm Award for his role in increasing program efficiency and saving the county thousands of dollars by creating, developing and implementing an electronic payment system for the Low Income Home Energy Assistance Program (LIHEAP).

Green received his Bachelor of Arts from Auburn University and his Master’s degree from Palm Beach Atlantic University.

**JAN DE COURSEY**  
Consultant  
jandecoursey@comcast.net

Jan DeCoursey is a consultant to individual programs and social policy research centers. She has 20 years of experience conducting applied research about the influence of poverty and public systems on child welfare, adolescent development and workforce development. She specializes in formative, implementation and impact evaluation. Her work in child welfare is particularly focused on developing practice and building an evidence base within the field. DeCoursey was a senior research staff at Chapin Hall at the University of Chicago for 10 years. She also was director of youth development for the YMCA of Metropolitan Chicago and a residential foster care worker. She has a Master’s Degree from the School of Social Service Administration at the University of Chicago.

**JENNIFER VILLANO**  
Consultant  
villanostamper@comcast.net

Villano has been a teacher, counselor, principal and district administrator for over 35 years in Oregon and Colorado. She has worked intensively to provide opportunities for all students to achieve and continue their education, especially students who were off-track and disengaged.
Consistently committed to success for all students, Villano designed and implemented one of the first Re-engagement Centers; collaborated with community partners to expand educational options and services; and developed an accountability and support system for alternative education options in Portland, OR. Villano also developed an exemplary program for expelled youth and a non-traditional middle school in Colorado. She is the co-author of Bringing Students Back to the Center: A Resource Guide for Implementing & Enhancing Re-Engagement Centers. Currently, Villano consults with the U.S. Department of Education on re-engagement strategies and the High School Graduation Initiatives as well as coaching and mentoring school principals.