

# David Dobrowski

DIRECTOR OF DATA, RESEARCH AND PARTNERSHIPS

Salinas, CA

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## Skills

- Advanced use of R
- Group facilitation and training
- Project Management

## Employment

I have been consistently recognized as a valuable collaborator through the development and use of data, evaluation and learning. My work bridges the technical with the application in public service and community based organizations.

### Monterey County Office of Education

Salinas, CA

DIRECTOR OF DATA, RESEARCH AND PARTNERSHIPS

2018–Present

- Utilize R and SQL to collect, analyze, and report complex data sets and supervise others in the process
- Perform sophisticated analytics and apply advanced strategies using visualizations to communicate data-informed insights to a diverse audience
- Draw conclusions from multiple data sets to inform and guide collaborative action teams in an effort to identify strategic priorities and implement improvement plans
- Identify and understand performance gaps and provide deep analysis of strengths and needs according to state and local indicators
- Work collaboratively with school districts and local agencies in the process of identifying equity gaps and assist teams to align related actions and services
- Direct research design projects using a wide variety of qualitative and quantitative research methods to determine the appropriate investment of resources to meet locally-defined goals
- Foster collaborative partnerships between and among educational, business and community groups and organizations for the purpose of advancing outcomes
- Assist teams throughout the county by providing the technical data support and capacity building

### Human Services Dept, County of Santa Cruz

Santa Cruz, CA

SENIOR ANALYST

2016–2018

- Design and analyze data and data systems to improve the way people are supported.
- Write reports and memos presenting clear analysis in easily consumable manner for a variety of stakeholders.
- Conduct analysis using R, SQL, and Excel for Directors as requested.
- Develop and enhance the demonstrable outcomes through direct services as well as contracted non-profit partners.
- Manage a project to develop a contracting, invoicing, and client services shared web-based database environment across more than forty funded organizations working with Employment and Benefits Services Division and Family and Children's Services Division.
- Redesigned a \$15 million three-year funding process for community safety-net services including the application, review process, contracting, monitoring and capacity-building.
- Design and implement a process evaluation of the CORE Investments funding process
- Manage partnerships with Children's Research Center, and Stanford's Center on Poverty and Inequality, among others.
- Represent the County at Bay Area Social Service Consortium's Research and Evaluation Meetings, the Silicon Valley Regional Data Trust and DataShare Santa Cruz.
- Support divisions in presenting data at management team meetings and to the Board of Supervisors.
- Supervise Analytics staff.

### First 5 Monterey County

Salinas, CA

DIRECTOR OF EVALUATION AND RESEARCH

2005–2016

- Develop, implement, maintain and update a comprehensive multi-tier evaluation framework to measure the impact of F5MC's work directly and as a funder as it that aligns with the local Strategic Plan
- Coordinate site-specific, program-level and initiative-level evaluations for groups ranging in size of \$2000 neighborhood grants to \$3 million collaboratives
- Build capacity of local grantees and other partners to collect, analyze and report findings
- Develop and revise data collection instruments
- Manage a comprehensive, shared client and program database system (Persimmony) that tracks client services, program activities, fiscal reporting and programmatic metrics
- Train more than 150 users, and provide customization and technical support for data entry and report usage
- Clearly communicate data, findings and recommendations to diverse audience including program staff, Board of Supervisors, donor foundations, commissioners, grantees, clients and others
- Development of scopes of work, theory of change, budgets and evaluation plans for grantees and contractors
- Manage a \$760,000 budget
- Manage stratified random study of kindergarten readiness in Monterey County with over 1800 participants.
- Facilitate and participate in multi-sectoral groups including academia, government, nonprofit and private corporations.
- Facilitate monthly Evaluation Advisory Committee
- Participate in RFP review panel for external contracts for United Way, Community Foundation, First 5 Contra Costa, First 5 San Mateo among others
- Founder and former chair of Monterey Bay Evaluators Group; former chair First 5 Bay Area Region Evaluators (BAREs); chair of Impact Monterey County Data Committee

### The Caledonian School

Prague, Czech Republic

ENGLISH TEACHER

2001–2002

- Taught English to individuals and groups of college students and business professionals
- Designed curriculum and education materials for individualized and group lesson plans

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- Designed curriculum and education materials for individualized and group lesson plans

## Independent Consulting

I have maintained my own independent evaluation consulting practice since 2007. My clients are non-profits, foundations and government entities.

Bay Area Academy  
 California State University-Monterey Bay (CSUMB)—Return of the Natives  
 Naval Postgraduate School—Collaborative & Adaptive Security Initiative  
 Monterey Bay National Marine Sanctuary—Multicultural Education for Resource Issues Threatening Oceans  
 Camp SEA Lab  
 Moss Landing Marine Labs—Teacher Enhancement Program

## Education

### Monterey, CA

MASTER OF PUBLIC ADMINISTRATION

- in Nonprofit Organizations and International Management

### Columbus, OH

B.S. IN PSYCHOLOGY AND B.A. IN ENGLISH

- with honors in the liberal arts summa cum laude

Middlebury Institute of International  
Studies

2005-05-15

The Ohio State University

2000-06-01

## Conference Presentations

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May 2021	Using ggplot and R: Demonstration of Visualization Principles in Practice	San Diego, CA
Oct. 2014	Who Leaves Service and Why? How Evaluation can help Programs Improve Service Retention.	Denver, CO
Oct. 2014	From Headlines to Sparklines: Using Media Tracking in a Real World Context.	Denver, CO
Nov. 2013	Policy Evaluation: Engaging the Right People at the Right Time.	Washington, DC
Oct. 2012	Multi-Case Study Approach in Capacity Building Programs: Balancing Rigor and Confidentiality.	Minneapolis, MN
Oct. 2011	Measuring Quality in Childcare and Family Support Programs.	Anaheim, CA
Nov. 2010	Funder's Use of Network Analysis to Build Intentional Collaboration.	San Antonio, TX
Nov. 2008	Potential, Process and Pitfalls of a Common Evaluation Format Among Funders.	Denver, CO
Nov. 2007	Conducting successful field research in School-based settings .	Baltimore, MD
Nov. 2007	Inclusion of Indigenous Community Members in County-wide Participatory Strategic Planning Processes.	Baltimore, MD

## Honors and Awards

The following are select honors and awards I have received over my career.

2017	Annual Employee of Recognition Award - Gold	County of Santa Cruz
2012	LEAD (Leadership Education and Development) Institute Fellow	Community Foundation for Monterey County
2008	Mid-Career Fellow	American Evaluation Association
2003	Merit Scholar	Monterey Institute of International Studies
2000	Honor Societies of Phi Beta Kappa and Phi Kappa Phi	Ohio State University