



# Kim Sabo Flores

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## CURRICULUM VITAE

- EDUCATION**
- 1999, Ph.D. Environmental Psychology, *cum laude*  
Graduate School and University Center  
The City University of New York
  - 1995, M.A., Philosophy  
Hunter College, The City University of New York
  - 1993, B.A., Developmental Psychology  
Empire State College, State University of New York

## WORK EXPERIENCE

**President**  
**Kim Sabo Consulting**  
**2002 – present**

Kim Sabo Consulting focuses on participatory planning, training, and evaluation for non-profit organizations. Kim Sabo Flores and her colleagues have particular expertise and experience working with youth development, youth organizing and advocacy, and after school programs. Recent clients include: Innovation Network, TASC, Cause Effective, The New Jersey Department of Human Services, Rochester Grantmakers Forum, The Robert Bowne Foundation, The Diana Princess of Wales Fund, The Bruner Foundation, Episcopal Charities, The Cricket Island Foundation, The Ms. Foundation, The New York Women's Foundation, UNICEF, UNODC, Save the Children, The New York Hall of Science, Project STRETCH, Good Shepard's Services, Highbridge Community Center, Fresh Youth Initiatives, SHARE – Survivor/Patient Navigator program, OASIS Afterschool, and Listen Up!

Responsibilities: conceptualizing and developing all projects; recruitment, creating business and marketing plans; fund development, hiring and management of researchers and evaluators; training graduate students and other staff members in evaluation techniques; training non profit staff members in evaluation and organizational development; writing proposals, evaluation plans and final reports; publishing research and evaluation findings.

**Director  
Innovation Network (InnoNet) NYC  
1999 - 2002**

InnoNet NYC is a nonprofit organization dedicated to helping non profits succeed. Under the leadership of Kim Sabo Flores, InnoNet NYC specialized in work with youth development, early child-care, after school literacy programs and teacher education. Some of InnoNet NYC's clients include: The Robert Bowne Foundation, Learning Matters, Inc., Rochester Effectiveness Partners, Rockefeller University Family and Child Care Center, The Bruner Foundation, The US Diana Fund, New Visions for Public Schools, and the Z Smith Reynolds Foundation.

Responsibilities: conceptualizing and developing the NYC office, hiring and management of participatory evaluators, training graduate students in evaluation techniques, creating business and marketing plans, fundraising, writing proposals, evaluation plans and final reports.

**Senior Research Associate  
The Children's Environments Research Group  
The City University of New York, Graduate School  
1992 – 1999**

**Projects Included:**

*Children's Gardening Program.* Created and implemented participatory methods for the evaluation of the Children's Gardening Program. Ran focus groups and utilized Empowerment Evaluation strategies. Funded by the Trust for Public Land, New York.

*Vygotsky ESL Program.* Created and implemented research methodologies to examine the use of a Vygotskian based performatory approach used in an ESL high school classroom. Funded by Virginia Wellington Cabot.

*United Nations Drug Control Program - International Youth Conference.* Developed instruments for young people and adults to assess the drug culture in their community and evaluate their own drug prevention programs. Wrote two position papers for the youth conference and a handbook on the development of drug prevention programs.

*Youth Evaluation and Facilitation Team at the UNDCP Youth Vision Jeunesse* in Alberta. Trained a youth evaluation and facilitation team at a youth forum sponsored by The United Nations Drug and Crime Program (UNDCP) and The Alberta Alcohol and Drug Abuse Commission (AADAC).

*The Bureau of Young G.R.A.P.E.s.* A longitudinal participatory evaluation of a youth program. Worked with young people to create tools to assess their individual growth, monitor their daily group development and evaluate the overall program. Funded by The Voices of The Children, Norway, through UNICEF.

*Survey of Participatory Evaluation, Monitoring and Assessment Techniques Used With Children and Youth.* Responsible for all aspects of survey development, implementation and analysis. Funded by Children and the Environment, University of California, Berkeley.

*Children's Development and Community Participation: An Extensive Review of Literature.* Responsible for collecting and distilling literature in all areas of participation and child development. Funded by Children and the Environment, University of California, Berkeley.

*Post Occupancy Evaluation of the Hasbro Children's Hospital, Providence, RI.*

Developed and conducted protocols for interview tours, focus groups and surveys. Funded by The Hasbro Charitable Trust.

*Case Study of a Performatory Approach for Learning and Development at The All Stars Talent Show Network.* Conducted interviews and six months of participant observations.

*Action Research at the High School For Environmental Studies.* Facilitated youth involvement in the assessment of their high school environment. Conducted tours of schools, interviews, focus groups, surveys, a photo survey and participant observations.

**Research Associate  
Teaching Matters, Inc.  
1996-1997**

*NYC Strategic Plan for Technology in Schools.* Oversaw all aspects of the needs assessment including the development of research instruments, implementation strategies, and analysis. Funded by The Board of Education of the City of New York.

*NYC Citizens Coalition for Technology.* Organized large brain storming session, developed consensus-building strategies and conducted focus groups. Funded by The New York City Trust.

**Program Director  
Pregnant Productions  
1996-1997**

Co-directed a teen pregnancy prevention and theater arts program located in Harlem, NY. Responsible for all aspects of program development and management. Sponsored by The New York Urban League and The Community Literacy Research Project, Inc.

**TEACHING EXPERIENCE:**

Evaluation Mini Series: City University of New York Graduate School and The Robert Bowne Foundation, Fall 2006-Spring 2007.

Performance Indicators: How do you know when your programs really work?. Partnerships for Afterschool Education and Baruch College – School of Public Affairs. Fall 2006.

Evaluation: Baruch College – Executive XMPA, City University of New York. Spring 2006.

Evaluation Institute: City University of New York Graduate School and The Robert Bowne Foundation, Winter 2003 – Fall 2006.

Evaluation consulting: Hunter College, City University of New York. Guest lecturer. 2004.

Theory of Change: Baruch College, City University of New York. Guest lecturer 2004.

Participatory Evaluation Methods and Strategies: Rochester Effectiveness Partnership, Fall 2000-present.

Seminars in Environmental Psychology: City University Graduate Center. 1998-2000.

Adolescent and Developmental Psychology: Bronx Community College, City University of New York. Adjunct professor. Fall and Spring 1997-1998.

Introduction to Psychology: St. John's University, St. Vincent's College. Adjunct professor. Sept.-Dec. 1996.

## PUBLICATIONS

Sabo, K. (2007 – In press). Youth Participatory Evaluation: Creative strategies for engaging young people in evaluation. Jossey Bass.

Sabo, K. (2007 – In press). A Dynamic Framework for Understanding The Complex Work Of Quality Out-of-school-time Programs. The Robert Bowne Foundation Occasional Paper series.

Sabo, K. (2006). Monitoring and Evaluation a UNODC Global Youth Training Workshop Curriculum. UNODC.

Sabo, K. (2006). "Evaluation" is not a Dirty Word. The Page Turner, The Wire. The Robert Bowne Foundation Vol 3. No. 3.

Sabo, K, et al (2006). Evaluation Capacity and Evaluative Thinking in Organizations. *The Bruner Foundation*.

Sabo, K., and Baker, A. (2004). Participatory Evaluation Essentials: A guide for non-profit organizations and their evaluation partners. *The Bruner Foundation* <http://www.brunerfoundation.org>.

Sabo, K. (2003). Editor's note. *Youth Participatory Evaluation: A Field In The Making (New Directions in Evaluation Special Edition)*, 98, 1-11.

Sabo, K. (2003). A Vygotskian perspective on youth participatory evaluation. *Youth Participatory Evaluation: A Field In The Making (New Directions in Evaluation Special Edition)*, 98, 13-24.

Sabo, K. (2003). Sharing our lessons: Building effective partnerships for youth-led social change. *The Diana, Princess of Wales Memorial Fund (U.S)* [www.usdianafund.org](http://www.usdianafund.org)

Sabo, K. (Fall 2002). Participatory evaluation for continuous improvement. *Evaluation Exchange: Harvard Family Research Project, October. Vol VIII, No. 2.*

Sabo, K. and Iltus, S (2002) A participatory handbook for youth drug prevention programs: A guide for development and improvement. *United Nations Office for Drug Control and Crime Prevention Vienna*. [http://www.unodc.org/youthnet/youthnet\\_youth\\_drugs.html](http://www.unodc.org/youthnet/youthnet_youth_drugs.html)

Sabo, K. (2001). The benefits of participatory evaluation for children and youth. *\_PLA (Participatory Learning and Action) Notes, October.*

Hart, R., Sabo, K., Diaute, C., Iltus, S., Kritt, D., and Roam, M. (1997). Developmental theory and children's participation in community organizations. *Social Justice, Vol. 24, No.3.*

Hart, R., Sabo, K., Diaute, C., Iltus, S., Kritt, D., and Roam, M. (1995). Children's development and community participation, *Children and the Environment*. Berkeley: University of California.

## TECHNICAL REPORTS

List upon request

## **CONFERENCES, LECTURES AND WORKSHOP PRESENTATIONS**

Sabo, K. Lawrence, A., Pauly, E., Phillips, B., York, P. (2006). Best practices in evaluation: Strategies to help non-profits measure success. New York Technical Assistance Providers and the Research Foundation of CUNY.

Sabo, K. (2006). Making Child and Youth Participation Count. Childwatch Central American Conference. Mexico City.

Sabo, K. (July 2005). Building evaluation capacity through participatory evaluation: Helping organizations build, sustain and extend evaluative thinking – ETHOS preliminary results. Alliance for Nonprofit Management Annual Conference

Sabo, K. (2005). Expert Group Meeting on Youth Development Indicators. United Nations.

Sabo, K. (2005). Children's Perspective on Citizenship and Nation Building: Symposium on Participation as performance: A New Perspective for Childhood Research. Oslo Childhoods Conference. Oslo, Norway.

Sabo, K. (2005). Youth Participation in Evaluation. Strengthening Participation of Girls and Boys in Tsunami Response Programme. Save the Children Sweden. Kathmandu, Nepal

Sabo, K. (November 2004). Building evaluation capacity through participatory evaluation: Helping organizations build, sustain and extend evaluative thinking – ETHOS preliminary results. American Evaluation Association Annual Conference. Atlanta, Georgia

Sabo, K. (2004). Insights on program evaluation. Speak Up for quality after school. PS 198 Isaacs Center Beacon. New York, NY.

Sabo, K. (July 2002). Youth led evaluation: A performatory activity. Global Action and Change: Connecting Practitioners, Communities, Networks, and Organizations. Guelph, Canada.

Sabo, K. (June 2002). Building a strong foundation. Association of Small Foundations, New York Regional Association of Grantmakers. New York, NY.

Sabo, K. (November 2001). The Rochester Effectiveness Partnership. American Evaluation Association. Washington, DC.

Sabo, K. (November 2000). The Robert Bowne Foundation: Building grantee evaluation capacity through the use of participatory evaluation coaches. American Evaluation Association. Chicago, IL.

Sabo, K. (October 2000). Effective uses of technology for nonprofits. Southeastern Association of Grantmakers. Orlando FL.

Sabo, K. (September 2000). Involving youth in evaluation. MacArthur Foundation's Conference for Middle School Education. Oakland CA.

Sabo, K. (June 2000). Organizational structures that support youth to have an impact on their programs. Children's Participation in Community Settings. A Research Symposium

at the University of Oslo. Childwatch International in Collaboration with the MOST Programme of UNESCO. Oslo, Norway.

Sabo, K. (March 2000). Youth participation in the planning, development and evaluation of their own programs. The Children's Rights Conference at the City University of New York, Graduate School. New York, NY.

Sabo, K. (October 1999). Conducting participatory evaluations in non-participatory environments. American Evaluation Association. Orlando FL. ERIC 435 674.

Sabo, K. (October 1999). Supporting young people around the world to evaluate their prevention programs. American Evaluation Association. Orlando FL .

Sabo, K. (October 1999). Participatory evaluation with the small settlement house collaborative. New York Youth Education Support Network Roundtable. New York, NY.

Sabo, K. (October 1999). Invited discussant at Youth Participation on War Affected Children (WAC). Sponsored by The Canadian Government. Ottawa, Canada.

Sabo, K. (March 1999). Supporting young people around the world to evaluate their prevention programs. 20th Annual Ethnography in Education Research Forum. Philadelphia PA.

Sabo, K. (November 1998). Young people's involvement in evaluating the programs that serve them. American Evaluation Association: Transforming Society Through Evaluation. Chicago IL.

Sabo, K. (April 1998). What do young people around the world think about drug issues and prevention programs, Keynote Speech. The United Nations Drug Control Program Banff Youth Event. Banff Canada.

Sabo, K., Cahill, K., and Lewis, M. (May 1997). Action research with children and youth. Environmental Psychology Department, City University of New York Graduate School. New York, NY.

Sabo, K. (October 1995). Learning and development at the All Stars Talent Show Network: A Vygotskian perspective. Castillo Cultural Center, New York NY.

Sabo, K., Hart, R., and Iltus, S. (May 1995). Children's participation: intensive workshop (Chair person). The 26th Annual Conference of the Environmental Design Research Association. Boston MA.

Sabo, K. (June 1994). Children's participation in school design. 1994 Summer Design Institute for Educators. The Board of Education of the City of New York and Cooper-Hewitt, National Museum of Design, Smithsonian Institution. New York, NY.

## **PROFESSIONAL DEVELOPMENT**

Teacher Training, 1997-1998  
East Side Institute for Short Term Psychotherapy, New York

Participatory Evaluation Institute, August 1998  
The Robert Bowne Foundation, New York

Empowerment Evaluation Approaches. November 1998  
Run by David Fetterman at the American Evaluation Association, Chicago, Il.

## **PROFESSIONAL AFFILIATIONS**

American Educational Research Association, since 1995  
American Evaluation Association, since 1997  
American Psychological Association, since 1995  
Childwatch International, since 2000  
Society For Community Action and Research, since 1997

## **AWARDS**

City University of New York Academic Scholarship 1995-1996