

DEBORAH CHILCOAT

HEALTHY TEEN NETWORK

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SKILLS & SUBJECT AREA EXPERTISE

Ms. Chilcoat's skills include project management, training design and delivery, and technical assistance. Areas of expertise include evidence-based, innovative, and evidence-informed approaches, strategies, practices, interventions, and programs.

EDUCATION

THE PENNSYLVANIA STATE UNIVERSITY, CAPITAL COLLEGE, MIDDLETOWN, PENNSYLVANIA

MASTER OF EDUCATION, 2010

- Instructional systems design, instructional methods in training and development, program evaluation, technology in training, performance analysis, education research designs and leadership in work settings.

UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE, ROTA, SPAIN

CONTINUING EDUCATION: SPANISH 111, 112, 114, 115, 1997-1998

- Completed written and verbal assignments to engage others in conversational Spanish.

TOWSON STATE UNIVERSITY, TOWSON, MARYLAND

BACHELOR OF SCIENCE, PSYCHOLOGY AND MINOR IN WOMEN'S STUDIES, 1995

- Cum Laude; departmental honors in Psychology
- Introduction to psychology, abnormal psychology, behavioral statistics, experimental psychology, motivation and an independent investigation in psychology; Proctored for one semester.
- Women in perspective, economic issues of gender, sex differences: gender, gender identity in transition, women and sexuality, women's culture and creativity, and feminism.

PROFESSIONAL EXPERIENCE

DIRECTOR, CAPACITY BUILDING

HEALTHY TEEN NETWORK, CHURCHVILLE, MD

2023 - PRESENT

Guide the strategic vision for the Capacity Building Department, oversee project work plans, budgets, reporting, evaluation, and long-term planning to ensure high-quality and sustainable results, grow staff knowledge and skills through professional development opportunities, and engage in programs and fund development activities. Manage capacity-building projects, including daily tasks and activities, work plan, budget, reporting, and evaluation. Design, develop, and deliver training and technical assistance (TA) to organizations, government agencies, Healthy Teen Network members, and adult professionals working with a diverse audience of young people. Manage the Healthy Teen Network Annual Conference. Represent Healthy Teen Network on the Sex Ed Collaborative (SEC), serve on its Coordinating Council, and lead the Membership Workgroup. With nationally-recognized experts, establish and sustain the Young Parents Collaborative. Write for Healthy Teen Network's online news feature.

- Direct *True You Maryland*, serving six rural Maryland counties. Award No. 1 P1AH000310-01-00, Office of Population Affairs, Teen Pregnancy Prevention Tier 1, *Advancing Equity in Adolescent Health through Evidence-Based Teen Pregnancy Prevention Programs and Services* (TPP23 Tier 1, 2023-2028). Administered by the Maryland Department of Health; annual budget \$619,600, including \$50,000 no-cost extension.



- Direct and serve on the steering committee of *U Choose Clinic, Classrooms, and Community (3-C) Project* and *U Choose Community Project*. Award No. 1 TP1A000298-01-00, (TPP23 Tier 1, 2023-2028). Administered by Baltimore City Health Department; annual budget of \$318,000.
- Managed *Youth Sexual and Reproductive Justice Initiative Innovative Strategies to Increase Equitable Access (Y-SURGE)*, a three-year (2022-2025) Title X Family Planning Research Grant funded by the Office of Population Affairs and administered by Baltimore City Health Department; annual budget of \$110,000.
- Manage a team to conceptualize, develop, and execute Healthy Teen Network's annual conference.

SENIOR MANAGER, CAPACITY BUILDING & EVALUATION

HEALTHY TEEN NETWORK, BALTIMORE, MD

2016 - 2023

Managed capacity-building projects, including daily tasks and activities, work plan, budget, reporting, and evaluation. Designed, developed, and delivered training and technical assistance (TA) to organizations, government agencies, Healthy Teen Network members, and adult professionals working with a diverse audience of youth and young adults. Led content development for the Healthy Teen Network Annual Conference. Wrote for Healthy Teen Network's online news feature.

- Managed *True You Maryland*, serving six rural Maryland counties. Award No. 1 TP1AH000234, Office of Population Affairs, Teen Pregnancy Prevention Tier 1, *Optimally Changing the Map for Teen Pregnancy Prevention* (TPP20 Tier 1, 2020-2023). Administered by the Maryland Department of Health; annual budget \$619,000.
- Managed *U Choose Community*, implementing evidence-based programs to disconnected youth. Award No.1 TP1AH000068, Office of Population Affairs, Teen Pregnancy Prevention Tier 1, *Optimally Changing the Map for Teen Pregnancy Prevention* (TPP20 Tier 1, 2020-2023). Administered by Baltimore City Health Department; annual budget of \$80,000.
- Managed *Baltimore City U Choose Evidence-based Teen Pregnancy Prevention Program*. Award No. TP1AH000088. Office of Population Affairs, Teen Pregnancy Prevention Tier 1b, *Implementing to Scale* (2015-2020); annual budget of \$162,000.
- Managed *Map2Success-Expectant and Parenting Teens, Women, Fathers, and Their Families*, a project funded by the US Department of Health and Human Services Office of Adolescent Health/Office of Population Affairs Pregnancy Assistance Fund (2020-2021) and (2018-2020); annual budget \$16,000 and \$75,000, respectively.
- Managed *Coppin Advocates, Researches, and Educates on Safer Sex (CARESS)*, administered by Baltimore City Health Department as part of Maryland's Personal Responsibility Education Program (2017-2020), an HHS Office of the Administration for Children & Families Family and Youth Services Bureau program; annual budget of \$10,000.
- Led a team to develop the content for Healthy Teen Network's annual conference, including keynote and plenary speakers, breakout sessions, and networking opportunities.

SENIOR TRAINING AND TECHNICAL ASSISTANCE MANAGER

HEALTHY TEEN NETWORK, BALTIMORE, MD

2011-2016

Managed capacity-building projects, including daily tasks and activities, budget management; quarterly, interim and annual reporting, evaluation and planning; design, develop and deliver training and technical assistance (TA) to organizations, government agencies, Healthy Teen Network members, and adult professionals working with a diverse audience of youth and young adults; wrote for Healthy Teen Network's blog *Under the Currents*; coordinated the Healthy Teen Leadership Alliance.

- Managed a multi-year contract as part of the *Baltimore City U Choose Evidence-based Teen Pregnancy Prevention Program*; annual budget of \$124,900.
- Managed a multi-year human services contract as part of the *Baltimore City Teen Pregnancy Prevention Initiative for Youth in Out-Of-Home Placement* to develop a curriculum as part of HHS Administration for Children and Family, Family and Youth Services Bureau *Personal Responsibility and Education Program* (PREP Project Number: FH B66PRE), administered by Maryland Department of Health and Mental Hygiene, Maternal and Child Health Bureau; annual budget of approximately \$50K.
- Managed a five-year \$2.3M cooperative agreement funded by the Centers for Disease Control and Prevention, *Integrating Services, Programs, and Strategies through Communitywide Initiatives*.

- Managed a Subrecipient Agreement as part of *The Child Sex Trafficking Victims Support Initiative*; Year 1 budget of \$30K.
- Trained the study team and participated on the Advisory Committee for *Enhancing Quality of Interventions Promoting Healthy Sexuality* (EQUIPS), a research study by RAND Corporation, funded by the National Institute of Health, National Institute of Child Health and Human Development.

TRAINING & TECHNICAL ASSISTANCE MANAGER

HEALTHY TEEN NETWORK, BALTIMORE, MD

2009 - 2011

Managed education, training, and technical assistance project aimed at increasing reproductive and sexual health knowledge and skills among Baltimore City youth. Designed and delivered education, training, and technical assistance for various professional audiences throughout the United States.

- Managed the first year of a two-year project with Elev8 Baltimore, including managing one subcontractor.
- As part of a team, developed, adapted, and delivered training and technical assistance as part of CDC's capacity-building project called *Promoting Science-Based Approaches (PSBA)*.

INSTRUCTIONAL DESIGNER & TRAINER

HEALTHY TEEN NETWORK, BALTIMORE, MD

2009 - 2009

Increased organizational capacity by designing and delivering training and technical assistance to maximize staff skills and enhance program outcomes; collaborated with other national organizations to design and/or revise established training-of-trainers (TOT) on science-based pregnancy, STI, and HIV prevention programs as part of the CDC-PSBA project; delivered customized TA to clients; assisted in the development of evaluation tools and data analysis.

TRAINING & TECHNICAL ASSISTANCE COORDINATOR

HEALTHY TEEN NETWORK, BALTIMORE, MD

2008 - 2009

Increased organizational capacity by designing and delivering training and technical assistance to maximize staff skills, and enhance program outcomes; used adult learning principles and theory to assess, design, develop, facilitate, and evaluate training for local, regional, and state organizations to increase organizational capacity, improve staff performance, and enhance program outcomes; collaborated with other national organizations to design and/or revise established training-of-trainers (TOT) on science-based pregnancy, STI, and HIV prevention programs as part of the CDC-PSBA project; delivered customized TA to clients.

ADJUNCT FACULTY

HOWARD COMMUNITY COLLEGE, COLUMBIA, MD

2008 - 2008

Guided student learning by developing interactive learning modules and educational materials, and conducting classes containing appealing and relevant content and activities. Also, assessed students' learning through experiential learning assignments and examinations.

EDUCATION AND TRAINING SPECIALIST

PLANNED PARENTHOOD OF MARYLAND, BALTIMORE, MD

2004 - 2008

Provided education and training to professionals throughout Maryland and the Mid-Atlantic region on reproductive and sexual health; served on various advisory committees and co-chaired the Coalition for Healthy Youth in Howard County, MD; managed the volunteer program and PPM Speaker's Bureau, including recruitment, selection, and orientation, and monitoring performance; developed the Volunteer Policies and Procedures Manual and Individual Development Plan tool.

OUTREACH/HEALTH EDUCATOR

PLANNED PARENTHOOD OF MARYLAND, BALTIMORE, MD

1999 - 2004

Conducted outreach and education for various audiences throughout Maryland on adolescent reproductive and sexual health; implemented evidence-based and innovative education programs throughout Maryland.

PUBLICATIONS

- Dorval Hall, E., Watson-Faulkner, M., **Chilcoat, D.**, & Sedivy, V. (2020). Understanding the experiences of young fathers in Baltimore City. Baltimore: Healthy Teen Network.
- Dorval Hall, E., Watson-Faulkner, M., **Chilcoat, D.**, & Sedivy, V. (2020). Digital Focus group: Parents of co-parenting young parents. Baltimore: Healthy Teen Network.
- Dorval Hall, E., Watson-Faulkner, M., **Chilcoat, D.**, & Sedivy, V. (2020). Digital focus group: Co-Parenting. Baltimore: Healthy Teen Network.
- Dorval Hall, E., Watson-Faulkner, M., **Chilcoat, D.**, & Sedivy, V. (2019, December). Meet them where they're at: Understanding services available to young fathers in Baltimore City. Baltimore: Healthy Teen Network.
- Fluhr, J., Fenner, S., Barth, R., Becker, M., **Chilcoat, D.**, & Keith, J. (2019). Power through choices: My life, my choices (4th ed.). Baltimore, MD: Healthy Teen Network.
- Eisler, A., Avellino, L., **Chilcoat, D.**, Schlanger, K. (2016). Keep it simple: A lesson in linking teens to health care. *American Journal of Sexuality Education*, 17(4), 331-344. Doi: 10.1080/15546128.2016.1211576
- Eisler, A., & **Chilcoat, D.** (2014). Making your logic model work for you. Baltimore, MD: Healthy Teen Network.
- Ashley, O., & **Chilcoat, D.** (2014). Classroom management. Washington, DC: Administration on Children, Youth and Families, Family and Youth Services Bureau.
- Fisher, D., Hannah, G., **Chilcoat, D.**, Desiderio, G., Ray, M., & Wandersman, A. (2014). A guide for technical assistance providers for promoting science-based approaches in teen pregnancy prevention. Baltimore, MD: Healthy Teen Network.
- Chilcoat, D.**, Martínez García, G., Eisler, A., Sedivy, V., & Desiderio, G. (2013). Sexual health e-learning: assessment on professional development opportunities for educators. Baltimore, MD: Healthy Teen Network.

TRAININGS & PRESENTATIONS

- Chilcoat, D.**, & Akers, S. (2026, May 6). Sex ed 201: Leveling up on foundational sex ed content. A training for Lighthouse Wellness and Health Education Consulting, Inc., on behalf of the Department of Elementary and Secondary Education in Framingham, MA.
- Chilcoat, D.**, & Akers, S. (2025, October 24-25). Essential knowledge & skills in sexual health education. A training for the University of Houston CRUSH Peer Educators in Houston, TX.
- Sturdavant, S., **Chilcoat, D.**, Cunningham, A. R., Davis, J. (2025, October 8). Building better together to provide youth-centered clinic services: A youth sexual & reproductive justice initiative. A workshop presented at the Healthy Teen Network Annual Conference, Atlanta, GA.
- Chilcoat, D.**, & Davis, J. (2025, August 13-14). Sex ed 101: Building knowledge and skills. A training for Lighthouse Wellness and Health Education Consulting, Inc., on behalf of the Department of Elementary and Secondary Education in Framingham, MA.
- Chilcoat, D.**, & Jordan, C. (2025, March 14). Calling patients back to care with youth-friendly services. A training for Baltimore City Health Department's School-Based Health Centers and Baltimore Medical System in Baltimore.
- Finigan-Carr, N., Rubenstein, A., & **Chilcoat, D.** (2024, November 19). What's the secret sauce? Distilling the core components of a comprehensive sexuality education program for system-involved youth. A workshop presented at the Healthy Teen Network Annual Conference, Phoenix, AZ.
- Chilcoat, D.**, & Akers, S. (2024, October 29). Successes and challenges of advocating for sexual health in rural communities. A workshop presented at APHA's 2024 Annual Meeting & Expo in Minneapolis, MN.
- Finigan-Carr, N., Rubenstein, A., & **Chilcoat, D.** (2024, October 29). System-involved youth need sex ed: An impact evaluation. A workshop presented at APHA's 2024 Annual Meeting & Expo in Minneapolis.



- Chilcoat, D.** (2023, May 15). Calling patients back to care with youth-friendly services. A training for the University of Maryland Medical System, Adolescent & Young Adult Clinic in Baltimore.
- Piper, M., & **Chilcoat, D.** (2023, May 15). Calling patients back to care with youth-friendly services. A training for the Baltimore City Health Department in Baltimore.
- Chilcoat, D.,** & Akers, S. (2023, December 7). Beyond farms and flags: Successes and challenges of advocating for sexual health in rural communities. A workshop presented at the 2023 National Sex Ed Conference in Atlantic City, NJ.
- Chilcoat, D.,** Piper, M., & Akers, S. (2023, October 23). No guesswork needed! Improving adolescent health in rural Maryland today can open a world of opportunities for their future. A workshop presented at the Maryland Rural Health Association Conference in Ocean City, MD.
- Chilcoat, D.** (2022, October 24). 6 counties & 1 mission: The best sexuality education and care for all youth. A lunch and learn presented at the 2022 Maryland Rural Health Association Conference in Allegany County, MD.
- Chilcoat, D.** (2022, November 8). Positive prevention plus. An in-person training of educators (TOE) for Dorchester County Public Schools and the Dorchester County Health Department in Hurlock, MD.
- Chilcoat, D.,** & Akers, S. (2022, February 4). Positive prevention plus. A virtual training of educators (TOE) for Somerset County Public Schools, Somerset County Health Department, and Girls, Inc., Washington.
- Chilcoat, D.** (2021, August 25). Positive prevention plus. An in-person training of educators (TOE) for Dorchester County Public Schools in Cambridge, MD.
- Chilcoat, D.** (2021, August 23). Positive prevention plus. A virtual training of educators (TOE) for Allegany County Public Schools.
- Chilcoat, D.** (2021, October 14). Positive prevention plus. A virtual training of educators (TOE) for Worcester County Public Schools.
- Sedivy, V., & **Chilcoat, D.** (2019, November). Serving teen parents: Communication and co-parenting strategies. A training for home visitors in Ohio. Baltimore: Healthy Teen Network.
- Sedivy, V., & **Chilcoat, D.** (2019, June 10-13). Power through choices (4th ed) training of facilitators. A training for facilitators by Healthy Teen Network, Baltimore, MD.
- Chilcoat, D.,** & Hassan-White, S. (2019, April). A candid conversation: The sexual and reproductive health and well-being of youth in foster care. A workshop presented at the Child Welfare League of America's 2019 National Conference "Advancing Excellence in Practice & Policy: Meeting the Challenge of the Family First Prevention Services Act" in Washington, D.C.
- Chilcoat, D.** (2018, May). Best practices for adolescent-friendly reproductive and sexual health services. A workshop for attendees of the Maryland Assembly on School Based Health Care's 2018 Annual Conference, "School Health + Supportive Networks = Thriving Students" in Columbia, MD.
- Chilcoat, D.** (2017, March 23). Getting to Outcomes®: Building your capacity & improving the health of youth. Training for staff and partners of Massachusetts Alliance in Lawrence, MA.

A FULL LIST OF TRAININGS AND PRESENTATIONS AVAILABLE UPON REQUEST.

