


# *Kennedy Hilario*

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## **PROFESSIONAL SUMMARY**

Harvard-educated MBA with a background in both business and education, and extensive experience in analyzing the functional capabilities and shortcomings of organizations, making recommendations, and implementing strategies to improve performance, seeks an opportunity to contribute strong leadership and management skills to a growing, entrepreneurial organization committed to providing quality education to children in traditionally underserved communities.

### **FRANCOPHONE CHARTER SCHOOL OF OAKLAND** **2020 – Present**

#### **Executive Director**

The mission of the Francophone Charter School of Oakland is to provide a dual-immersion curriculum to a diverse community of students. Our goal is to develop bilingual and bi-literate global citizens who are open-minded and value intellectual curiosity, personal integrity and creativity

### **CHILDREN OF PROMISE PREPARATORY ACADEMY** **2017 – 2020**

#### **Associate Executive Director of Schools**

COPPA's educational model is to develop the whole urban child in the areas of academic, social-emotional and leadership. The AEDS role is responsible for creating and implementing an academic turn-around plan; and managing the academic, financial and operations of COPPA to help raise its academic standing from 16th out of 16 schools in IUSD in Math and ELA to 3<sup>rd</sup> or 4<sup>th</sup> place in Math and ELA.

### **CITY ON A HILL PUBLIC CHARTER SCHOOL** **2015 – 2017**

As the Executive Director of City on a Hill Charter Public Schools, I was responsible for managing City on a Hill's existing schools in Boston and New Bedford as well as overseeing organizational growth, ensuring that more students in gateway cities have access to a high-quality, college-preparatory education.

### **THE COMMUNITY GROUP** **2011 – 2015**

#### **COMMUNITY DAY CHARTER PUBLIC SCHOOL**

#### **Associate Executive Director of Schools**

Responsible for growing a network of three schools that provide a rigorous academic experience for early Kindergarten - Grade 8 students in Lawrence. Main goal is to replicate programs and best practices from the current charter, which has a track record of providing an effective curriculum and has a school culture with high expectations for student achievement. School has closed the achievement gap for past seven years with grades ranking in the top 1-10% in the state. Also helped the Executive Director do a turn-around of a local district school. We are in the third year of a four-year turn around. School was ranked 4th from the bottom in the state prior to us taking over.

**PARTNERSHIPS TO UPLIFT COMMUNITIES (PUC)  
Managing Director at the Home Office for PUC Schools**

**2009 – 2011**

Responsible for driving the organization's business operations, including conceptualizing strategy, implementing operating plans and budgets, and achieving targets through oversight and leadership of the Finance, Human Resources, Operations, Clinical Counseling, New Business Development, and School Support Services departments.

PUC Serves 3,050 students and is a network of 12 schools comprised of one elementary, seven middle schools and two high schools. PUC intends to grow to 13 schools over the next two years and serve 4,000 students from low social economic background.

**ENVIRONMENTAL CHARTER HIGH SCHOOL, Lawndale, CA  
Executive Director**

**2006 – 2009**

*Oversaw the then-seven-year-old public charter high school (ADA 450). Restructured the administration, strengthened the school academically, financially, and organizationally, paving the way for expansion project. Responsible for managing a \$4.3 million annual operating budget.*

*Accomplishments include the following:*

- In the face of a projected deficit, established strong financial controls and restricted budget spending, which resulted in \$400,000 net income; positive cash flow was used to fund a \$500,000 construction project and support new teacher initiatives that are expected to result in an overall increase in student achievement.
- Completed a fundraising plan, strategic plan, and charter petition (still in process), as well as securing a \$250K Walton grant, for a new middle school.
- Completed a 10-year Strategic Business Plan to create a Charter Management Organization of middle schools and high schools.
- Completed relocation of all 450 students to new campus. As part of relocation project, repaired damaged relationship with current landlord and negotiated remaining two years of existing lease and new 50-year lease with Lawndale Unified School District at below market value. Also, oversaw half-million-dollar build-out of new facility and site transition plan.
- In order to continue and accelerate trend of rising API test scores, formed committee to create strategic list of academic priorities that resulted in creating a tutoring program, breaking teachers up into subject and grade level teams with specific objectives, and surveying and addressing the specific needs of the diverse ethnic student body.
- As part of overall effort to create a sustainable organization, overhauled and expanded Employee, Student, and Financial Policy Manuals, put processes in place for enforcement of policies, created Operations Manager Position, established job descriptions for each member of the administrative team, and created an evaluation process for Executive Director position.
- Helped Board create and adopt norms and processes by which they can conduct meetings, including what topics are addressed in open and closed sessions; how teachers, parents and other outside entities address the board; and how complaints are addressed.

- Designed and created after-school program funded by Youth Policy Institute for five years at \$350,000 per year; developed list of potential grant opportunities; and hired outside grant-writer to streamline development process.
- Developed a student recruiting initiative that resulted in surplus of students for available spaces for the 1<sup>st</sup> time in school history; held admissions lottery and ended up with 100+ student waiting list.
- Helped set up “Green Ambassador” program, a student-led initiative to take environmental class lessons into the community and troubleshoot and recommend solutions to government and business entities; program raised \$30,000 to send students to Brazil and Costa Rica for environmental-related study.
- Created a marketing and fundraising plan that established a \$350,000 annual fundraising program in donations and grant writing as well as built a school brand awareness in the community and at a national level.
- Recently completed construction of a new amphitheater and of a library, the former of which was partially funded with a city grant and the latter of which was entirely funded with grant monies. The amphitheater, as well as a water fountain, and seasonal stream were built to transform campus into a model environmental school for others in Southern California to emulate.

**K & A EDUCATIONAL SERVICES, Garden Grove, CA**

**2003 - 2006**

**Director of Lampson Grove Elementary School**

*Purchased and became co-director (with wife) of this private school. Primary duties focused on managing 15 employees (including teachers, staff, and principal), as well as handling marketing and sales for this 150-student school with \$800,000 in annual revenue. Responsible for training/managing a director for the preschool and a principal for the elementary school, as well as supervising \$100,000+ in contract, maintenance, and renovation work on three buildings.*

- Implemented state-of-the-art curriculum that transformed student scores from the mid 50<sup>th</sup> to the upper 70<sup>th</sup> percentile for Stanford 9 achievement tests.
- Developed a safety training program for the teachers that decreased student injuries from 10 per month to 1-2 per month and eliminated serious injuries that would cause a student to miss school.
- Increased enrollment 20% over four years with marketing, advertising, and promotional programs.
- Computerized book inventory and ordering process, which generated savings in excess of \$10,000 annually while slashing two months off the overall book inventory/ordering process.
- With wife acting as principal and manager on an on-going basis, hired and trained a director for the school so I could transition out of my involvement.

**MONSANTO DAIRY, Roseville, CA**

**2001 – 2003**

*(Monsanto Dairy is a \$240 million division of Monsanto Corporation, a \$6.2 billion provider of agricultural products and solutions. Monsanto Dairy sells the POSILAC®1 Step pharmaceutical to the U.S. dairy industry)*

**Regional Business Analyst** - Scope of duties centered on managing a sales office with five direct reports, setting sales goals, and forecasting the budget for four sales teams in the western region. Implemented local marketing initiatives such as developing customer relations programs, oversaw a national sales

expense budget of \$23 million, managed territory alignment and resources deployment, and linked national/regional marketing and tactical efforts.

**TSM TECHNOLOGIES, INC., Grass Valley, California** **2000 – 2001**

*(TSM Technologies is a private startup company that provided C+ programming for Silicon Valley customers)*

**Business Development Manager** – Responsibilities included hiring and supervising computer programmers in the U.S. and overseas, while managing client projects. Favorably negotiated and managed \$2 million in commercial/government contracts. Developed minority certification programs for TSM and successfully oversaw client relationships with top accounts.

**KLEENER KING, New York, New York,** **1999-2000**

**COO,** Help with a start up of a chain of cleaners in New York with an HBS colleague.

**KORN FERRY, New York, New York,** **1998-1999**

**Associate Recruiter.**

**BOOZ ALLEN & HAMILTON, New York, New York** **1996 – 1998**

*(Booz Allen & Hamilton is a \$3.6 billion global strategy & technology consulting firm. BA&H provides a variety of services to the world's leading corporations, government/public agencies, emerging growth companies & institutions)*

**Business Consultant, Energy Chemical Group Practice** – Key duties centered on determining the reason for large price depressions, creating a tactic that brought company's margin back into profitable region, and working on a strategy update for the retail business of an oil company in the U.K. Modeled financial departments of a major oil and gas company and calculated potential savings from reengineering efforts using industry benchmarks, leading to a savings of \$2 million annually.

**EXXON CHEMICAL CO. (now ExxonMobil Chemical), Illinois & Texas** **1989 – 1994**

*(ExxonMobil Chemical, a subsidiary of ExxonMobil, is one of the largest worldwide petrochemical companies, with over \$27.7 billion in annual revenues [2004].)*

**Technical Sales Representative, Polymers Applications Business Unit, Chicago, Illinois (1991-1994)**

Accountable for managing new product development, customer/supplier relationships, raw material qualification, and material sourcing processes, as well as conducting market research and creating account plans. Established 10 new accounts within a 2-year time frame while growing existing accounts. As a result, achieved a 230% growth in annual sales.

**Sales Representative, Food Packing Division, Houston, Texas (1990 – 1991)**

Responsible for managing new product development and customer/supplier relationships. Established 4 new accounts and expanded existing accounts that grew sales by 95%, and managed a sales territory that accounted for resin sales of \$7 million per year. Acted as an Exxon corporate recruiter from 1989 to 1994 and played an instrumental role in developing and implementing a successful minority recruiting event.

**Market Specialist, Special Market Division, Houston, Texas (1989-1990)**

Charged with researching a major market study that focused on identifying Exxon Chemical's customer base. Developed market strategies for introducing new products and technologies to customers.

## EDUCATION

**B.S., high honors,** Psychology, 2007, Biola University, La Mirada, California

**M.B.A.,** 1996, Harvard Business School, Harvard University, Boston, Massachusetts

**B.S., high honors,** Chemical Engineering, 1988, University of Florida, Gainesville, Florida

**M.A.** 2011, Fielding Graduate Program, Master in Educational Leadership

Certificate for Chief Business Official- One Year program, University Southern California

**Other**

**Board Member** of the Massachusetts Charter Public School Association from 2011 to 2016