

## **TALMIRA L. HILL**

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### **EDUCATION**

<b>HARVARD UNIVERSITY</b> , Cambridge, MA	<b>Master of Education</b>	June 1990
	<b>Program on Negotiation for Senior Executives</b>	May 2004
<b>GEORGETOWN UNIVERSITY</b> , Washington, D.C.	<b>Bachelor of Science in Foreign Service</b>	May 1986

### **SENIOR LEADERSHIP of INNOVATIVE COMMUNITY & EDUCATION INITIATIVES**

#### **T. L. HILL GROUP** **Principal**

May 2001 *to* Present

Founded and manage an independent firm that designs multi-sector solutions for systems to improve outcomes among young adults who face vulnerable life circumstances. Design and manage interdisciplinary innovations in education, workforce, youth development, and organizational capacity building. Analyze and document policy, practice, research, and system reform enterprises. Lead, develop, and facilitate results-based partnership initiatives, frameworks for managing multi-faceted projects, tools for analysis and decision-making, strategic planning processes, technical assistance strategies, and internal organizational structures to support outcome-oriented processes and deliverables. Facilitate and manage select institutes and conferences. Write reports and issue papers. Manage project budgets. Serve as thought partner to leaders in philanthropy.

#### **The Community Builders, Inc.** **Senior Vice President, Community Life**

April 2012 *to* May 2015

Directed the community life division of TCB, Inc., one of the largest and most accomplished nonprofit real estate development corporations in the United States. Designed, instituted, and managed implementation of a business plan for TCB's place-based model that uses stable housing as a platform for residents and neighborhoods to achieve success. Built a collective results-oriented framework and culture of data across six multifamily housing sites nationwide that expanded to include nine senior/elderly developments. Instituted an evaluation system with monthly, quarterly, and annual reporting of quantitative and qualitative progress; developed a communication and messaging strategy; improved financial analysis and budgeting at local and national levels to enhance cost-effectiveness with annual resources of \$3.5 million; and cultivated relationships with foundations and external partners. Improved percentages of children enrolled in early childhood education, young adults on a path to independence, adults engaged in workforce development, and residents registered to vote, while enhancing financial education and asset building opportunities for individuals and families. Integrated community life as a critical component of TCB's five-year strategic plan. Reported directly to the CEO and a board committee comprised of nationally renowned civic leaders, contributed to organizational direction on TCB's leadership team.

#### **ASSOCIATION for HIGH SCHOOL INNOVATION** **Director & Consultant**

November 2007 *to* June 2011

Managed a national network of youth development organizations that create pathways and expand options for all young people to graduate high school prepared for postsecondary education and career success. Developed and used a results framework and implementation plan for data and evaluation, professional development, technical assistance, convening, and policy strategies. Supervised a team of eight staff members. Facilitated transition of network from its origins in 2003 as the Alternative High School Initiative to establishing independent operations with a nonprofit fiscal sponsor based on a business and strategic plan adopted in October 2009. Secured over \$2.5 million in membership fees and grant support as of July 2010.

#### **ANNIE E. CASEY FOUNDATION, Baltimore, MD** **Program Associate**

January 1997 *to* April 2001

Managed \$3 million in grants nationwide to improve the transition to adulthood among vulnerable young adults. Developed the conceptual framework, rationale, and strategic funding guidelines for the foundation's decision-making in this area. Co-founded the first affinity group of philanthropists to address needs of out-of-school youth. Collaborated with policy makers, practitioners, public system and private sector representatives, researchers, and other members of the non-profit sector to discern assets, needs, and promising solutions. Funded organizations to identify, analyze, and promote promising and effective solutions, resulting in an employer led partnership initiative to improve foster care transitions; supported over 15 publications and four informal national working groups; heightened visibility for effective local, state and national initiatives; provided strategic technical assistance; funded knowledge development, tools for data use and evaluation, and policy efforts.

**JOBS FOR THE FUTURE, Boston, MA**  
**Program Director and Senior Consultant**

September 1995 to December 1996

Designed the framework for a grant making initiative of the Annie E. Casey Foundation to improve economic opportunity for out-of-school youth as part of an Income, Opportunity and Work strategy. Worked directly with a senior foundation official and leaders of JFF to assess status of U.S. youth workforce innovations, develop thesis, and identify funding opportunities.

**U.S. DEPARTMENT OF EDUCATION, Washington, D.C.**  
**Special Assistant, Office of the Under Secretary**

February 1994 to September 1995

Appointed by the Clinton Administration to advise the Under Secretary of Education on national vocational and adult education policy. Contributed to the School-to-Work Opportunities Act of 1994, the G.I. Bill for America's Workers, the Clinton Administration's proposals to reauthorize federal adult and vocational education statutes, and the *Economic Report of the President, February 1995*. Managed aspects of state and local implementation for School-to-Work Opportunities and Goals 2000. Served on Vice President Gore's Reinventing Government Initiative as part of the Oregon Option federal team.

**SCHOOL DISTRICT OF PHILADELPHIA, Philadelphia, PA**  
**Consultant**

June 1993 to February 1994

Designed and launched a Community Resource Development initiative for the Office of Education for Employment within the school district. Engaged school representatives, students, parents, and community residents of diverse ethnic backgrounds living in low-income neighborhoods in Philadelphia in participatory research and planning to restructure vocational education standards, programming and evaluation.

**CENTER FOR LAW AND EDUCATION, Washington, D.C.**  
**Advocate**

April 1992 to December 1993

Conducted federal, state and local advocacy as part of a national project to assist low-income students and their families in reforming vocational education in accordance with changes in the Carl D. Perkins Vocational and Applied Technology Act of 1990. Analyzed state and local vocational education plans. Collaborated with community residents, members of advocacy organizations, and educators to ensure communication and develop action plans. Coordinated, conducted and facilitated professional development sessions; wrote summaries of federal law; and developed and distributed policy information in communities, schools, and advocacy settings.

**INTERNATIONAL RESEARCH COORDINATION and DEVELOPMENT****THE JOHNS HOPKINS UNIVERSITY, Baltimore, MD**  
**SCHOOL OF PUBLIC HEALTH, DEPARTMENT OF EPIDEMIOLOGY**  
**Research Program Coordinator II**

December 1990 to April 1992

Managed U.S. based operations for epidemiological research conducted in Africa on the perinatal transmission of HIV among mothers and babies in Malawi and Rwanda. Worked directly with principal investigators based in Africa to provide project support. Coordinated efforts of two teams led by medical physicians in Africa with a multidisciplinary team of serologists, virologists, epidemiologists, and data analysts based at the university. Planned and managed budgets; submitted progress reports; maintained fiscal records. Devised a system for procurement and regular overseas shipping and transmittal of specimens, equipment, supplies, and funds between the U.S. and Africa. Organized and collaborated with faculty from other schools to write a proposal funded by NIH to develop and implement culturally appropriate strategies for HIV prevention in Malawi villages. Established a forum for regular cross-team discussions to identify and assess interdisciplinary findings.

**AFRICARE, Republic of Senegal, West Africa**  
**Intern and Literacy Training Coordinator**

June 1986 to December 1988

In Senegal, West Africa, managed the literacy component of a rural economic development initiative funded by USAID. Organized and monitored the planning, implementation, and evaluation of literacy activities in 15 villages participating in the Kaolack Agroforestry Credit Project which extended low-interest loans from local banks to villagers for animal fattening, vegetable gardening, reforestation, and primary health care. Coordinated with USAID consultants and local linguists who developed literacy materials in the languages of Wolof and Sereer. Managed budget; met with local public officials; procured

construction and delivery of classroom furniture and supplies; facilitated meetings with villagers; administered evaluation survey and analyzed results. Wrote reports in English and French. Interned in West Africa Regional Office of Africare through Georgetown University Center for Immigration Policy and Refugee Assistance.

**AMERICAN CULURAL CENTER/U.S.I.S., Dakar, Senegal**  
**Teacher of English as a Foreign Language**

November 1986 to September 1987

Taught advanced and intermediate level courses and a conversational speech seminar in English to adult French speakers. Organized and conducted a language and culture seminar to prepare Senegalese high school instructors for a one-month study tour of the United States. Worked with fellow staff to create and coordinate extracurricular activities that promoted cross-cultural learning among students and staff.

### SELECTED PAPERS AND PRESENTATIONS

Hill, Talmira. 2007, September. *Setting the Stage for New High Schools: Municipal Leadership in Supporting High School Alternatives*. A report commissioned by the National League of Cities, Institute for Youth, Education and Families, Washington, D.C.

Hill, Talmira. 2005, December. "Collaborative Funds: Assessment of Optimal Approaches." A report commissioned by the Ford Foundation for the Women of Color Working Group of the Funders Network on Population, Reproductive Health, and Rights, New York, NY.

Hill, Talmira. 2003, October. "Cultural Competence in Workforce Development: Integrating Race, Ethnicity & Culture to Advance Labor Market Outcomes." A report commissioned by Jobs for the Future for the *NEW FUTURES* Research Project, Boston, MA.

Hill, Talmira. 2002, July. "Marguerite Casey Foundation Listening Circles." A report commissioned by the Marguerite Casey Foundation, Seattle WA.

Hill, Talmira. 2000, April. "Improving Transition to Adulthood Among Vulnerable Young Adults." Presented at the White House Conference on Teenagers, Washington, D.C.

Hill, Talmira. 2000, April. "Identifying and Leveraging Resources for Out-of-School Youth." Presented at Youth Opportunity Grant Partners Meeting, U.S. Department of Labor, Washington, D.C.

Hill, Talmira. 2000, December. "How to Leverage Resources." Guest Panelist, Policy Planning and Implementation Course, Institute for Policy Studies, Sar Levitan Center for Social Policy Studies, The Johns Hopkins University, Baltimore, Maryland.

Hill, Talmira. 1997, March. "Innovative Youth Development Initiatives." Presented at The 1997 Community Development Institute, The Community Development Resource Center, Institute for Urban Research, Morgan State University, Baltimore, Maryland.

### BOARD AND CIVIC MEMBERSHIP

2008-2012	Board Member, Diploma Plus, Inc., Boston, MA
2001-2012	Board Member and Advisory Board Member, Edgeworks Dance Theater, Washington, D.C.
2010-2012	Board Member and Secretary, Goodrich Property Owners Association, Glen, NH
2007-2008	Board Member, Arts Alliance of Northern New Hampshire
2003-2007	Board Member, National Youth Employment Coalition, Washington, D.C.
1999-2001	Member, Baltimore City Workforce Investment Act Youth Council, Baltimore, Maryland.
1996-2001	Co-Founder and Member, Youth Transition Funders Group, an affinity group of the Council on Foundations.