Living School

CEO Support & Evaluation Committee Monthly Meeting

Date and Time

Tuesday October 2, 2018 at 5:00 PM CDT

Location

https://zoom.us/j/738211128

Agenda

I. **Opening Items**

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    A. Record Attendance and Guests

    B. Call the Meeting to Order

    C. Approve Minutes

        Approve minutes for CEO Support & Evaluation Committee Monthly Meeting on August 7, 2018

II. **CEO Support & Evaluation**

    CEO Support & Evaluation

    A. Review Committee OKRs

        OBJECTIVE 1: Recruit, develop, & retain exceptional staff
        ~~KR 1.1: Develop a clear, consistent, equitable hiring process~~
        KR 1.2: Develop a compensation & growth framework (7/31/18) - Will discuss today

KR 1.3: Create a differentiated development process (10/31/18) - Will discuss today

OBJECTIVE 2: Establish powerful climate & culture
KR 2.1: Develop organizational decision-making process (7/31/18) - Will discuss today
KR 2.2: Develop organizational policies & procedures around clear, professional communication (10/31/18) - Will discuss today
KR 2.3: Develop personnel handbook (7/31/18) - Will discuss today
KR 2.4: Develop organizational definition of equity (12/31/18) - Will discuss today

B. Compensation Framework Review

Consider what options we might want to consider for increases in Steps in our [Compensation Framework](#)

C. Staff Development Rubric & Differentiated Development Plan

Refer to draft of [Staff Development Rubric](#)

D. Governance & Decision-Making Matrix

Refer to [Governance Matrix](#)
- Note change in language & formatting for authority matrix at bottom clarifying authority from advisory role
- Discuss question from 9/9 Board Meeting regarding just selection of family representation

E. Employee Handbook

Refer to [outline](#) and [draft handbook](#)
- Update on progress and next steps

F. Organizational Communication

What should we be considering?
Where does policy need to live?
How do we bring it to life and build culture around it?

G. Defining Equity

What procedure should we follow to help our group come to consensus around a definition for equity?
Who needs to be involved (Board? Design Team? Team? Community?)

III. Closing Items

A. Adjourn Meeting