



The GLOBE Academy  
Head of Schools Evaluation and Support Committee Report  
November 25, 2018

**Committee Chair:** Ryan Hudak

**Meeting Date:** November 2, 2018

**Attendees:** Ryan Hudak, Sharon Camara, Monique Hudson

**Update:**

1. The committee discussed the Head of Schools evaluation cycle and agreed to the following general timeline:
  - a. Set goals in June-July for the upcoming school year
  - b. Conduct a mid-year evaluation in January of current school year
  - c. Conduct an end-of-year summative evaluation in June following the school year
2. The committee decided to modify the timeline for the current year. We will set goals in December and January and conduct a summative evaluation at the end of the school year.
3. The committee brainstormed a list of goals to discuss with the Head of Schools including:
  - a. MAP score targets
  - b. Milestones targets
  - c. STAMP targets
  - d. Teacher and student retention
  - e. Staff, student, and family satisfaction
  - f. Financial sustainability metrics
  - g. Improving communication with staff and families
  - h. Developing leadership team
4. Next steps:
  - a. Set up time to discuss goals with Head of Schools
  - b. Ask Head of Schools to develop a list of goals for discussion

**Meeting Date:** November 15, 2018

**Attendees:** Ryan Hudak, Sharon Camara, Monique Hudson, Christi Elliott-Earby

**Update:**

1. Christi proposed ideas for goals including:
  - a. Setting a clear vision for a multi-year org structure
  - b. Defining the middle school model



- c. Head of School Professional development
  - d. Leadership development
  - e. Healthy work-life balance
  - f. Communication
2. After a very productive discussion the committee agreed to establish two domains for the Head of Schools Performance Assessment:
  - a. Performance Goals
  - b. Leadership Competencies
3. We agreed to set targets for the following Performance Goals:
  - a. Student Achievement
    - i. MAP scores
    - ii. Milestones scores
    - iii. STAMP scores
  - b. Stakeholder Satisfaction
    - i. Staff satisfaction
    - ii. Student satisfaction
    - iii. Family satisfaction
  - c. Financial Sustainability
  - d. Strategic Plan Metrics
4. We agreed to research different leadership competency models to discuss at our next meeting.
5. The Head of Schools agree to draft targets for the performance goals to discuss at our next meeting.

**End of Report**