



The GLOBE Academy  
Head of Schools Evaluation and Support Committee Report  
January 28, 2019

**Committee Chair:** Ryan Hudak

**Meeting Date:** November 30, 2018

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

**Update:**

1. The committee discussed targets for the following performance goals:
  - a. MAP score targets
    - i. 70% of all students meet growth target for Fall to Spring
    - ii. Long-term goal is to have targets by grade and subject. We need to build the data infrastructure first.
  - b. Milestones targets
    - i. Move 3% of students who scored 2 on Math Milestones in SY17-18 to 3 for SY18-19 (4<sup>th</sup> through 8<sup>th</sup> grade).
    - ii. Move 3% of students who scored 2 on ELA Milestones in SY17-18 to 3 for SY18-19 (4<sup>th</sup> through 8<sup>th</sup> grade).
    - iii. Long-term goal is to have targets by grade for all levels (e.g. 1, 2, 3, and 4). Need data infrastructure first.
  - c. STAMP targets
    - i. Norm referenced test. 2<sup>nd</sup> through 8<sup>th</sup> grades. All languages.
    - ii. Last year was first time taking it
    - iii. We will look at scores by grade, year over year, and by grade longitudinally.
    - iv. We will use our growth from SY17-18 to SY18-19 to set growth targets for SY19-20.
  - d. Teacher and student retention
    - i. Christi needs to provide targets
  - e. Staff, student, and family satisfaction
    - i. Sharon will send us the survey to review.
  - f. Financial sustainability metrics
    - i. Clean audit report with no material weaknesses or deficiencies
    - ii. Balanced budget for SY18-19
    - iii. 3 months COH
2. Christi requested a 360 evaluation at the end of the year to collect feedback from her direct reports. We agreed to conduct a 360 evaluation in January for her mid-year review in order to test the tool in Board on Track.



3. The committee discussed performance evaluations for the Head of Schools' direct reports.
4. Next meeting: Wednesday, December 19, 2018.

**Meeting Date:** December 19, 2018

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

**Update:**

1. We discussed teacher attrition metrics. We agreed to review desirable and non-desirable attrition from SY14-15, SY15-16, SY16-17, and SY17-18 for teachers, non-teachers, and leadership in January in order to set targets for SY18-19 during our Mid-Year Review.
2. We discussed student attrition metrics. We agreed to measure attrition from 20-day-count to 20-day-count. Susan will collect historical data for this committee to review in January. We will set targets for SY18-19 during our Mid-Year Review.
3. The committee agreed to use the Effective Teaming competencies from the Ed Fuel Leadership Rubric for Leadership Competencies for SY18-19.
4. Ryan will draft a comprehensive Head of Schools performance evaluation tool to discuss in the the Mid-Year Review.
5. Sharon and Christi will work with NorthStar partners to develop new student, family, and staff surveys.

**Meeting Date:** January 23, 2019

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

**Update:**

1. We reviewed the HoS Performance Management tool format.
2. We discussed the current draft goals.

**Next Meeting:** Head of Schools Mid-Year Review on Wednesday, January 30, 2019.

**End of Report**