



## City on a Hill Charter Public School

### Minutes

#### April 2020 CEO Support Committee Meeting

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##### **Date and Time**

Wednesday April 1, 2020 at 4:00 PM

##### **Location**

<https://zoom.us/j/510022790>

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This meeting took place remotely pursuant to the March 12, 2020 Baker-Polito Administration announcement of an emergency order temporarily modifying the state's open meeting law.

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##### **Committee Members Present**

Cara Stillings-Candal (remote), Jacqueline Bennett (remote), Sarah Griffin (remote)

##### **Committee Members Absent**

Gary Morton

##### **Guests Present**

Jackie Hayes (remote), Jordan Lopez (remote), Kevin Taylor (remote)

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#### **I. Opening Items**

##### **A. Record Attendance and Guests**

##### **B. Call the Meeting to Order**

Cara Stillings-Candal called a meeting of the Executive Director Support And Eval Committee of City on a Hill Charter Public School to order on Wednesday Apr 1, 2020 at 4:04 PM.

### **C. Approve March 2020 Committee Meeting Minutes**

Jacqueline Bennett made a motion to approve the minutes from March 2020 CEO Support Committee Meeting on 03-17-20.

Sarah Griffin seconded the motion.

The committee **VOTED** to approve the motion.

## **II. SY20 CEO Goals and Evaluation Timeline**

### **A. SY20 CEO Evaluation Timeline**

Sarah Griffin made a motion to Approve change in timeline for the evalaution of CEO such that 50% of the bonus potential will be evaluated and awarded at the end of the fiscal year, while 50% of the bonus potential will be evaluated for award after academic results for a given year become available.

Jacqueline Bennett seconded the motion.

The committee discussed the two options for considering the evaluation and potential award of a bonus. The previously approved plan put the entire evaluation and potential bonus in the fall of the year following the year in which the bonus was applicable. The proposal from Mr. Taylor splits the evaluation and bonus potential such that 50% is evaluated and awarded at the end of the fiscal year, while 50% is reserved for after academic results are released. The Committee discussed how the proposed approach felt like an approach that would put appropriate weight on academic results and decided to go with this approach.

The committee **VOTED** to approve the motion.

The Committee opened a discussion on the CEO's goals and evaluation for Mr. Taylor. The Committee framed the discussion by recognizing that the COVID-19 closure of the schools may have impacted Mr. Taylor's goals for SY2019-2020. The Committee also framed the conversation in the context that there will likely be no academic results available from the state this year.

The Committee discussed the timeline for the evaluation agreed that it should take place in May or early June so that the final vote on the evaluation could be completed during the June Board meeting.

The Committee considered what input they would like to have for the evaluation, such as direct reports, parents/guardians, and potentially other stakeholders. The Committee discussed how it could collect parent/guardian input from the parent/guardian associations. The Committee discussed that they would like to separate out feedback regarding Kevin from feedback for the Board. The Committee also discussed wanting to

get a representative sample of parent/guardian inputs and discussed options to help gather representative input.

The Committee reviewed all of the categories of input for the six suggested goals to assess whether in a COVID-19 situation, it could still evaluate each goal. The Committee determined that it felt it could.

The Committee affirmed that it would use both the suggested goals provided by Board on track and the more specific goals provided by Mr. Taylor for SY2019-2020.

The Committee discussed whether there needed to be a specific goal added related to the conditions placed on the charter by the Department of Elementary and Secondary Education. The Committee decided that the existing goals provided sufficient scope to address this topic.

The Committee discussed whether the COVID-19 response should have a specific goal. The Committee discussed what the standard would look like to assess this goal. The Committee discussed that the standard could look like whether learning is still being offered and taking place. The Committee decided to evaluate the COVID-19 response under the Board on Track evaluation.

The Committee decided that 50% of the bonus potential should be earnable based on the six proposed goals from Mr. Taylor.

The Committee decided that the Board of Track goals would not be tied to bouns potential, but would instead serve to help ensure the Board completed its due diligence in looking comprehensively at Mr. Taylor's performance.

The Committee decided to continue the discussion of the goals, particularly academic measures after it learned more from DESE about how the state would evaluate academic results for the school.

### **III. Closing Items**

#### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:46 PM.

Respectfully Submitted,  
Cara Stillings-Candal

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### **Documents used during the meeting**

- CEO Support Committee Meeting - Goals Discussion.docx
- Board On Track CEO Evaluation.pdf