

APPROVED



## City on a Hill Charter Public School

### Minutes

#### October 2023 Executive Director Support Committee Meeting

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

Wednesday October 25, 2023 at 1:00 PM

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This meeting took place remotely pursuant to a supplemental budget bill which, among other things, extends the temporary provisions pertaining to the Open Meeting Law to March 31, 2025 signed into law by Governor Healey on March 29, 2023. The meeting was held via Zoom at <https://cityonahill-org.zoom.us/j/87833846749>.

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

Jacqueline Bennett (remote), Melisa Lemire (remote), Ted Gildea (remote)

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

Kimberley Thai Small

##### **Guests Present**

Asha Ibrahim (remote), Sonya Pratt (remote)

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

##### **A. Record Attendance**

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

Jacqueline Bennett called a meeting of the Executive Director Support And Eval Committee of City on a Hill Charter Public School to order on Wednesday Oct 25, 2023 at 1:09 PM.

## **II. Executive Director General Updates**

### **A. Executive Director Goals & Leadership Updates**

Sonya Pratt, Executive Director, began by introducing her proposed four goals for School Year 2023-24, which included:

1. Negotiating a successor agreement to the current Collective Bargaining Agreement (CBA) the School has with staff represented by the Boston Teachers Union (BTU);
2. Structuring and filling all roles for the District Administrative Team, including Human Resources Manager, Director of School Operations, and Data Manager;
3. Creating a multi-year financial plan that takes current enrollment trends and the loss of ESSR Funding into account; and
4. Continue mentorship through the Boston Charter Association (BCA) and executive coaching from The Management Center.

The Committee inquired to the timeline of Pratt's first goal relating to the CBA. Pratt shared that negotiations would likely start at the start of the new calendar year, and the School is motivated to move quickly as the status of the contract can affect the decision of staff to return.

Pratt then shared that she would be putting significant focus on her second goal over the next several weeks, and hopes for all key roles are filled by either the end of the calendar year or the end of the school year. The Committee provided suggestions for alternative staffing, such as Education Pioneers, and Pratt shared she would bring that to the hiring team.

Next, Pratt noted that while the City on a Hill Foundation is becoming more active, the goal is to create a multi-year financial plan that ensures the School can be sustainable on the public dollar. She also noted that she hoped to create greater organizational fiscal transparency with the goal of including staff in the decision making at the school level.

Finally, Pratt noted that her final goal would once again be investing in her leadership skills by continuing her mentorship program with the BCA and her one-on-one coaching with The Management Center. She then asked the Committee if they had any questions.

The Committee inquired as to whether there would be a goal around Massachusetts Comprehensive Assessment System (MCAS) testing. Pratt shared that she had thought about a fifth goal for MCAS, but felt that it was instead work that should live with the Principal and Chief Academic Officer with her management so that she could focus on work that solely the Executive Director could own. The Committee agreed with her

assessment, and shared that she will finalize these goals with metrics in anticipation of the next meeting.

### **III. Executive Director Contract Discussion**

#### **A. Executive Director Contract Discussion**

The Committee agreed to move the contract discussion to the next Executive Director Committee meeting in December and adjourned the meeting early at 1:30pm.

### **IV. 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 1:31 PM.

Respectfully Submitted,  
Jacqueline Bennett

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

*None*