APPROVED

Bridge Preparatory Charter School

Minutes

Special Board Meeting

Executive Director Check In

Date and Time
Wednesday April 13, 2022 at 7:30 PM

Location

Join Zoom Meeting
https://us02web.zoom.us/j/85726236693?pwd=SmVOZ0xlajVIZjdSZnlGOVd4MDQxdz09

Meeting ID: 857 2623 6693
Passcode: nvgu2S

One tap mobile
+16465588656,,85726236693#,,,,*800860# US (New York)
+13126266799,,85726236693#,,,,*800860# US (Chicago)

Dial by your location
- +1 646 558 8656 US (New York)
- +1 312 626 6799 US (Chicago)
- +1 301 715 8592 US (Washington DC)
- +1 253 215 8782 US (Tacoma)
- +1 346 248 7799 US (Houston)
- +1 669 900 9128 US (San Jose)

Meeting ID: 857 2623 6693
Passcode: 800860
Find your local number: https://us02web.zoom.us/u/ksIjFPaAr

Join Zoom Meeting
https://us02web.zoom.us/j/85706372832?pwd=Zk1BS1RLdmNEek1KQVZvb2swemhDdz09
Meeting ID: 857-0637-2832
Dial by your location: (646) 558 8656

Trustees Present
Azalia Volpe (remote), Geena Kuriakose (remote), George Winn (remote), Laura Timoney (remote), Laurel Gyimesi (remote), Maria Casale (remote), Mark Harmon-Vaught (remote), Rose Kerr (remote)

Trustees Absent
None

Guests Present
Kathy Baldassano (remote), Tim Castanza (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Mark Harmon-Vaught called a meeting to order on Wednesday Apr 13, 2022 at 8:03 PM.

C. Welcome

The purpose of this Special Meeting is to check-in with the Executive Director and review the process for the E.D. annual evaluation.

Mark Harmon-Vaught made a motion to enter into closed Executive Session to discuss matters relating to employment history of a particular person.
Azalia Volpe seconded the motion.
After approval of this motion, K. Baldassano exited the video conference at 8:05 PM as she is not a participant in the closed Executive Session which begins immediately after this vote.
The team **VOTED** unanimously to approve the motion.

II. Check In

A. Discussion with Board & Executive Director

The board ended their closed *Executive Session* and M. Harmon-Vaught reconvened the public meeting at 8:25 PM. He gave the floor to L. Timoney to discuss the E.D. evaluation procedure.

L. Timoney explained that last year the Executive Director filled out a survey, which was then given to board members to score and complete; this year everyone will be completing the survey simultaneously.

- **Rating Scale**: The rating scale being used this year is: ineffective/ developing/ effective/ highly effective. The outcome and summary will be reflective of that scale; we will still evaluate the E.D. on the *13 Core Competency Areas* that were used last year; board members will be able to place their scores in the 13 areas by clicking on a rating scale for each or choosing "I don't know" if unfamiliar with a particular area. These ratings are in line with our charter.
- **Timeline**: The surveys will go out tomorrow; after the surveys are completed, the board members will meet in May, review the results and come to consensus and agreement as a board; we will meet again with the E.D. to discuss the outcome. We hope to complete the scoring by April 30th.

T. Castanza asked what rubric will be used to determine the rating scale for scoring; M. Harmon-Vaught responded that there are goals that are data-bound, but also goals in leadership areas and competencies that are not bound to data but are fundamentally necessary for success. It's those trends rather than the specific exemplars on the individual items that will be important; it's the interpretations of the results rather than the results themselves that will be key. L. Timoney agreed and added if there are areas where there are disconnects, we can focus on why there is such a divide in those areas; everything is open to interpretation; some people are very generous in their scoring and some are more tough or strict; there is a prequalifier of how much interaction there is; the academic wording is the same as last year; there will also be an area for comments and the E.D. will have the ability to upload information for clarification in any area of the evaluation.

M. Harmon-Vaught said that a message containing a prompt to complete the survey will be going out to the board members and E.D. tomorrow. R. Kerr wants to thank M. Harmon-Vaught and L. Timoney for their work on this; we received valuable feedback on the board evaluation that will help all of us.

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 8:34 PM.

Respectfully Submitted,
Kathy Baldassano