



## Breakthrough Public Schools

### Minutes

#### Academic Excellence Committee Meeting

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

Tuesday November 19, 2024 at 5:00 PM

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

A. Garg (remote), A. McRae (remote), G. Burrows (remote), G. Libbey (remote), M. Harris (remote), S. Steinhouse (remote)

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

A. Rudd, D. Eisenberg, S. Vyas

##### **Guests Present**

M. Cao

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

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

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

A. Garg called a meeting of the Academic Excellence Committee of Breakthrough Public Schools to order on Tuesday Nov 19, 2024 at 5:00 PM.

##### **C. Check-in**

##### **D. Minutes Approval**

## II. Strategic Items

### A. Evaluation and Decision-Making on Posting for a New Chief Schools Officer

- Leadership vacuum with no CSO and CLO on leave, Andrew is currently providing direct management over schools' team and management team
- Structure is unsustainable, need to consider different approaches.
- Discussion: current leadership structure + responsibilities
  - Schools team - execute the learning plan designed by the learning team.
  - 1 principal on leave, MD of schools, Marc, is now the principal.
  - MD of Ops operating as a school-based ops person at CAS - actively hired for this role and this person will be replaced by Jan 1
  - Layer of support above school-based roles has been compromised due to lack of school-based leadership roles.
  - Learning team - design the learning plan – scholar achievement, data, etc.
  - COO (Matt) is now managing school ops, shrinks the pool of resources for people to manage.
  - Andrew currently managing family experience/student recruitment.
  - Garret: What was the vision for collaboration between CSO and CLO?
    - Idea was to let content area experts do their thing on learning side, but have single person accountable on school side.
    - Almost all of their major work was done collaboratively.
    - Purpose is to split burden of CAO role.
    - No vacancies at home office since vacant roles have been eliminated.
  - Andrew's current POV
    - Sees a pathway for Learning Team – contract for the instructional support work, all in on HQ curriculum implementation.
    - Need support on Schools Team – family experience is going well but need more support for direct to school support.
  - **Key question #1: What are the *immediate* and *long-term* benefits of hiring a CSO versus reallocating responsibilities within the current leadership team?**
    - Option 1: find a great person by June.
    - Option 2: find a junior person by February.
    - **AEC coalesced around waiting to hire a strong candidate, employ a strong search for a spring/summer start.**
      - **How can we support Andrew to get the contract support he needs between now and June to support schools?**
      - **What is the concrete plan to get the support needed on the school's side between now and June?**
  - **Key question #2: How would the presence of a CSO impact principal trust and investment in the network vision, given recent leadership transitions?**

- Significant transitions that impact principals most
- Current state - 3 healthy schools, 2 not so healthy campuses

## **B. Reestablishing Trust with Principals Post-Leadership Transitions**

### **Action items**

- **What is the concrete plan to get the support needed on the schools' side between now and June?**
- **Get principals more support, articulate what that support will be as part of the plan shared with the board.**

## **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 6:30 PM.

Respectfully Submitted,  
A. Garg