

Board Chair: Kelly Reyna  
CIO: Matt Cartier  
Date: May 30, 2024

## Purpose of Evaluation

It is the board's responsibility to hire, manage, and support the CIO of the School, and this annual evaluation serves as an important tool in meeting that responsibility.

The main purposes of the evaluation are twofold: one, to provide explicit feedback from staff and board to the CIO on his performance, to help him recognize both strengths and areas for improvement, and two, to inform the full board in a comprehensive way on how the CIO is performing.

## Methodology

The full board and the CIO's direct reports were asked to complete an online, anonymous survey through BoardOnTrack CIO Evaluation tool.

In addition, the CIO completed a self evaluation using BoardOnTrack and provided a self reflection on his accomplishments, growth, and opportunities during the 2023-2024 school year.

## Executive Summary:

The CIO's performance over the last year has been highly effective.

His prioritization, focus on leadership development, ability to build bridges within the school and with key organizations, his work ethic, and his commitment to STEM are the marks of a true leader.

In his first year of leading the school (which involved no shortage of curveballs and moving parts), the CIO guided the school with patience, creativity, persistence, and diligence. All of this is evident in the prioritized areas of the evaluation, especially in these areas:

- Priority 1: Modeling
- Priority 2: Strategic Planning and Budgeting
- Competency 6. Overall Leadership and Performance

As in any evaluation, there are areas in which the CIO should focus on improving over the coming year. The priority area is in Competence 3: Partnering with the Board. Specific opportunities include...

1. Ensuring the board is aware of and has the chance to provide input on major strategic decisions.
2. Providing regular, data-driven updates to the board on the progress of key initiatives.

We look forward to partnering with you during the summer retreat to develop predictable structures/processes so addressing these opportunities will be as straightforward and efficient as possible.