



# MCCPS Board of Trustees

## Governance Committee

### Monthly Meeting

Published on June 17, 2025 at 12:09 PM EDT

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#### Date and Time

Friday June 20, 2025 at 12:00 PM EDT

#### Location

Zoom Meeting:

<https://us06web.zoom.us/j/92043602027?pwd=RGh6cDBVd2JkVzBFWmpmdk5yTXRKZz09>

Meeting ID: 920 4360 2027

Passcode: MCCPSgov

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Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

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#### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>12:00 PM</b>
<b>A. Record Attendance</b>			1 m

	Purpose	Presenter	Time
<b>B. Call the Meeting to Order</b>			
<b>II. Board Applicant Interviews</b>			<b>12:01 PM</b>
<b>A. Chris Re Interview</b>	Vote	Polly Titcomb	15 m
Chris is interviewing with us as required in order to be appointed as a member of the Board of Trustees.			
<b>B. Karen Kagan</b>	Vote	Polly Titcomb	15 m
Karen is interviewing with us as required in order to be appointed as a member of the Board of Trustees.			
<b>C. Caroline McIver</b>	Vote	Polly Titcomb	15 m
Caroline is interviewing with us as required in order to be appointed as a member of the Board of Trustees.			
<b>III. Governance</b>			<b>12:46 PM</b>
<b>A. Review of Board of Trustee Handbook</b>	FYI	Polly Titcomb	10 m
Discussion of Polly's VERY ROUGH draft of Board of Trustees Handbook.			
<b>IV. Closing Items</b>			<b>12:56 PM</b>
<b>A. Public Comments and/or Member Comments</b>	Discuss		5 m
<b>B. Adjourn Meeting</b>	Vote	Polly Titcomb	1 m

# Coversheet

## Chris Re Interview

<b>Section:</b>	II. Board Applicant Interviews
<b>Item:</b>	A. Chris Re Interview
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	Chris Re - Resume (2025).pdf

# CHRIS RE

*Director  
Customer Success*

## CAREER SUMMARY

Seasoned manager and team builder who understands both technology and business. Always striving for process improvement and developing talent.

Ten years experience in Technical Project Management, Account Management and Customer Success.

## CORE STRENGTHS

- Adaptable Leadership Mindset
- Cross Functional Alignment
- Coaching and Developing Talent
- Balanced Scorecards / KPIs
- Communication Strategy
- Change Management

## CERTIFICATIONS

- **Strategy Development & Implementation**  
AICPA
- **Team Management**  
Harvard Business
- **Managing Talent**  
University of Michigan
- **Microsoft Excel for Accounting**  
Wiley Education
- **Leading at the Speed of Trust**  
FranklinCovey

## CONTACT DETAILS:

781-367-6379  
chris.re@snhu.edu  
www.linkedin.com/in/chris-re-2021  
113 Russell Street, Peabody MA 01960

## EMPLOYMENT HISTORY

### Gutenberg Technology

#### DIRECTOR, CONTINUOUS PUBLISHING, 2022-PRESENT

*Established and nurtured winning partnerships with customers and prospects by actively maintaining relationships, aligning product roadmaps, and driving process improvement and innovation within our EdTech authoring and distribution platform.*

- *Orchestrated impactful HubSpot marketing campaigns to unveil feature releases, conduct beta testing, and curate release notes.*
- *Converted a key prospect by leading a proof of concept with needs analysis and live product demos. Followed up with a comprehensive project plan resulting in a new customer launch worth \$475K.*
- *Demonstrated our firm commitment to accessibility and inclusion by leading the effort to secure a VPAT, showcasing strong adherence to WCAG 2.1/2.2 AA standards for our webreader and bookshelf.*

### Pearson

#### MANAGER, TECHNICAL PROJECT MANAGEMENT, 2016-2022

*Directed continuous process improvement and professional development for nine-member team supporting SaaS product integrations as solutions for Channel Partner Integration.*

- *Managed completion of 5000+ project management activities in 2021 for enterprise clients.*
- *Led cross functional teams to develop channel partner GTM strategy.*
- *Formalized process for LTI 1.3 integration pilot for Arizona State University, billing \$150M in revenue for 2021.*
- *Led cross-functional team in creation of IT Compliance process, documentation, and governance.*

#### TECHNICAL IMPLEMENTATION PROJECT MANAGER, 2011-2016

*Managed technical implementation of digital integration products for the Higher-Ed, K-12, and Professional markets. Installed and managed LTI tools and API configuration for Pearson's LMS integrations.*

- *Supported Pearson's integrated product strategy with continuous development of LMS integration offerings and improvement of user experience. Directly supported Blackboard, Canvas, D2L / Brightspace, Moodle, Sakai, and Schoology administrators and integrations.*
- *Created and maintained documentation for internal and external stakeholders for LMS integrations including; opting, grade sync, deep-linking, API tokens, and LTI configuration.*
- *Worked with Account Management to scope and implement Gap Analyses to solution enterprise clients and close new business.*

## ACADEMIC HISTORY

### Master of Business Administration (MBA)

SOUTHERN NEW HAMPSHIRE UNIVERSITY (SNHU) | MANCHESTER, NH  
2021-2022

### Bachelor of Arts in Media Art (BA)

EMERSON COLLEGE | BOSTON, MA  
2000-2004

# Coversheet

Karen Kagan

<b>Section:</b>	II. Board Applicant Interviews
<b>Item:</b>	B. Karen Kagan
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	Kagan, Letter of Intent.docx Kagan, Resume.docx

Dear Board of Trustees,

I am writing to express my intent to serve on the board of the Marblehead Community Charter Public School. With over 20 years of experience in special education and a strong commitment to inclusive education, I am eager to contribute my skills to foster an environment that supports all students.

My background as an Inclusion Teacher at Marblehead Community Charter Public School has equipped me with valuable insights into the unique needs of students with disabilities. I have successfully developed Individualized Education Programs (IEPs) and facilitated meaningful collaboration among teachers, parents, and support staff. Prior to this, I worked at Methuen High School and the Shore Educational Collaborative, where I developed curricula, implemented behavior management strategies, and oversaw case management for students with diverse learning needs.

I hold a Master's degree in Moderate Special Needs from Lesley University and a Bachelor's degree in Psychology from Merrimack College. My educational background complements my professional experience, allowing me to evaluate educational programs critically and advocate for policies that enhance student success.

As a board member, I am committed to maintaining a collaborative and inclusive environment, ensuring parental engagement, and enhancing educational opportunities for all students.

Thank you for considering my application. I am excited about the possibility of contributing to the board and supporting the mission of Marblehead Community Charter Public School.

Warm regards,  
Karen Kagan

## Karen Kagan

149 Puritan Rd.  
Swampscott, MA 01907  
(978) 618-2252  
kagan0524@aol.com

## Experience

2016 - 2020

### Marblehead Community Charter Public School

*Inclusion Teacher*

- supporting students with disabilities within a general education classroom, ensuring they have access to the curriculum and receive necessary accommodations
- Case management, including developing IEPs, educational testing and parent meetings
- creating a learning environment that is inclusive and accessible for all students

2012 - 2016

### Methuen High school

*Special Education Teacher Teacher*

- Collaborate closely with general education teachers to plan lessons, modify curriculum, and implement IEPs
- Provide direct instruction and support to students with disabilities, tailoring methods to their individual needs
- Ensure IEP goals are being met and make adjustments as needed

1997 - 2012

### Shore Educational Collaborative

*Special Education Teacher; IEP Lead*

- Development and implementation of curriculum
- Behavior management and crisis intervention
- Case management including working with parents, sending districts, probation and DCF

## Education

Graduation: May 1996

### Lesley University; Graduate School of Education

M.Ed.; Moderate Special Needs (5-12)

Graduation: May 1992

### Merrimack College

Bachelor of Arts; Psychology

# Coversheet

## Caroline McIver

<b>Section:</b>	II. Board Applicant Interviews
<b>Item:</b>	C. Caroline McIver
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	Carly McIver - Resume (2025).pdf



# CAROLINE MCIVER

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## ESTEM Education Leadership

### CONTACT PHONE

781-576-9123

### EMAIL

carlyamci@gmail.com

### EDUCATION

#### B.S. ENVIRONMENTAL SCIENCE AND POLICY

Smith College, Northampton MA

#### M.S. ENVIRONMENTAL EDUCATION

Southern Oregon University, Ashland OR

**Thesis:** The Creation of a Reliable and User-friendly Environmental Literacy Assessment for Middle School Students in Oregon's Rogue Valley

### EXPERIENCE SCHOOL TO SEA EDUCATION DIRECTOR

Salem Sound Coastwatch, Salem MA  
2023- Present

- Works directly with students pre-k through higher education to educate students on salt marsh science, coastal erosion, watershed stewardship and more
- Develops and manages curriculum for in-school and after-school programs, as well as professional development opportunities for educators
- Writes grants, develops proposals, and procures funding for new and existing programs and manages programmatic budget
- Developed and manages evaluation framework and strategic plan for the School to Sea program

#### INTERPRETATION MANAGER/ ONSITE PROGRAMS MANAGER

Butterfly Pavilion, Denver CO  
2021- 2023

- Hired, trained, and managed a team of adult and teen volunteers, educators, and coordinators
- Developed and managed long- and short-term strategic plans as well as a \$50,000 budget
- Produced world-class programs and interpretation through interdepartmental collaboration
- Managed onsite school groups, scout programs, virtual learning, and exhibit interpretation

#### OFFICE MANAGER

Southern Oregon University, Ashland OR  
2020- 2021

- Connected local teachers to educational resources across Oregon and Northern California
- Marketed for the M.S. EE program, and recruited, interviewed and admitted new students in collaboration with university administration and HR
- Managed the program budget, including stipends, scholarships, and grants

#### NATURAL RESOURCE EDUCATION COORDINATOR

Holiday Lake 4-H Center, Appomattox VA  
2019- 2020

- Recruited, trained, and coordinated teen and adult volunteers to facilitate environmental education and outdoor adventure programs
- Created, developed, and facilitated NGSS compliant classes and programs
- Created, marketed, and facilitated sold-out, multi-day, environmentally- and scientifically- focused camps
- Built and managed a \$40,000 scholarship program in partnership with local and international companies

#### EDUCATOR

Science Museum of Western Virginia, Roanoke VA  
2018- 2019

- Engaged learners of all ages by capitalizing on the resources of the museum and organizational relationships
- Promoted a learner-centered approach through class, program, and camp curriculum development

# CAROLINE MCIVER

## ESTEM Education Leadership

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### EXPERIENCE STEM EDUCATOR/ FACILITATOR

W.E. Skelton 4-H Center, Wirtz VA  
2018-2020

- Lead team building initiatives and facilitated leadership development with participants from elementary school students to executive groups. Engaged learners in exploring native and non-native animals through live animal demonstrations. Supported 4-H goal to help participants learn by doing, grow through failure, and use influence to make a positive impact on their communities.

### EDUCATOR/ FACILITATOR

Nature's Classroom, Charlton MA  
2015-2018

- Worked daily with students, ages 9-13 in an outdoor setting to build an understanding of basic ecological and scientific concepts.
- Lead MA standards-aligned classes in which local ecology, team building, and leadership development are emphasized.
- Assisted in the thorough cleaning of the site at the end of the week.
- Frequently acted as Staff Member in Charge, connected with visiting teachers and staff to ensure the best experience for students.

### EDUCATION INTERN/ EDUCATION INTERPRETER

Franklin Park Zoo, Boston MA  
2014-2015

- Interacted with the public in informal education settings, developed and executed MA standards-based lesson plans for grades K-8 in traditional classroom settings.
- Assisted senior keepers in zookeeping activities twice a week, including animal care and exhibit maintenance.
- Worked with students with disabilities, 17 to 19, to improve public interaction and develop job skills twice a week. Intern and volunteer training and coordination.
- Supervised and worked alongside teens to establish professional habits in the workplace.

### HOWARD HUGHES MEDICAL INSTITUTE TEACHING FELLOW

Smith College, Northampton MA  
2014-2015

- One of ten students selected to participate in the fellowship
- Evaluated existing curriculum in Northampton Public Schools
- Collaborated with other teaching fellows and school staff to plan and develop a standards-based, hands-on lesson for 5<sup>th</sup> grade students
- Shadowed local teachers and provided engaging activities for diverse learners in NPS 5<sup>th</sup> grade classrooms

### SKILLS

- Microsoft, Google, and Adobe suites
- Registration, scheduling, and booking softwares (ATMS, TRACKS, etc)
- Team development and facilitation
- Extensive familiarity with NGSS and Common Core standards

### CERTIFICATIONS AND TRAININGS

- Aquatic WILD, Project WILD, Flying WILD, Growing Up WILD and Project Learning Tree trained
- PADI Divemaster
- 4-H Master Camp Director
- Child and adult first aid, CPR, and AED

# CAROLINE MCIVER

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## ESTEM Education Leadership

781-576-9123

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- CLIMATE AND ENVIRONMENTAL EDUCATION (60%)**
  - Developed and delivered innovative environmental education programs as an educator.
  - Engaged audiences of all abilities and ages, taking advantage of natural spaces to illustrate the importance of conservation and activism.
  - Built and leveraged key organizational relationships between other educational non-profits to serve the community in an interdisciplinary manner.
  - Used interpretive, non-formal programs and community science initiatives in conjunction with hands-on classroom programming to encourage learners in advocacy for various climate protection and habitat conservation initiatives.
  - Supervised special, grant-funded project based learning and sought out and secured new funding opportunities to increase community participation.
  - Thesis on evaluation in environmental education followed by a presentation at the NAAEE international conference. Evaluated informal indoor and outdoor programming, as well as classroom programs against learning outcomes.
- SCHOOL SUPPORT AND OUTREACH (30%)**
  - Created, developed, and delivered hands-on on and off-site programs on a variety of environmental and STEM topics.
- OTHER / GENERAL MUSEUM (10%)**
  - Coordinated programs of a wide range of sizes and ages, from a 30-adult weekend specialty program to a sold-out, 300-kid week-long overnight nature camp.
  - Recruited, interviewed, onboarded, and trained nearly 100 volunteers and staff in the last 5 years