APPROVED

MCCPS Board of Trustees

Minutes

Board of Trustees Meeting

Date and Time
Monday December 8, 2025 at 7:00 PM

Location
Hybrid Format:

- in person at MCCPS
- via Zoom at https://us06web.zoom.us/j/98355446062?pwd=bVg2VzE4bEZUVXJqY0R4UlJnVmZ1dz09

Trustees Present
Carol McEnaney (remote), Chris Re, Emily Promise, Ian Hunt, Karen Kagan, Katie Holt (remote), Kimberly Nothnagel, Lindsay Smith, Rachel March (remote), Stephanie Brant

Trustees Absent
Ellen Lodgen, Eric Neagle, Polly Titcomb

Guests Present
Andrea Barlow (guest) (remote), Carly McIver (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Lindsay Smith called a meeting of the board of trustees of MCCPS Board of Trustees to order on Monday Dec 8, 2025 at 7:01 PM.

C. Public Comment

Ian Hunt asked HoS to provide status on the planned Town Hockey Rink Development. HoS provided a brief update and agreed to provide a more detailed update at a later date.

II. Head of School Annual goals

A. HOS Annual goals

HoS shared an update on proposed HoS annual goals. These centered on student learning and professional practice goals. Briefly:

- Student Learning Goal (by 2027): By the end of 2027, MCAS administration, the overall school-wide percentage of students scoring at the Meeting or Exceeding Expectations level in Math will increase by at least 8 percentage points over the SY25 baseline, with a focus on elevating performance in grades 5 and 6 and sustaining high performance in grades 4 and 7, with the overarching goal of returning MCCPS' average in the all students category to pre-pandemic rates of achievement in math. *Success will be measured by at least an 8 percentage point increase in students meeting or exceeding MCAS expectations in Math by 2027 (SY27 baseline) and/or a return to pre-pandemic (2019) rates of achievement in math.*
- **Professional Practice Goal (by 2027):** By the end of SY27, I will strengthen Math instructional leadership at MCCPS by supporting the Directors of Academic Programs and Accountability and Curriculum, Teaching, and Learning to implement a multi-year improvement plan. This includes the roll-out of new HQIM, integrating Personalized Accelerated Learning through the PALS block, enhancing co-teaching and co-planning, extending instructional blocks, supporting coaching cycles, and implementing a system of teacher evaluation and feedback to ensure instructional proficiency. *This will be accomplished through a multi-year academic improvement plan emphasizing aligned instructional leadership, ongoing analysis of student data, and targeted professional learning to strengthen Tier 1 instruction and ensure equitable outcomes for all students.*

HoS explored in detail both goals and the primary driving rationale for why they were chosen. HoS also shared some potential metrics on how progress towards accomplishment of the goals would be achieved.

B.

Vote to approve and accept HOS 2025 goals

Lindsay Smith made a motion to Approve and accept the proposed HoS goals for 2025 - 2027.
Chris Re seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Karen Kagan	Aye
Polly Titcomb	Absent
Ellen Lodgen	Absent
Katie Holt	Aye
Emily Promise	Aye
Carol McEnaney	Aye
Eric Neagle	Absent
Rachel March	Aye
Chris Re	Aye
Lindsay Smith	Aye
Stephanie Brant	Absent
Kimberly Nothnagel	Aye
Ian Hunt	Aye

III. Board Action Items:

A. Approve October 2025 Minutes

Lindsay Smith made a motion to approve the minutes from Board of Trustees Meeting on 10-28-25.
Katie Holt seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Carol McEnaney	Aye
Katie Holt	Aye
Polly Titcomb	Absent
Rachel March	Abstain
Karen Kagan	Aye
Kimberly Nothnagel	Aye
Ian Hunt	Aye
Emily Promise	Aye
Lindsay Smith	Aye
Stephanie Brant	Aye
Eric Neagle	Absent
Ellen Lodgen	Absent
Chris Re	Aye

B. Former head of school matter

MCCPS Chair provided context for a recent developing matter relating to the former head of school and recent communications with the chair and HoS. Chair shared that a no tresspass order has been shared with the individual. MCCPS attorney will be the primary point of contact with person moving forward.

C. Vote on Committee Memberships and Chairs

Lindsay Smith made a motion to Approve the election of Chris Re as chair of the personnel committee, and associated committee composition as listed.
Kimberly Nothnagel seconded the motion.

- Chris Re (Committee Chair)
- Carol McEnaney
- Jen Stoddard
- John Steinberg
- Kathy Santoro
- Katie Sullivan
- Stephanie Brant

The board **VOTED** to approve the motion.

Roll Call	
Kimberly Nothnagel	Aye
Lindsay Smith	Aye
Rachel March	Aye
Ellen Lodgen	Absent
Katie Holt	Aye
Chris Re	Absent
Ian Hunt	Aye
Karen Kagan	Aye
Polly Titcomb	Absent
Carol McEnaney	Aye
Stephanie Brant	Absent
Emily Promise	Aye
Eric Neagle	Absent

D. Review 2025-26 Board of Trustees goal: Fundraising

The board discussed strategies to grow fundraising capabilities, especially in light of the pending MCCPS anniversary milestone. Key areas of discussion:

- Potential strategies to target alumni and local community members.
- Pros / Cons of establishing a new fundraising / development committee and use of FinCom to help advance strategies.
- Access Charter Association to understand potential fundraising options.

The Board recognized that there was a clear need to frame out the scope of work and fundraising targets in the following two areas:

- :Student Access (high priority)
- Capital Campaign (medium priority)

The Board agreed that FinCom should define the scope of potential fundraising targets to support student access fundraising. The board also expressed the need to clearly define fundraising goals (e.g natures classroom etc).

IV. Head of School Report

A. December HOS 2025 Report

HoS provided an update on the following topics:

Current Enrollment Numbers

- 228 students enrolled. Recently, 4 students were recently dis-enrolled with 2 of those already filled. HoS is confident it will return to target enrollment number of 230.

2027 Admissions

- The 2026 admissions cycle is now live. 55 applications to date, 23 from sending district. HoS shared challenges with the mail / postcard campaign and the ability to reach students from neighboring (non-sending) districts (DESE guidance recently shared, prevents school from targeting non-sending districts). HoS shared a summary of a number of social media and newspaper tactics to target these critical districts. HoS also shared ongoing work to engage local sending community members (e.g Christmas Walk, Gingerbread House Competition), MCCPS Time Capsule with MHD Community Access TV).

Staffing

- New SPED teacher has started. Working with SPED inclusion teachers across the school as mentor / coach.

Curriculum, Teaching & Learning Updates

- The new Teacher Evaluation process is advancing well.
- The role out of "Amplify ELA" is on track, as are key math initiatives.
- New approaches in advancing professional development is also deployed with strong updates from staff. MCCPS LT actively track metrics at departmental meetings.

- HoS also shared the thinking behind a recent shift to portfolio from exhibition work. HoS also shared a number of communications sent to parents explaining the rationale and reinforcing the definition of project-based learning (PBLs). The overarching drive in making these changes is to strengthen student learning in alignment with DESE guidance.

V. Board Annual Items

A. Upcoming Agenda Items

The board reviewed key upcoming goals, including HOS Mid-year review at Jan MCCPS Board Meeting.

B. BoT Self - assessment now closed

Chair reviewed data from recent board self-assesement findings generated in BoT.

C. HoS evaluation cycle presentation

Chris Re provided an overview of the Head of School Evaluation Process developed by the Personnel Committee. Key highlights:

Why do an Evaluation:

- Ensure clear accountability.
- Anchor goals in MCCPS’s mission and strategic plan.
- Support and retain the HOS through meaningful leadership development.
- Fulfill Board bylaws and governance responsibilities.
- Meet DESE oversight and compliance expectations

Reviewed Annual Evaluation Cycle and Board Responsibilities:

- Goal Setting – HOS drafts and the Board approves.
- Ongoing Monitoring – Committees + Chair check-ins tied to goals
- Mid-Year Check-in – Progress update, feedback, possible goal adjustments.
- Surveys & Data – Staff Climate and Culture and HOS Self-Eval + Direct Reports Eval = 360 feedback.
- Draft Evaluation – Personnel Committee synthesizes data
- Board Vote – Evaluation & compensation decided in open meeting

Shared Annual Timeline:

- Sep-Nov: Goal drafting & approval
- Ongoing: Monitoring & check-ins
- Feb: Mid-year review

- Mar/Apr: Surveys & data gathering
- Apr/May: Evaluation drafting
- June: Board vote & delivery of evaluation

Reviewed Board Responsibilities:

- Engage in goal approval.
- Complete surveys thoughtfully & on time.
- Review evaluation materials.
- Participate in committee work related to goals.
- Keep feedback objective, evidence-based, aligned to goals.
- Maintain confidentiality

VI. Committee Updates

A. Finance Committee

FinCom plan to meet at end of Dec.

B. Governance Committee

The governance meeting did not have a quorum for the recent meeting. Plan to meet in December to review by-laws and BoT Handbook. Gov. Committee has also welcomed new committee member Kathy Santoro.

C. Academic Excellence

Did not meet.

D. Development & Communications

DevCom have approached Landing Restaurant for a fund-raising event on Feb 10. Board Breakfast is also being explored with staff (tentatively Feb 11).

E. DEI Committee

Exploring equity challenges at school (e.g school trips etc). The board asked the committee to provide an executive summary of reflections from the meeting.

F. Personnel Committee

See presentation earlier in agenda. The committee have developed a new summary deck for the board.

VII. Public Comment

A.

Public Comment

No public comment.

VIII. Closing Items

A. Recap Action Items

- The board was encouraged to advocate in their community / school interactions around the changes in exhibition to support portfolio advancement. Also, to demystify PBLs.
- Finalize Staff Breakfast Date.

B. Adjourn Meeting

Lindsay Smith made a motion to Adjourn meeting.
Karen Kagan seconded the motion.
The board **VOTED** unanimously to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:30 PM.

Respectfully Submitted,
Ian Hunt

Documents used during the meeting

- Head of School Goals 25_26.pdf
- Notrespassingorder.pdf
- TC response (1).pdf
- Personnel Committee Overview.pdf