



## CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)

**Special Meeting**

**November 9, 2021**

Called for 6:00 pm, held and broadcast from the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge, and Latin School, 459 Broadway, Cambridge, for the purpose of reviewing and accepting the 90 Day End-of-Cycle Summative Evaluation Composite Report of the Interim Superintendent of Schools.

Members Present: Vice-Chair Bowman, Member Fantini, Member Rachel, Member Rojas, Member Weinstein, Member Wilson, Mayor Siddiqui

Also Present: Dr. Greer, Interim Superintendent of Schools

Mayor Siddiqui in the Chair

A quorum of the School Committee being present, the Chair called the meeting to order at 6:01 pm.

The Chair read the call of the meeting and explained that this meeting is being televised, votes will be taken, and there will be public comment.

The meeting proceeded to the first order of business with the following roll call vote for the purpose of a soundcheck: Member Wilson PRESENT; Vice-Chair Bowman PRESENT; Member Fantini PRESENT; Member Rojas PRESENT; Member Rachel PRESENT; Member Weinstein PRESENT; Mayor Siddiqui PRESENT.

### **Public Comment:**

The following individuals were heard:

- **Tony Clark, Elm St**, spoke in person, expressed feelings about the timing of the meeting notice, and supported Dr. Greer becoming the permanent Superintendent of Schools instead of remaining the Interim.
- **Kathy Reddick** spoke virtually in support of Dr. Greer, her interest in the evaluation process, and encouraging Cambridge to remove the achievement gap and become the country's model of a public-school system.
- **Caroline Hunter** spoke virtually about her displeasure of the Committee's transparency on the timing of the evaluation, believes it was not well advertised for families and should have been held in October.

On a motion by Vice-Chair Bowman, seconded by Member Wilson, it was voted to close public comment on a voice vote.

**Mayor Siddiqui** took a moment to discuss the evaluation timeline and addressed the School Committee protocol regarding the meeting notice and timeline of the evaluation process. The 90-Day evaluation was mutually agreed upon between the Committee and the Interim Superintendent along with the date of this meeting. She reiterated that the purpose of the meeting was to review and vote on the Interim Superintendent's 90-Day End-of-Cycle Summative Evaluation.

Mayor Siddiqui turned the floor over to Dr. Greer. Dr. Greer took the opportunity to review her 90-Day Summative Evaluation with a short presentation. She presented her goals for the past 90 days.

Dr. Greer informed everyone that the process began this past September with her developing and submitting draft goals to the Mayor and Vice-Chair, who shared those draft goals with the Committee. A few weeks later, the School Committee approved those goals. In October, Dr. Greer submitted an executive summary of each of the goals along with evidence to support the process and efforts being made by the Interim Superintendent. At the end of October, the School Committee reviewed the executive summary and evidence and completed their 90-Day End-of-Cycle Summative Evaluation Reports, and submitted Individual Evaluations to the Vice-Chair. The individual evaluations were collated and combined into a single composite evaluation (on file in the School Committee office).

Dr. Greer's presentation and evaluation centered around four specific goals:

1. Student Learning: Instructional Practices
2. Student Learning: Program Improvement
3. District Improvement: Data and Information Analysis
4. District Improvement: Equity, Inclusion, and Belonging

**Dr. Greer's full presentation can be found on the School Committee webpage.**

**Mayor Siddiqui** offered a few words of support and appreciation to Dr. Greer for her presentation and the work she's done the past 90 days. The School Committee gave Dr. Greer a **Proficient** rating on her 90-day Composite evaluation. **Mayor Siddiqui** gave an overview of the Composite Report, which included the evaluation rating and calculated composite score, and opened the floor to the Committee for comment.

**Member Rojas** spoke to recognize his appreciation for Dr. Greer's work ethic and commitment over the past 90 days. In this individual evaluation of Dr. Greer, he mentioned his concern as to why CPS switched from an Emergency Plan Mode of Management to a Non-Emergency Plan Mode of Management.

**Member Rojas** also mentioned he was reassured when Dr. Greer mentioned in her goals that she and her team are reviewing feedback from the schools on the switch. He also mentioned that he was also concerned about how she did not leverage the Buildings and Grounds Subcommittee structure regarding the vaccine update in terms of management. Still, he hopes his comments were helpful, and he looks forward to a continuing working relationship with Dr. Greer.

**Member Rachel** was impressed with Dr. Greer's first 90 days and the execution of her ambitious entry plan. She rated Dr. Greer exemplary on her entry plan. She mentioned Dr. Greer's optimism and energy were noticed, and she has done a fantastic job building relationships these first 90 days.

**Member Fantini** mentioned that Dr. Greer had a good start and a strong understanding of CPS, which the community has received very well. Her high energy level and commitment are unmatched. He acknowledged Dr. Greer's great entry plans and total effort in engaging in the Cambridge community. By visiting schools, hosting, attending, and meeting community groups. He believes Dr. Greer can keep CPS consistent and appreciates her commitment to Cambridge.

**Member Weinstein** acknowledged Dr. Greer's entry challenges during COVID at the beginning of the school year and her proficiency in executing her entry plan in the first 90 days. Appreciated her attention to short-term needs (i.e., getting students and staff back in person) while still moving forward with long-term planning. He mentioned it is hard to evaluate on 90 days as there are long-term goals and not an entire school year, but Dr. Greer has proved proficient thus far and noted her work surrounding Equity and Inclusion are exemplary.

**Member Wilson** did not have much to add that was not already mentioned – other than “great job”! She praised Dr. Greer’s transparency with the entire Cambridge community, including the School Committee, and she looks forward to Dr. Greer continuing her outstanding work.

**Vice-Chair Bowman** praised Dr. Greer’s entry “hitting the ground running,” especially starting during a global pandemic. Stated that much her comments regarding Dr. Greer’s performance was already said. She also thanked Dr. Greer for her work and would love to continue conversations regarding that great work and move the district forward.

**Mayor Siddiqui** thanked Dr. Greer for her assistance in the evaluation process.

**Member Rojas** asked Dr. Greer about her thoughts on the Composite Evaluation. Dr. Greer didn’t have any thoughts or comments but was looking forward to working with the Committee and evolving on best communication methods and how to take the district forward.

**Member Fantini** thanked Vice-Chair Bowman for her work on the Composite Evaluation. Mayor Siddiqui echoed his comments.

On a motion by Member Wilson, seconded by member Rachel, the 90-day Summative Composite Evaluation for Dr. Greer was accepted on a voice vote.

Following the vote, Mayor Siddiqui entertained a motion to enter Executive Session immediately after the meeting for the purpose of discussing strategy for contract negotiations for (Interim Superintendent) as an open meeting may have a detrimental effect on the bargaining positions of the School Committee on a motion by Vice-Chair Bowman seconded by Member Rojas, on a unanimous voice vote, the Committee entered Executive Session following adjournment of the open meeting.

On a motion by Member Rachel seconded by Member Weinstein on a voice vote, the open meeting was adjourned at 6:34 pm.

Attest:

*Ariel B. Kennebrew*

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Executive Secretary to the School Committee