



CAMBRIDGE SCHOOL COMMITTEE

Roundtable Meeting

September 29, 2025

Called for 6:00 p.m. and held in and broadcast from the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge for the purpose of discussing the superintendent search. The Roundtable is expected to end on or before 8:00 p.m. There is no public Comment

Members Present: Member Harding, Member Hudson, Vice Chair Hunter, Member Rachel, Member Rojas, Member Weinstein, Mayor Simmons

Also Present: Cyndi Weekes Bradley, CEO, The Equity Process; Ms. Reena Patel, The Equity Process; Dr. Carolyn Turk, Director of Education Policy, Mayor Simmons

Mayor Simmons in the Chair.

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

The Chair read the call of the meeting and explained that this meeting is being televised and recorded. Votes will not be taken and there will be no public comment.

The meeting proceeded with a roll call of members present: Member Weinstein, PRESENT; Member Hunter, PRESENT; Member Harding, ~~ABSENT~~; Member Hudson, PRESENT; Member Rachel, PRESENT; Member Rojas, PRESENT; Madam Mayor, PRESENT

Member Harding arrived at 6:03 p.m.

Mayor Simmons made opening remarks and handed the floor over to Dr. Turk who gave an overview of the superintendent search process to date:

- May–June 2025: Application submissions and community focus groups were led by Dr. Tamerat.
- May–June 2025: Community survey (Donovan Group) with 439 respondents.
- July 15–16, 2025: Semi-finalist interviews and reference checks.
- August 2025: Candidates' performance tasks
- August–September 2025: Four virtual listening sessions with select groups were facilitated by The Equity Process.
- September 2025:
 - Student panels from CRLS
 - Small team conversations with finalists (Sept. 24–25).
 - Community forums with questions submitted by educators, caregivers, and students.
 - Site visits conducted to finalists' current districts.

- Preparation for finalist interviews scheduled for Sept. 30, 2025.

Following Dr. Turk's overview, Committee members were organized in three team based on their district site visits. Members divided into three teams based on their prior district site visit assignments:

- Team A: Mayor Simmons, Vice Chair Hunter, Member Rachel Weinstein
- Team B: Members Harding and David Weinstein
- Team C: Members Hudson and Rojas

The meeting recessed for approximately 30 minutes to allow teams to meet and discuss their report outs to the full Committee. Upon the completion of the recess, the groups shared the following highlights:

Team A – Revere Site Visit with Dr. Garcia
Reported by Vice Chair Hunter and Member Rachel

- Dr. Garcia is described as a *hard-working, visionary leader* with a strong student-centered approach.
- Implemented restorative justice practices.
- Created equity boards and a literacy/writing center.
- Built inclusive family and community engagement, such as family liaison programs and parent leadership institutes.
- Recognized for securing grants and improving youth engagement and safety.
- Students founded a "Welcome Club" to mentor peers new to the district.
- Dr. Garcia's colleagues described him as a visionary, collaborative, and supportive leader whose impact extends citywide.
-

Team B – Boston Site Visit with Ms. Sanchez
Reported by Member Harding and Member Weinstein

Ms. Sanchez is respected for her family engagement expertise and collaborative leadership.

- Played a key role in Boston Public Schools' "Fifth Quarter" summer learning program, serving ~20,000 students.
- Known for turning around schools through relationship-building and inclusive problem-solving.
- Highly regarded by educators and administrators for being energetic, organized, and action-oriented.
- Cited for strong community partnerships (e.g., City Sprouts) and advocacy for diverse educators.

Team C – Cambridge Site Visit with Mr. Murphy
Reported by Member Hudson and Member Rojas

- Staff described significant district progress under Mr. Murphy's interim leadership.
- Credited with resolving long-standing issues, including:
 - Kennedy-Longfellow School closure, executed smoothly with thoughtful student/staff transitions.
 - Transportation system overhaul and improved start-of-year operations.
 - Facilities assessment addressing \$100M+ in infrastructure needs.
- Praised for accessibility, accountability with empathy, and cultivating a culture of trust and high expectations.
- Recognized for promoting internal talent, establishing principal learning communities, and balancing operational and strategic priorities.
- Seen as a steady and transparent leader deeply committed to Cambridge's long-term success.
-

The Mayor turned the floor over to Ms. Weekes-Bradley of The Equity Process (TEP). She shared highlights of her discussions with School Council caregivers and members of the Cambridge Families of Color Coalition:

Authentic Family & Community Engagement

- Calls for more robust, co-designed family engagement.
- Caregivers proposed broader roles for paraprofessionals (“paras on buses”) as consistent links between school and home.
- Suggestions included superintendent coffee hours, breakfasts, and attendance at council meetings.
- Emphasis on creating welcoming school buildings, especially the Berkshire Street campus.
- Requests that the superintendent be responsive to caregiver outreach.

Communication & Transparency

- Strong demand for honesty, transparency, and timely information from both the superintendent and School Committee.
- Desire for proactive communication and public acknowledgment of racial incidents.

Diversity, Equity, Inclusion & Belonging

- Community urged the district to address inequities
- Expectation for a leader who is bold, intentional, and culturally competent.
- Emphasis on maintaining positive traditions while challenging inequitable ones.

Student Engagement

- Broader investment in student passions beyond academics.
- Expansion of STEAM programming and technology equity, ensuring all caregivers understand available digital tools.

Following her remarks, there was a discussion with Committee members. **Member Harding** asked for a clarification on CORI checks and Ms. Weekes-Bradley shared that TEP does not conduct CORI checks and they are handled by CPS or the City of Cambridge. **Mayor Simmons** highlighted that CORI checks were completed and clear. **Member Hudson** inquired about the background information compiled by TEP. Ms. Weekes-Bradley noted that resumes, references and social medial finders were distributed to the Committee via memos. She summarized the performance assessments by the three finalists and emphasized that the Committee voted on the superintendent selection process and that TEP was operating under this structure.

With the meeting approaching 8:00 p.m., on a Motion by Member Weinstein, seconded by Vice Chair Hunter, the meeting was extended by 15 minutes on the following roll call vote: Member Weinstein, YEA; Vice Chair Hunter, YEA; Member Harding, YEA; Member Hudson, YEA; Member Rachel, YEA; Member Rojas, YEA; Madam Mayor, YEA.

At the close of the meeting, Dr. Turk outlined the logistics for the finalists interviews which were scheduled for the following day.

On a motion by Vice Chair Hunter, seconded by Member Harding, the meeting was adjourned on a voice vote. (8:09 p.m.)

Attest:



Katherine Christo
Executive Secretary to the School Committee

Documents Distributed:

- Agenda
- Data Points Collected during the Superintendent Search Process
- Review of the Process and Associated Documents by TEP