



## CAMBRIDGE SCHOOL COMMITTEE

(Official Minutes)  
Special Meeting August 27, 2020

Called for 6:00 p.m. recorded and held in the Dr. Henrietta S. Attles Meeting Room, Cambridge Rindge and Latin School, 459 Broadway, Cambridge, for the purpose of reviewing and accepting the End-of-Cycle Summative Evaluation Composite Report for Dr. Kenneth Salim, Superintendent of Schools.

Members Present: Vice Chair Bowman, Member Fantini, Member Rachel, Member Rojas, Member Weinstein (Absent), Member Wilson, Mayor Siddiqui

Also Present: Dr. Salim, Superintendent of Schools

A quorum of the School Committee being present, the Chair called the meeting to order at 6:00 p.m.

The Chair read the call of the meeting and explained that this meeting is not 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: Member Wilson Present; Vice Chair Bowman Present; Member Fantini Present; Member Rojas Present; Member Rachel Present; Member Weinstein (Absent) Mayor Siddiqui Present.

Public Comment: Caitlin Doering, Spoke on Kenneth Salim Job Performance.

A Motion by Member Rojas, seconded by Member Wilson, on the following roll call vote, public comment was closed: Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein (Absent); Mayor Siddiqui YEA.

Mayor Siddiqui turned the meeting over to Vice Chair Bowman.

Vice Chair Bowman in the Chair, explained that this was a Special Meeting for the purpose of voting on accepting the Superintendent End-of-Cycle-Composite-Summary-Report and the One-Page-Member-Composite-Summary at once. Vice Chair Bowman explained the process used to complete the Superintendent's evaluation for 2020. She informed everyone that the process began this past June with the Members.

The Vice Chair opened the floor up for any questions or concerns.

**Member Wilson** added to two edits. The date and time should reflect August 24 at 5:00pm. Would like to see the 360 evaluation be incorporated to the review process by the end of the year. Taking accountability measures to move that forward. Would like one for before the school year starts as well as by the end of the year.

**Vice Chair Bowman**, that process will be taken up by an ad hoc committee in the future when assigned. The overall summative review is spelled out to look at structures as to how to follow up.

**Member Wilson** responds that collective voices were incorporated in the evaluation.

Vice Chair reads from the evaluation, “moving forth the committee agrees to explore additional evaluation frameworks enhance the MASS DESE end of cycle summative elevation rubric - to assure that that piece will be part of the process.”

**Superintendent Salim** - process wise that is what is in the subsequent elevation and the instrument used. That the revised rubric that DESE has developed is more streamlined.

**Member Rachel** would like the evaluation to show, beginning with the sentence, “ there is clear consensus for areas of growth and improvement,” there is a meaningful nuance between the words collaboration and communication.

Vice Chair Bowman asks for Member Fantini opinions as the senior member on making changes to the document.

Member Fantini finds no issue with minor changes to the document as a way to ensure that it is a collective document.

**Mayor Siddiqui** updates the members on the edits and suggestions so far: “family community engagement, collaboration and communication, moving forward that committee agreed to explore additional evaluation frameworks, such as 360 review and midyear evaluation to enhance the MASS DESE end of cycle summative rubric.”

**Member Rachel** spoke about the 360 review before the school year begins as a baseline, keeping in mind the pandemic makes it for a very unique year and follow up with a midyear check in.

**Vice Chair Bowman** would like a subcommittee to create a framework to lay out the process for a mid-year review. Would not like to add on to the original process.

**Superintendent Salim** clarifies that there is a contractual process for determining the evaluation; summative process and consultation process moving forward that could be determined by a subcommittee or working with a committee in general.

**Mayor Suddiqui** asks about putting together an ad hoc committee and the Vice Chair speaks about her commitment to putting that together and moving the process forward.

**Mayor Suddiqui** clarifies that contractually the Superintendent evaluation process is determined by its existing parameters. A 360 review can be determined by an ad hoc committee.

**Superintendent Salim** follows up that there needs to be a process of what instrument is used. There is an opportunity as to what best practices are around with this process.

**Member Rojas** begins his comments on how we can improve and gather information, how wan can we deliver this information better. Does Dr. Salim find this useful?

**Member Wilson** reminds the audience that there are five new individuals serving the City of Cambridge and that it has certainly been a challenging time to accomplish the task of evaluating the Superintendent considering the not conventional atmosphere. The importance of due diligence.

**Vice Chair Bowman** speaks about moving swiftly to form an ad hoc committee with assignment to do the work at hand. Goal setting for the Superintendent is the work of the Vice Chair and work in collaboration with the members to move that forward. Especially during a pandemic but it is necessary and about accountability.

**Member Rachel** questions why Ad Hoc Committee as opposed to a Committee of the Whole. Speaks about goals setting during the meeting.

**Vice Chair Bowman** clarifies the Call of the meeting was to accept the evaluation. Defers to Member Fantini about the process.

**Member Fantini** reminds that there is a retreat scheduled for September 25 and can be discussed then. Historically there has been an ad hoc committee for this process. Reminds though, the will of the committee.

**Mayor Siddiqui** clarifies and in summation there is an urgency with getting and giving feedback, will not go in the record of evaluation. The next step would be a written process, bringing up the retreat and references goal setting.

Member Fantini moves to adopt evaluation as amended, seconded by Member Rojas.  
Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein (Absent); Mayor Siddiqui YEA.

On a motion by Vice Chair Bowman, seconded by Member Fantini on the following roll call vote, the meeting was adjourned at 6:34 p.m. Member Wilson YEA; Vice Chair Bowman YEA; Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein (Absent) Mayor Siddiqui YEA.

Next meeting scheduled will be a special meeting on Thursday, September 3, 2020, 6PM.

Respectfully submitted,  
Jennifer Dever Wood  
Executive Secretary to the School Committee (temporary)