

**C A M B R I D G E
S C H O O L C O M M I T T E E**

(Official Minutes)

Special Meeting

July 11, 2023

Called for 6:00 p.m. broadcast from the Media Arts Studio, 454 Broadway, Cambridge, for the purpose of discussing and adopting the End-of-Year Summative composite evaluation of the Superintendent.

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

Also Present: Dr. Greer, Superintendent of Schools; Corey Dotson, Chief Talent Officer; Dr. Edwards, Chief of Academics and Schools

Mayor Siddiqui in the Chair.

A quorum of the School Committee being present, the Chair called the meeting to order at 6:02 p.m.

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 a roll call of members present; Member Fantini PRESENT; Member Hunter PRESENT; Vice Chair Rachel PRESENT; Member Rojas PRESENT; Member Weinstein PRESENT; Member Wilson PRESENT; Mayor Siddiqui PRESENT.

The following individuals were heard during Public Comment:

- Karen Dobak, Allston Street, in support of the Superintendent
- Sherri Harrison, York Street, in support of the Superintendent
- Betelihame Mamo, Muller Ave, in support of the Superintendent
 - The above leaders of the Special Education Parent Advisory Council (SEPAC), read a letter of support for Dr. Greer. The letter can be viewed [here](#).
- Kenneth Reeves, Harvard Street, spoke in support of Dr. Greer's work and highlighted that the NAACP Cambridge extended its support as well.

On a motion by **Member Wilson**, seconded by **Member Hunter**, Public Comment was closed: Member Fantini PRESENT; Member Hunter PRESENT; Vice Chair Rachel PRESENT; Member Rojas PRESENT; Member Weinstein PRESENT; Member Wilson PRESENT; Mayor Siddiqui PRESENT.

Vice Chair Rachel outlined the superintendent's evaluation process which included:

1.) A self-assessment by Dr. Greer; 2.) Evaluations from individual Committee members; 3.) Private meetings (or in pairs) by Committee members with the Superintendent and 4.) A composite evaluation by

drafted by Vice Chair Rachel. **Vice Chair Rachel** highlighted that the main goal of tonight's meeting was to revise the composite evaluation (if necessary) and formally adopt the evaluation.

In Vice Chair Rachel's remarks, she noted that the School Committee was required to evaluate the superintendent in an open meeting. She highlighted the following from the Superintendent's composite evaluation:

- Appreciation for Dr. Greer's dedication and hard work.
- Student growth at all grade levels as noted in the i-Ready data.
- Dr. Greer's leadership in the Universal Pre-K initiative.

Vice Chair Rachel noted the vulnerable nature of a public evaluation. She shared the following areas for growth as outlined in Dr. Greer's evaluation.

- The processes around human resources and engaging the community and staff in the hiring of principals.
- The management and buy-in of staff and the reliance on fewer top-down decisions.
- Proactive communications regarding district-wide changes.

Vice Chair Rachel noted that the School Committee gave Dr. Greer an overall rating of "Needs Improvement" and stressed that the Committee is rooting for her success.

Vice Chair Rachel read the following quote from a letter of support from Geeta Pradhan, President of the Cambridge Community Foundation: "Change is difficult and takes time...It is tiring, it takes time, it frays our nerves, and it always takes many stakeholders working together, but if we persist it shows results. Cambridge's Superintendent was selected through a thorough process and she and her team are working hard to bring about the change our schools and students need. Dr. Greer has a keen understanding of the population that is falling behind. She is committed to finding pathways for those with limited options and who need the most help. Cambridge has the incredibly challenging task of building equity, but it also has robust resources, and a collective will to tackle these issues."

Vice Chair Rachel thanked the Committee members for their evaluations and noted the Committee members' unison voices in their feedback of the Superintendent

Mayor Siddiqui opened the floor for comments.

Member Rojas noted that the composite evaluation was a fair reflection of his evaluation, but there were nuances in his evaluation of Dr. Greer. He expressed his hope that the evaluation was helpful to her.

Member Fantini thanked Vice Chair Rachel and hoped that the evaluation helped move the district forward. **Member Hunter** shared positive highlights from Dr. Greer's evaluation and stressed her support.

Vice Chair Rachel noted that she would like to include the i-Ready results and Dr. Greer's Universal Pre-K efforts in an updated evaluation.

On a motion by **Vice Chair Rachel**, seconded by **Member Wilson**, it was voted to include additional language to the superintendent's composite evaluation related to i-Ready data and Universal Pre-K: Member Fantini YEA; Member Hunter YEA; Vice Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

Member Weinstein noted the uncomfortable process of a public evaluation. He hopes to work together collaboratively and sees a positive path forward. He thanked Dr. Greer for her work. **Mayor Siddiqui** noted that the expansive nature of the superintendent's role, thanked Dr. Greer for her work, and shared her hopes for continued success in the district. **Member Wilson** thanked Dr. Greer for her work and expressed her support for her continued success. **Member Rojas** noted that the School Committee should be evaluating themselves as well and encouraged this process over the summer. **Vice Chair Rachel** made closing remarks and noted that next year's goals would be discussed in the School Committee's August meeting. Dr. Greer noted her previous recommendation of group training before the goal-setting process. She offered to provide draft goals but would like to discuss the goal-setting process in further detail. **Mayor Siddiqui** agreed.

On a motion by **Member Rojas**, seconded by **Member Wilson**, it was voted to adopt the superintendent's composite evaluation as amended: Member Fantini YEA; Member Hunter YEA; Vice Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA.

On a motion by **Member Fantini**, seconded by **Member Rojas**, the meeting was adjourned: Member Fantini YEA; Member Hunter YEA; Vice Chair Rachel YEA; Member Rojas YEA; Member Weinstein YEA; Member Wilson YEA; Mayor Siddiqui YEA. (6:45 p.m.)

Attest:

A handwritten signature in black ink that reads "Katherine Christo". The signature is written in a cursive, flowing style.

Katherine Christo
Confidential Secretary to the School Committee