



May 13, 2024

Minutes of the Lawrence Alliance for Education Board – LAE

A meeting of the Lawrence Alliance for Education Board meeting was held virtually with the following members present: Patricia Mariano, Chair; Dr. Dolores Calaf, Early Childhood and K-12 Education, Consultant with Community Collaborative; Juana Matias, Regional Administrator for the New England Regional Office, U.S. Department of Housing and Urban Development (HUD); Edgar De Leon, Diversity, Equity, and Inclusion Director at Noble and Greenough School; Maria Moeller, CEO/The Community Group; Arlene Garcia, Parent Liaison, Lawrence Family Development Charter School, and Mayor Brian De Peña

Also virtually, Maria L. Campusano, Recording Secretary for this meeting.

Chair Mariano, called the meeting to order at 5:07 p.m. The Chair called the audience to recite the pledge of allegiance.

Chair Patricia Mariano introduced the agenda item: Sylvia Flower, Alma Advisory Group to provide feedback from the superintendent search interview panels and the community survey.

Ms. Sylvia Flower presented a PowerPoint presentation indicating an overview of the interview panels' feedback questions. The presentation included responses from survey panelists who were asked to provide feedback.

- The panel feedback began with a series of questions that were aligned with the competencies. Nearly 160-168 responses were collected from the interview panels, with the data broken down to approximately 40 responses per candidate. Panelists were asked to respond to a number of questions on a scale of strongly agree, somewhat agree, somewhat disagree, strongly disagree, unsure, or not observed.
- The data was color-coded when looking at the percentage of responses that were somewhat and strongly agree and then the percentage of responses that were somewhat or strongly disagree; the dark green color indicated that over 90% of the responses were in the strongly agree to somewhat agree range; and if a lighter green color is that 75% of the responses were at somewhat agree or strongly agree; if a red color then the responses were greater than 40% for strongly and somewhat disagree; and if pink color then the combined strongly and somewhat disagree was greater than 25%.
- Panelists were asked to provide feedback based on the following questions:
 - The candidate demonstrated a strong racial equity lens
 - The candidate demonstrated the ability to support a diverse system of schools and ensure equity across the schools
 - The candidate demonstrated experience supporting a diverse student population
 - The candidate demonstrated the ability to communicate and collaborate effectively with parents community members, and appointed elected officials
 - The candidate has demonstrated the ability to maximize available financial and operational resources within a school system
 - The candidate has demonstrated a strategic and student-centered leadership approach and vision



- The candidate has demonstrated the ability to develop and implement a strategy to improve student outcomes across multiple schools
- The candidate has demonstrated a track record of success in turnaround school improvement
- The candidate has demonstrated the ability to recruit, retain, and support a diverse and high-performing workforce
- The candidate has demonstrated the ability to build, lead, and develop a team focused on positively impacting student outcome
- The candidate has demonstrated the ability to ensure access to deep and rich learning across the district to meet the needs of all students
- The candidate demonstrated the ability to maintain visibility and support meaningful collaboration and two-way communication among stakeholders
- Finally, the interviewers asked about the strengths observed against the competencies

Ms. Sylvia F. also shared the community feedback in which the Advisory Group collected 400 responses. She also explained that the data collected was checked for duplicates, the IP address, and also asked about the LPS affiliation in the QR code. The questions were also similar to those described above.

Ms. Juana M. pointed out that when people had the opportunity to respond to the category on multiple identifiers, there were 286 administrators or staff responses. So when people identified their affiliation and then there was a drop-down list of all of these categories and they just checked all that apply; data it is heavily weighted there are 286 out of 372 so more than 50% of the people who completed the surveys identified minimally as a teacher or work in the system

Ms. Sylvia F. also reminded the LAE Board that they have 24 hours of videos that they can watch from their perspective to review the candidates responses to their panelists' questions. This is one data point of many that you all have access to the round one interview notes and Alma recommendations; there you have access to the round two interview videos and then you also have access to the six interviews that the candidates went through.

Mr. Edgar De Leon leaves the meeting at 6:05 p.m.

Ms. Juana Matias stated the following for the record: *"This is a very quick turnaround and there is like the sense that we need to vote on Wednesday no the outlet you board chooses when they're ready to vote and I want to just share with my other colleagues on this call that if we do not feel ready to vote on Wednesday because we have not had enough time to digest all of this information any board member of the LAE board can make a motion to push this meeting back with a second and a majority vote so just want that to be an option because from the beginning of this process it hasn't been an option and it absolutely is an option for us to do so long as we have be necessary votes I'm going to do the best I can with my full-time job to review all materials before then, but you know just want everyone to know that is an option on Wednesday if we don't feel that we had enough time"*



VOTED: To add a new item to the agenda

Vote: Upon the motion made by Juana Matias to discuss LAE public statement on the superintendent search to help clarify mischaracterizations to allegations regarding superintendent selection process in LPS; Seconded by Arlene Garcia

The Vote

Yes - Dr. Dolores Calaf
Yes - Juana Matias
Yes - Maria Moeller
Yes - Mayor Brian de Peña
Yes - Chair Patricia Mariano

Motion Passes

Ms. Juana Matias shared information with members on a draft letter she composed on behalf of the LAE board; the letter is to provide clear and accurate information on the steps that were taken to date. In the letter Ms. Matias pointed out a meeting that took place on April 11, 2024 where the LAE Superintendent Search Subcommittee met with the round two interview panel, that included four external non-voting community members and the confusion that arose during the voting process and the intervention of DESE and how this error was corrected during the meeting on April 19, 2024.

Chair Patricia Mariano, Juana Matias, Maria Moeller talked about the vote that was taken to select the 10 candidates for the round two interview.

VOTED: To come up with a public statement on the superintendent search to help clarify mischaracterizations to allegations regarding superintendent selection process in LPS

Vote: Upon the motion made by Juana Matias that the LAE board members come up with a public statement on the superintendent search to help to clarify mischaracterizations to allegations regarding the superintendent selection process; so move by Arlene Garcia

The Vote

Yes - Dr. Dolores Calaf
Yes - Juana Matias
Yes - Maria Moeller
Yes - Mayor Brian de Peña
No - Chair Patricia Mariano



VOTED: To adjourn the meeting at 6:36 p.m.

Vote: Upon the recommendation of the Chair Patricia Mariano to adjourn the meeting at 6:36 p.m.; So move by Juana Matias; Seconded by Maria Moeller

The Vote

Yes - Dr. Dolores Calaf
Yes - Juana Matias
Yes - Maria Moeller
Yes - Mayor Brian de Peña
Yes - Chair Patricia Mariano

Motion Passes

Ms. Patricia Mariano, Chair
Date