



Cape Cod Lighthouse Charter School

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Under Open Meeting regulations, this is a notification of the

Cape Cod Lighthouse Charter School

Special Meeting of the Board of Trustees

Date & Time: **Monday, March 10, 2025 at 6 p.m.**

Meeting via Zoom

<https://us02web.zoom.us/j/3364539980>

Meeting ID: 336 453 9980

- I. Call to Order: Call to Order 6:03, **Present:** Catherine O’Leary, Challis Crema, Caitlin Wajkowski, Mike Grugin, Beth Woelflein, Tracy Murphy, Jim McAuliffe, Michael MacMillian, Josh Stewart, John Scichilone, Rachel Lake, Lauren Barker **Absent:** None
- II. Declaration of a Quorum: Tracy declared a quorum.
- III. Public Comment: None
- IV. Director’s Report
 - A: Calendar Update:
 - February 25th = Lottery held: Catherine reviewed this year’s lottery results and compared enrollment trends over the years.
 - March 4th = MARCH FORTH! Wonderful day. This carries on the tradition started by John Stewart.
 - March 21st = CCLCS Auction!! Please attend
 - March 24th = MCAS begins. We are talking about the MCAS more deliberately this year with all staff and students.
 - April 4th = The Little Mermaid! Please consider attending. It's held at The 204 in Harwich.

B: The Board will vote on the 25/26 Calendar at the next meeting

C: Accountability:

- Summary of Review: The Final draft has been sent to all Board members. It's been very validating this year. The observation quote really exemplifies the work that we do every day here.
- The commissioner voted to renew CCLCS without conditions.
- Accountability Plan 2025-2030 creation begins.

Jim was very pleased with what he had read and expressed that he hadn't seen reports so positive before this one. Josh posed a question related to enrollment data from districts. He was curious to see if we collected three data points to show 1. where the applicants come from, 2. who got in, and 3. who chose not to come. Catherine can get that data and could compile it. Everyone who got in but chose not to come has to fill in a "why". Catherine will gather that data and have it available for the next meeting.

- V. Chair Report - Update on retreat: April 12, 2025, 9-1 at the school. Zoom access will be available as well. Catherine and Tracy are working with the Mass Charter Association to develop an agenda for the retreat.

- VI. Discussion and consideration of the vote on Executive Director finalists:

Tracy thanked the Search Committee for their sacrifice, care, and thoughtfulness.

Catherine was an incredible source of support. Thanks to Paul, the kids, the staff, and the Board members.

- **Opening Remarks**
 - Participants were encouraged to discuss and engage in the conversation
 - Tracy discussed communications that included feedback from David Conrady on questions that were posed to him regarding previous employment.
 - Results of surveys from parents, staff, and students were shared
- **Candidate Summary**
 - Board averages based on points out of 50:
 - Ben Parsons: 41.7
 - David Conrady: 35.6
 - Both candidates were noted as strong but distinctly different from one another
- **Survey Results Observations**
 - Student data was limited because some students did not fill out the forms. Students scored David higher than Ben, but the staff was overwhelmingly in favor of Ben. Parent data was in favor of Ben as well.
 - Discussions focused on the nature and impact of both candidates during various school and stakeholder interactions
- **Interview Panel Experience**

- Student panelists felt proud during the candidate sessions
- Ben's interaction style leaned towards storytelling; David was more concise and interactive
- Candidate responses were perceived differently by the student audience
- **Staff Feedback Insight**
 - Ben received significantly higher scores from the staff
 - Alignment w/ CCLCS values was a key aspect to potential candidate selection
- **Discussion on Reference Checks**
 - Reference calls reflected candidates' abilities and experiences, revealing nuances in leadership styles
 - Both candidates had different experiences handling emergencies
- **Administrative Insights**
 - Conversations pointed towards Ben's vision for middle school education and curriculum development
 - Discussion about the importance of balancing management and authentic connection with staff and parents
- **Future Leadership Perspective**
 - A distinction made between David's data-driven approach and Ben's emphasis on innovative practices and community engagement
 - Discussion reflected the potential for long-term positive change with Ben, focusing on community relationship building and development
- **Summary of Concerns**
 - Need for training and mentorship for new leadership
 - Recognition of the significant growth both candidates are likely to experience moving forward
 - Discussion on the importance of facilities management and operational understanding

Josh Stewart made a motion to hire Ben Parsons as CCLCS's next executive director, seconded by Jim McAuliffe. Role call - 9 yes, 2 abstained, 1 no

Next Steps

- Tracy to connect with Ben for a verbal offer
- A legal review of the contract is recommended before finalization
- Emphasis on ensuring a smooth transition and continued support for both Ben and Beth within the upcoming changes.
- Acknowledgement of the complexities involved in hiring and supporting the new director's role in the school and community

VII. Next meeting: April 28, 2025

VIII. Vote to adjourn regular meeting: 7:25PM, Josh motioned to adjourn, seconded by Jim McAuliffe, unanimously approved.