



Special Meeting: Committee of the Whole

The Chicago High School for the Arts Board of Directors Meeting

April 4, 2022 at 5:00pm

Location: Online, via Zoom

To attend via video conferencing, please reach out to Ursula McGregory (umcgregory@chiarts.org), who will send the appropriate information.

No votes are expected to be taken at this meeting

Welcome / Call to Order / Roll Call	Cynthia Plouché
Board Chair Report	Cynthia Plouché
Initiative Updates HR Audit	Julius Rhodes, mpr group
Committee Reports	
Actions to be Taken by Board	Cynthia Plouché
Public Comment	
Adjournment	
Next Board Meeting: May 9, 2022 at 4:00pm	

The Chicago High School for the Arts (ChiArts®) develops the next generation of diverse, artistically promising scholar-artists through intensive pre-professional training in the arts, combined with a comprehensive college preparatory curriculum.



Human Resources Policies, Procedures and Workplace Practices Audit at ChiArts

Recommendations

Stay interviews should be conducted with ChiArts staff who have completed at least one performance evaluation cycle at the school to examine their connection and engagement levels in their role(s).

Roles and responsibilities need to be clearly defined at ChiArts such that people are allowed to operate in the roles for which they were hired, and those roles and responsibilities need to be communicated to ChiArts stakeholders.

Human Resources needs to be prioritized and at least one FTE needs to be added so that the Director of Human Resources can function in that capacity and not as a manager or generalist.

The employee handbook should be updated at least every eighteen months, if not sooner, and employees should be required, if they are not now, to sign off on receipt of the employee handbook, as well as sign an employment at will statement.

Human Resources should conduct regular rounding/listening tours to share pertinent policies and procedures and other information with ChiArts stakeholders and hear their input.

Mechanisms such as a 1-800 number where people can provide anonymous information to a third-party resource should be instituted and information provided to ChiArts stakeholders on its use.

The organizational structure for school leadership needs review so that academics, arts, and school operations all receive the priority and attention each deserve.